

\$250 Top, \$221 Start Won At N.Y. Times



New York Times Guildsmen ratify record-breaking contract after hearing Local Representative Edwin Egan, left, report on terms.



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7 Appointed To Interim Committee On Organizing-Bargaining Policy

Seven members of the Organizing, Collective Bargaining and Finance committees of this year's ANG Convention were named by the International Executive Board last week to draft an integrated program to promote and finance the Guild's organizing and bargaining efforts.

Implementing a recommendation of the 1967 Convention, the board appointed a committee consisting of:

Rollin Everett, executive secretary of the St. Louis Guild.

Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild.

Brian Flores, administrative officer of the Washington-Baltimore Guild.

Robert B. Gilson, president of the Erie Guild and the Pennsylvania-Ohio-Indiana District Council.

David Manley, president of the Vancouver-New Westminster Guild.

Former International Vice President Daniel A. McLaughlin of North Jersey.

Thomas J. Murphy, executive vice president of the New York Guild.

The committee, which is to report to next year's ANG Convention, is slated to hold its initial meeting Nov. 28 and 29. The composition of the committee, recommended to the board by ANG's three top officers, is in ac-

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IEB Hits Attacks On Newsmen

ANG's International Executive Board last week called on federal, state and local authorities to launch an immediate investigation into police attacks on newsmen reported during recent demonstrations in Oakland and elsewhere.

It urged an inquiry to determine those responsible and to "prevent recurrence anywhere of incidents that interfere with freedom of the press and place newsmen and women in physical danger from the forces whose job it is to protect their rights as well as those of all citizens."

International Vice President Barney Peterson of San Francisco-Oakland told the board that city and state police who beat and gassed newsmen during anti-draft demonstrations in Oakland

Oct. 16 and 17 did so with unmistakable purpose.

"Their intent was to put photographers and reporters out of business so that they could not record the unusual tactics the Oakland police were using," he declared.

Peterson said the San Francisco-Oakland Local has appointed a San Francisco Examiner reporter, James Schermerhorn, to the full-time task of compiling a comprehensive documentation of the police actions. A California legislative committee has agreed to hold a special hearing on the treatment of newsmen in Oakland.

Engravers' Stoppage Halts Cincinnati Papers 3 Days

Cincinnati, Ohio — Three hundred Cincinnati Guildsmen observed photoengravers' picket lines last week in a three-day shutdown at the Cincinnati Post & Times-Star and the Cincinnati Enquirer.

The stoppage ended with a contract settlement in which the Lithographers and Photoengravers' Union won a \$26 wage in-

crease over 33 months and a picket-line clause.

The Lithographers and Photoengravers, who had been bargaining for five months after contract expiration, had served notice the week before that their members would not work Saturdays and Sundays without overtime pay. No photoengravers reported for

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The IEB said reports of "unprovoked and deliberate assaults by city and state police upon clearly identifiable newspaper reporters and photographers, television reporters and cameramen and other press representatives" in Oakland "have outraged all who adhere to the principles embodied in the First Amendment."

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Minimums Raised \$50, \$85; Stepup Is 2 Years

New York City — A record-breaking settlement providing a \$250 key top minimum and a \$221 starting minimum for reporters was ratified this week by Guild members at the New York Times.

The \$250 top for display salesmen, reporters and circulation roadmen represents a \$50 increase over three years and is \$12.70 above the highest previously negotiated in any Guild newspaper contract—\$237.30 at the New York Daily News.

The \$221 starting minimum represents an \$85.75 increase, is \$52.55 above the highest ever negotiated—\$168.45 at the News—and higher than the top minimum in all but three Guild newspaper contracts.

General increases range up to \$45.95 over the three-year term, with \$42.75 going to those at the reporter-ad salesman level.

The top minimum for supervisors and special writers goes to \$275, up \$60; their starting minimum goes to \$250, up \$50.

The contract embodies extra reclassification increases affecting 334 people and ranging up to \$75 over the contract term. One

Table of New Times Minimums . . . Page 6

moves classified-advertising solicitors closer to parity with display salesmen and reporters by a top-minimum increase of \$58.30, to \$216.50.

The Guild also won a wide range of fringe improvements, including a fifth week's vacation after 25 years' service.

The reporter-ad salesman top goes to \$220 retroactive to March 31, higher than that currently prevailing in any Guild newspaper contract. It climbs to \$235 next March 31 and reaches the \$250 mark on the same date in 1969.

The reporter starting minimum goes to \$194.25 the first year and \$207.25 the second before hitting \$221. Only two years of experience is required to qualify for the \$250 top; formerly six years' experience was required.

Copy readers and rewriters get the same top minimums as reporters but their starting minimums will be higher—\$233 in the third year for an increase of \$54.75 in the former case, \$45.75 in the latter.

A different starting minimum is also established for display salesmen and roadmen—\$174.25 in the first year, \$187.25 in the second and \$201 in the third.

General increases—eight percent the first year and six percent compounded the second and third—are \$16, \$13 and \$13.75 at the key top-minimum level and \$17.20, \$13.95 and \$14.80 at the supervisor-special writer level.

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Sheboygan Top Up \$22, Start \$30 Over 2 Years

Sheboygan, Wis.—Increases of \$22 over two years at the reporter-ad salesman top-minimum level have been negotiated at the Sheboygan Press.

The settlement represented a \$10 improvement over a proposed agreement submitted by the Sheboygan Guild in July and rejected by ANG's Contracts Committee.

In addition to raising the top

minimum for reporters, display salesmen and classified solicitors by \$6 retroactive to Feb. 1, \$10 on ratification and \$6 next Feb. 1, to a final \$159.70, the settlement increases the starting minimum by a total of \$30.30, to \$115. Ten dollars of the ad salesmen's commission is incorporated into minimums.

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Wire Service Scores AP Economy Drive

An Associated Press economy campaign is driving down both employee morale and the quality of the AP news product, Wire Service Guild sectional conferences last month declared.

AP management, after a Nov. 6 meeting with Guild representatives, agreed to look into the effects of what the wire service has described as an "economic adjustment," in the form of a reduction in jobs (although without dismissals), overtime and expenses. It will meet with the Guild again after its inquiry.

A delegate to the local's Southern sectional conference in Atlanta said an avowed effort to eliminate "secondary news" had kept AP newsmen and photographers from staffing a recent visit to South Carolina by Vice President Humphrey.

He said he often is forced to stay in the office all day because management won't authorize car mileage and other expenses.

The Southern conference expressed "deep concern" over the effects of the economy drive on employee morale "in the face of increasing demands upon AP staffers for increased production of 'enterprise,' 'in-depth' and 'task-force' stories."

It called on management to "re-assess the purpose of its 'hold-

down' policy" and to "take steps to assure no further damage to employee morale and the quality of the AP product as a result."

A resolution adopted by the Western conference, held in San Francisco, said AP morale was "at the lowest level in memory," pointing to "an alarming wave of resignations" among senior employees as well as newer ones.

Declaring that the loss of veteran employees and lowered morale among those remaining "can only result in a product of lower quality with the subsequent loss of status," the delegates called on management for "immediate action" to remedy the conditions responsible.

Sectional conferences in Chicago and New York adopted similar resolutions.

The San Francisco conference also called for steps to improve morale by United Press International.

Another Western resolution charged that working conditions in a number of wire-service bureaus "are so inadequate as to endanger the health and welfare of the employees," pointing to "noise, heat, dirt and crowded conditions."

Declaring that "members of the journalism profession in this age of enlightenment should not tolerate working conditions reminiscent of those of the sweatshop era," the conference demanded that management proceed immediately to improve them.

Another Western resolution asked management to confer with key employees whenever major technological changes are planned. It noted that new equipment and procedures have sometimes been instituted "with a disregard for the rights and welfare of employees."

The Southern conference, citing "the growing necessity for union security in wire-service contracts," urged that the local "accept no future contract which does not include the Guild shop."

Local Administrator Ray Mann told the conference that management personnel of both AP and UPI have been performing an increasing amount of work in Guild jurisdiction. The problems of jurisdiction and exempt employees were among those on the agenda at the local's meeting with AP officials Nov. 6.

Mann noted an increased militancy among AP Guildsmen as a result of such management practices as instituting irregular work schedules and attempting to have staffers take their overtime in time off.

The Southern conference urged that a UPI speedup created by the addition of extra radio-wire writing in UPI bureaus be eliminated as a clear contractual violation that has "lowered the quality of the UPI report."

Top Up \$22, Start \$30 In Sheboygan

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The top for general circulation men is increased \$11.70, to \$118.80; that for switchboard operators \$9.60, to \$84, and that for society reporters \$22, to \$118.30.

The Guild also won a fourth week's vacation after 25 years' service and reduced the requirement for a third week from seven years to six. The publisher's share of health-insurance premiums is increased from 50 percent to 60 percent.

The mileage allowance for editorial employees is raised one cent, to 10 cents, for the first 150 miles a month; weekly allowances for others are increased \$1 to \$17.25 for travel outside the city, \$15.25 for other use.

ANG Collective Bargaining Director J. William Blatz helped the local bargain the improved agreement.

IEB Aids Drive On Injunctions

A contribution of approximately \$800—a dollar for every Guild member in British Columbia—was approved by the International Executive Board last week to aid the British Columbia Federation of Labour's campaign against antistrike injunctions.

The contribution matched one made a year ago to a similar drive in Ontario. The British Columbia Federation is waging an intensive petition campaign for legislation to end the use of injunctions in labor disputes.

The IEB also voted a \$600 contribution from the International Defense Fund for strike assistance to the United Farm Workers Organizing Committee.



Freshman Vice Presidents

ANG's six first-term vice presidents listen intently during IEB discussion. From right, James G. McMahon of Detroit, Joe Holt Anderson, Jr., of

Washington-Baltimore, Glen Ogilvie of Toronto, Harry Ryan of New York, James H. White of Memphis and Thomas M. Buckley, Jr., of Pawtucket.

Board Hits Attacks On Newsmen, Asks State, Federal Investigations

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The board also cited as "alarming" other reports of police action against newspapermen, including the arrest of two United Press International newsmen during antiwar demonstrations at the Pentagon and the use of acid-gas against a Columbus reporter attempting to cover a demonstration at Ohio State University.

International Vice President Noel Wical of Cleveland said gas was sprayed in the Columbus newsmen's eyes at close range while he was waving his press card in front of a policeman's face in an effort to cross police lines.

Said the IEB: "A democracy such as ours, based on an informed electorate, on its citizens' right to know, is placed in serious jeopardy when newsmen in the performance of their duties are beaten with clubs, knocked down, kicked, sprayed with acid gas or arrested by those sworn to uphold and protect our free and open society."

The board commended Guild locals and management representatives who have protested the attacks, praising in particular the San Francisco-Oakland Local's continuing efforts to insure that the Oakland actions will not be repeated.

The Guild's Western District Council, meeting in San Francisco Oct. 28 and 29, adopted a similar resolution, calling on President Johnson, Gov. Ronald Reagan and other federal, state and local authorities to investigate what it termed "a shocking attack." Among those to whom it sent the

On Being Maced

'A Feeling Of Smothering'

HOW DOES it feel to get a dose of Mace, the riot-control chemical sprayed at newsmen during demonstrations in Oakland and Columbus?

"For an instant I felt nothing except the feeling that something bad was going to happen. Then an agonizing, tearing wave of heat blanketed my face, and I was suddenly cut off from the pure afternoon air."

"I sucked in great gulps of oxygen, but it somehow did not reach my lungs. My knees buckled, and I clutched at the wall for support..."

The account was that of Ron Britzke, news editor of the Newburgh-Beacon News, who volunteered to serve as a guinea pig on the effects of Mace after the local chapter of the National Association for the Advancement of Colored People protested its use against Negroes.

Editor & Publisher, reporting on the experiment, said Britzke, "gasping and choking for air," would have gone down except for the support of a wall. The "sensation of smothering" lasted for about five minutes; it was 20 minutes before Britzke's eyes stopped smarting and an hour before he was able to remove wet towels from his face without pain.

"Fully as effective as a rap over the head with a nightstick," was Britzke's evaluation of the gas. "It has the stopping power of a bullet."

resolution was Rep. John Moss, chairman of the House Freedom of Information Committee.

The Santa Clara County Central Labor Council this week adopted a San Jose Guild resolution backing the call for city, state and federal investigations of the Oakland attacks.

The San Jose Guild executive committee itself dispatched similar requests late last month, and a Sacramento Guild membership meeting went on record in sup-

port of the San Francisco Local's position.

The Pennsylvania-Ohio-Indiana District Council, meeting Oct. 28 and 29 in Pittsburgh, adopted a resolution supporting the Columbus Guild's protest against the police action there.

It said such incidents underline the importance of obtaining hazardous-assignment insurance in all Guild contracts and urged the IEB to press for its uniform adoption as a bargaining goal.

Strike Closes Cincinnati Papers 3 Days

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work Oct. 28 and 29, forcing the papers to publish without current art.

When engravers who normally work on the weekend reported for work the next day, their scheduled day off, they were sent home. Other photoengravers left with them, declared a lockout and set up picket lines at both papers' plants.

The two papers suspended publication after pressmen and stereotypers refused to cross the picket

lines. The Lithographers and Photoengravers Union voted to strike that night, and Cincinnati Guildsmen at the Post & Times-Star voted overwhelmingly the next morning to observe the picket lines.

Only one Guild member disregarded the vote.

Later that day printers, who had continued to report for work, were laid off when the Post & Times-Star ran out of lead. The metal melter, a Guild employee, was observing the picket lines.

The Enquirer Editorial Employees Professional Association, an independent union, took no action on the strike, and its members continued to work throughout it. They helped the Enquirer put out a "newspaper of the air" on radio the first night.

The settlement was reached in the early hours of Nov. 2 with the assistance of a federal mediator. The two papers resumed publication that day with curtailed editions.

Guild President Ben Schilmeis-

ter and James Adams, a member of the local executive board, sat in on bargaining with representatives of the other newspaper unions until shortly before a final settlement was reached.

The settlement contained two goals sought by the Cincinnati Council of Newspaper Unions—the picket-line clause and a common expiration date with other union contracts. The picket-line clause gives each union member the right to honor a picket line.

IEB Backs IERC, Plans New Vote Rules

The International Executive Board last week supported the International Election and Referendum Committee's September action in disenfranchising locals whose per-capita payments were not postmarked by the constitutional deadline. But the board said it would recommend liberalized constitutional procedures for qualifying members to vote in future elections.

In a related action, the IEB repudiated as "defamatory and libelous" a Buffalo Guild charge that the IERC's disqualification of 300 Buffalo Guild members whose per-capita payments were postmarked three days late was politically "vengeful." It called upon the Buffalo executive board to apologize to the election committee.

Supporting the committee's disqualification of the Buffalo members and 950 members of other locals in the recent vice presidential elections, the board, adopting a report of its Constitution Committee, headed by Noel L. Wical of Cleveland, concluded:

"The position adopted by the IERC, on eligibility of members on checkoff but for whom remittances to ANG were late, was an eminently legitimate and reasonable interpretation of the present constitutional provisions. So far as late postmarks themselves are concerned, no other interpretation was possible."

But the board, citing concern about the possibility of similar disenfranchisement in future elections, said it had decided that "an additional standard, other than the postmark date of remittances to ANG, can be effectively and fairly used to determine good standing for voting purposes, especially for members on checkoff, and that the period of time for registering good-standing rolls with ANG can be fairly and feasibly broadened."

The Constitution Committee said it hoped to submit proposed constitutional language to effect the change at the board's February meeting.

In its statement on the Buffalo charge, introduced by ANG Executive Vice President William J. Farson, the board described as "a shameful libel" a resolution of the local's executive board that said the disqualification of Buffalo members "is viewed by the local as vengeful" in the light of the local's support of Thomas M. Buckley, Jr., of Pawtucket in the Region 1 referendum.

Declaring that few things have so shocked it in recent history, the board said:

"To describe as 'vengeful' the decisions of the International Election and Referendum Committee, duly and unanimously elected by the convention, impugns the character and motives of the five outstanding, long-time Guild members who make up the committee. Indeed, we are advised by counsel the statement is defamatory and libelous."

"The committee's job was to supervise the referendum in accordance with the provisions of the ANG Constitution. This it did, and well. The attack by the Buffalo Local was its reward for carrying out this difficult assignment faithfully."

"With considerable restraint," the board concluded, "the IEB confines its reaction to this shameful libel to a suggestion that in all justice the Buffalo Newspaper Guild executive board must apologize to the IERC."

Buckley, who narrowly defeated Carl J. Pesavento of Wilkes-Barre for the Region 1 vice presi-



Presidential Oath-Taking

ANG's new president, James B. Woods of St. Louis, along with other members of ANG's new International Executive Board, pledges to "remain ever faithful to the trust which has been placed in

me by my fellow newspaper workers" in ceremonies opening the new IEB's first meeting. The oath is administered by AFL-CIO Secretary-Treasurer William F. Schnitzler, left.

dency, disassociated himself from "any contention" that the IERC's action was "vengeful."

"I feel that the IERC's action was in full accord with past practices and the controlling ANG constitutional provisions, and so voted on the IEB's Constitution Committee," Buckley declared in a statement for the record during board discussion of the resolution.

Wical, who earlier said he opposed the resolution as introduced but would "tell the Buffalo Local what I think of their letter" as an individual Guildsman, moved, with Buckley's support, to delete the paragraph suggesting that the local "must apologize."

But Vice President Bernard Stein of New York said the resolution "would be meaningless without some redress," and the amendment attempt was defeated on a voice vote. The resolution then was adopted, also by a voice vote.

Among those who scored Buffalo's action was Vice President Glen Ogilvie of Toronto, a former member of the Election and Referendum Committee. Noting that one member of the current IERC (Fred Seguin of Ottawa) had voted for the disenfranchisement of his own local on the same ground as Buffalo's, he said ANG officers had never sought to intervene in committee policy decisions during his term.

President James B. Woods stepped out of the chair to make a statement declaring that a charge such as Buffalo's might be excusable "if someone were firing from the hip in a debate" but that "any local that would take such formal and official action should be reprimanded."

The Buffalo charge was contained in a resolution suggesting a constitutional amendment to provide that locals with members on dues checkoff not be held to the postmark deadline in determining voting eligibility.

Former International Vice President Daniel A. McLaughlin made a similar proposal in a letter to the new IEB, urging that the Constitution be amended to provide that all members on checkoff be considered automatically in good standing for election purposes.

A less specific recommendation along the same line was made by the Western District Council at its Oct. 28-29 meeting.

The council said that "we have no quarrel at all" with the IERC's interpretation of the existing con-

stitutional provisions but that "we do quarrel with the continued existence of constitutional provisions that can result in the disenfranchisement of innocent members on a wholesale basis."

Declaring that hundreds of members disqualified from voting

"had nothing to do with and were in no way responsible for whatever it was that disqualified them," the council urged the IEB to submit to next year's ANG convention constitutional amendments that would preclude a repetition of the disqualifications.

Transfers Hike IR Staff To Full Strength Of 10

ANG's field staff will reach its full budgeted strength this month with the reassignment of two international-affairs staff members to the domestic staff, the International Executive Board reported last week.

With the field staff at its full complement of 10, the IEB declared, "both collective bargaining and organizing will receive greater attention."

But the board said in adopting the report of its Organizing Committee, there are no funds available at this time to consider implementation of 1967 Convention recommendations on the appointment of an organizing director and a bilingual international representative for Canada.

Richard P. Davis, who has been ANG international-affairs director, and John K. Sloan, an international-affairs representative, are scheduled to join the field staff Nov. 17 when an interim three-month financing arrangement for the Guild's international-affairs program by the American Institute for Free Labor Development (AIFLD) expires.

The board noted that their reassignment will bring to four the number of persons added to the field staff since the convention. Two new staff members—Robert A. Steinke and Robert J. Rupert—were hired last summer.

Davis reported to the IEB at last week's meeting that ANG has been unable to obtain further acceptable government or private funds to enable it to continue its international-affairs activities at the expanded level undertaken several years ago.

Davis and Sloan are being transferred to the domestic staff in consequence, and International Affairs Representative Ronald A. Watts, formerly assigned to the International Federation of Journalists, has been placed on leave. He will remain in Brussels, where he will engage in free-lance reporting and work directly for the

IFJ on a project basis.

Alberto Schirru, an Argentine newspaperman and unionist assigned, like Sloan, to the Inter-American Federation of Working Newspapermen's Organizations, also will be terminated Nov. 17.

Davis told the board that "budget-cutting" by the Agency for International Development, from which the AIFLD and the African-American Labor Center receive most of their funds, had dashed expectations that the two agencies would help finance the Guild's overseas activities.

Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., said ANG would continue its affiliation with both the IFJ and the Inter-American Federation, however. The IFJ, with which the Guild has been associated since 1934, will hold its biennial congress next April.

With the addition of Davis and Sloan, both of whom speak Spanish, the ANG field staff will have three bilingual members, the IEB noted. International Representative J. Ed Allen speaks French.

The board, noting its appointment of a special committee to draft an integrated bargaining and organizing program, said the Guild, in the interim, "must press forward to obtain the maximum organizing effort our increased staff can provide."

During its meeting the board authorized the granting of a charter to the Yakima Guild upon application by the local and accepted the Seattle-Tacoma Guild's offer to help service the new local.

Noting that the Communications Workers of America has recently won representation rights in departments of the Burlington (Iowa) Hawk-Eye and the Houston Post, the board authorized ANG officers to pursue discussions with CWA officials to explore the possibility of future co-operation.

ANG Deficit Decreases In First Half

ANG's year-opening deficit of \$19,611 is being substantially reduced as the fiscal year passes the halfway mark, the International Executive Board's Finance Committee reported last week.

A sizable portion of a \$25,000 surplus amassed in the first five months of the year is expected to survive heavy bills at the close of the second quarter to leave the deficit greatly reduced, the committee reported.

"Even more encouraging," it said, "is the fact that per capita payments are staying considerably above the 28,000 monthly average anticipated for the current fiscal year." The first quarter average, it noted, was 29,187; in August and September it was 29,119.

The committee reported a "surprising, but very misleading, new record" of 31,850 members in August and an even higher figure of 31,923 for September but explained that 700 of the "record" figure represented former World Journal Tribune members not yet officially removed from the membership rolls.

The former record of 31,747 was set in January 1963.

The Finance Committee reported that the International Defense Fund stood at \$1,396,217 at the end of September and that prospects of reaching the fund's constitutional floor of 1½ million dollars by Dec. 1 seem "very good."

ANG Secretary-Treasurer Charles A. Perlik, Jr., reported that the General Fund's obligation to the Defense Fund was expected to be reduced from \$93,000 at the time of ANG's 1967 Convention in July to approximately \$30,000 by the close of the second quarter.

The IEB referred to the Finance Committee a 1967 Convention directive to study the advisability of automatically adding per-capita increases to membership dues.

The committee also has under study the question of financing convention entertainment.

The board approved a second-quarter budget of \$136,003 and a third-quarter budget of \$150,825.

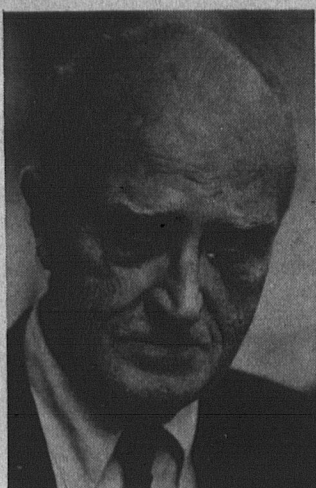
The board ordered the Youngstown Guild to make available to ANG's auditor financial records involving the 1964-65 Youngstown Vindicator strike, including those of the interim Steel Valley News related to financial assistance that Guild members received from it. The records are required to complete the strike audit.

No Contest? No Election

Guild locals will no longer have to conduct secret-ballot polling in non-existent election contests if a recommendation of the International Executive Board is approved by next year's ANG Convention.

The board, in the light of a new position taken by Secretary of Labor W. Willard Wirtz, voted last week to amend the ANG Constitution to require secret-ballot elections for convention delegates only when there is a contest.

The board cited a recent statement by Wirtz that secret-ballot elections need not be held otherwise, reversing the Labor Department's previous position.



JAMES MARLOW

AP's Marlow To Head '67 Broun Contest

Associated Press columnist James Marlow, chairman of ANG's Heywood Broun Award Committee this year, will head it again next year.

Marlow, who served as a Broun Award judge in 1959, was appointed last week by the International Executive Board. The award—\$1,000 and a citation—is presented annually for journalistic achievement in the spirit of Heywood Broun.

Marlow announced a Jan. 20 deadline for entries in the contest, whose winners have gone on to receive Pulitzer Prizes for the last three years.

Marlow, who writes AP's "World Today" column, was co-chairman of the national organizing campaign that led to AP's recognition of the Guild on a nationwide basis in 1949.

The IEB also named Vice Presidents Harry Ryan and Hugh H. Harrison and Research and Information Director Ellis T. Baker as the judges for ANG's annual Guild Service Award.

The award, a scholarship of up to \$1,000 for a course in labor education, is presented annually for Guild achievement on the local level. This year's winner was Joe Holt Anderson, Jr., of Washington-Baltimore, now an international vice president.

Among several clarifications in award rules made by the board was the addition of local membership meetings to the bodies empowered to make nominations. Executive committees and representative assemblies can also nominate candidates for the award.

Deadline for nominations is Feb. 1.

ANG Pins, Tributes Go To Ex-Board Members

Six departing members of the International Executive Board will receive gold Guild pins—and verbal bouquets—from the new IEB.

The pins and individual expressions of tribute were voted by the board at its initial meeting last week. They will go to:

Former President Arthur Rosenstock—"The man of the mellifluous metaphor, who so capably led us through eight fine years of ANG history."

Former Southern Regional Vice President Richard P. Lane—"To think of whom is to think of gentleness and gentlemanliness but not of softness nor of less than complete determination to serve the Guild with all his might."

Religious Discrimination?

Hiring Bias Charged In Memphis

Memphis, Tenn.—The editor of the Tri-State Defender, a Memphis Negro weekly, last week filed a complaint with the federal Equal Employment Opportunity Commission, charging the Memphis Publishing Co. with religious discrimination in refusing him a copy editor's job.

McCann L. Reid, a 43-year-old Negro, reported a Nov. 1 complaint to the commission in which he charged that the editor and managing editor of Scripps-Howard's Press-Scimitar offered him the job only on the condition that he agree to work Saturdays in violation of his Seventh Day Adventist faith.

Reid, a 1951 graduate of Boston University's School of Journalism, said he applied for a reporter's job with the Press-Scimitar several times during the past five years but was told there were no openings.

Earlier this year when he exhibited an interest in working as a copy editor, Reid said, he was given a tryout and told he was judged qualified for a job on the copy desk. But, Reid said, he was then told that management feared a complaint from the Memphis Guild should he be given Saturdays off in deference to his faith's observance of the Sabbath.

Reid said he raised the question with James H. White, president of the Memphis Guild, and was told that scheduling is a management responsibility under the Guild contract and that the Guild would not object to his receiving Saturdays off.

Nevertheless, Reid said, management told him it would hire him only if he was available for Saturday work.

Reid said an inquiry at the Memphis Commercial Appeal, the Press-Scimitar's sister paper, disclosed that the Commercial Appeal has two Seventh Day Adventists working on its copy desk who take both Fridays and Saturdays off for religious reasons. The Commercial Appeal told him a third copy editor's requiring Saturdays off would create severe scheduling difficulties, Reid said.

Reid said he jotted down the address of the Equal Employment Opportunity Commission from an EEOC poster he spotted posted in the newspapers' plant.

EEOC guidelines under the 1964 Civil Rights Act's prohibitions against religious discrimination in employment state that employers must make "reasonable accommodations" to employees' religious needs so long as the accommodations do not place "undue hardship" on the operations

of the employers' business.

The employer, the guidelines state, "has the burden of proving that an undue hardship renders the required accommodations to the religious needs of the employee unreasonable."

Covering observance of the

Sabbath on days other than Sunday, the guidelines note that it might be an "undue hardship" if, during an employee's absence for religious reasons, his work could not be done by another employee of "substantially similar qualifications."

IEB Backs Rights Bill, Hits Antilabor Rider

The International Executive Board last week urged adoption of a Senate bill to extend civil-rights protections but warned against an attempt to use the bill as a vehicle to foster strikebreak- ing.

The board went on record in favor of a pending measure that would make it a federal crime to interfere by force or intimidation with the exercise of civil rights because of a person's race, color, religion or national origin.

But the board urged senators to resist the renewal of an attempted amendment defeated in the Senate Judiciary Committee. The amendment would have prohibited unions from disciplining members who cross picket lines and would have provided federal sanction for sharp restrictions on picketing.

The IEB also called on Guild locals to follow the example of the Seattle-Tacoma Guild by re-directing scholarships toward minority-group students interested in journalism.

The committee commended Seattle-Tacoma for "rapid and positive reaction" to the call for

such action by this year's ANG Convention. And it complimented the Madison Guild for a \$150 contribution to the Milwaukee NAACP Youth Council's campaign for a fair-housing ordinance.

The board voted to cosponsor a national Conference on Human Rights of the Man in Uniform, initiated by the American Veterans Committee and scheduled for next March in Washington.

The board made a \$250 contribution to the Leadership Conference on Civil Rights, a Washington-based coalition of labor, religious and human-rights organizations to which ANG belongs.

It voted \$25 contributions to the NAACP Special Contribution Fund, the NAACP Legal Defense and Educational Fund, the United Negro College Fund, the American Committee on Africa, the Post War World Council and the National Committee against Discrimination in Housing. A \$30 contribution was voted to the National Jewish Hospital and Research Center in Denver.

\$500 Donated To COPE; Locals Urged To Follow

The international Executive Board last week voted a \$500 contribution to the AFL-CIO's Committee on Political Education and urged locals and district councils to do likewise.

ANG's contribution went to COPE's education fund. In urging contributions to COPE's annual dollar drive the board cited the Guild's \$2,985 quota, of which only \$234.85 has been raised thus far.

The board noted an admonition by the Guild's 1967 Convention that "labor must begin working now to help restore the liberal complexion of Congress in the 1968 elections."

"The sooner we make our COPE contributions," it said, "the more effectively they can be put to work."

The National Association of Manufacturers and the U.S. Chamber of Commerce "are seeking to take advantage of a more conservative Congress" to press for antilabor legislation, the board warned in emphasizing the need for political action.

In another action the board urged locals that have not already done so to return an ANG questionnaire on circulation jobs so that a comprehensive summary can be distributed to aid in bargaining.

North Jersey Responds To Political-Fund Appeal

Warren Township, N.J.—The North Jersey Guild executive committee last month voted a contribution of 10 cents for each local member in response to an appeal from the New Jersey In-

dustrial Union Council for emergency political-action funds.

The money was used to support state legislators who voted for improvements in New Jersey's Unemployment Compensation Law. Business interests are campaigning to unseat the prolabor legislators.

N.Y. Papers Summoned To Bias Hearing

New York City—Top executives of New York newspapers and broadcasting companies will be asked to testify before the Equal Employment Opportunity Commission in January to explain the low proportion of Negroes and Puerto Ricans on their white-collar payrolls.

Commission Chairman Clifford L. Alexander, Jr., in announcing the hearings, charged the city's communications, financial and manufacturing industries with widespread discrimination against minority groups.

The hearings, scheduled for Jan. 15 through 17, are designed "to open a lot of eyes and, more importantly, a lot of doors," he said.

"Our object will not be to embarrass anyone," Alexander declared. "The figures themselves should be embarrassing enough."

The commission has published the results of a survey showing that 18 New York City newspapers, periodicals and book publishers had a proportion of Negro white-collar employment ranging from .7 percent to 6.4 percent of their white-collar staffs, with a median of 2.8 percent. Negroes constitute an estimated 18.2 percent of the city's population.

The study showed Puerto Rican white-collar employment ranging from .2 percent to 2.2 percent, with a median of 1.2 percent. Puerto Ricans constitute 7.9 percent of the city's population.

More than 40 percent of 4,249 business establishments of all kinds reporting to the commission had no Negroes or Puerto Ricans at all among their white-collar employees.

"In view of these figures," Alexander said, "It becomes academic to ask whether discrimination exists. Instead it becomes imperative to pin down where and why it exists and find ways to eliminate it."

The January hearings will concentrate largely on the communications and financial industries.

Alexander said statistics compiled by the commission belie the explanation that no Negroes or Puerto Ricans can be found to fill white-collar jobs. Figures from the broadcasting industry, for example, showed Negro employment ranging from .8 of one percent to 19 percent, he reported.

"We intend to find out how one company was able to find so many qualified Negroes and others were not," Alexander declared.

N.Y. Locals Weigh Joint Service Plan

Kingston, N.Y.—Empire State District Council locals will hold a special meeting in Albany Dec. 2 to weigh the feasibility of a co-operative servicing plan.

The special session was arranged at a council meeting here Nov. 4 and 5, during which several possible alternatives were advanced. They include the hiring of a joint executive secretary, a joint training program for local negotiators and a pooling of funds to hire staff members of other locals.

The council adopted a resolution thanking ANG for assistance given the Utica Guild during its 100-day strike ended last month.

The next council meeting will be Feb. 3 and 4 in New York City.



'Recruiting Agent For Revolt?'

Raskin Raps 'Imbalance' In News

Minneapolis, Minn.—The American press's failure to present the news in balanced perspective is a greater danger than its increasing concentration in fewer hands, A. H. Raskin, assistant editor of the New York Times editorial page, told an audience at the annual Twin Cities Guild Memorial Lecture Oct. 26.

Raskin, while decrying the effects of growing newspaper monopoly, declared that the "press is trying so hard to keep in tune with revolutionary new trends in the society that it is in danger of becoming a recruiting agent rather than a reflector or interpreter."

Raskin said he had no quarrel with the contention that concentration of press ownership in fewer and fewer hands is "an unhealthy situation for an open society in a period of explosive growth for every branch of knowledge and cultural expression."

New York, Washington and Boston "are the only cities left with three separate publishers," he noted, "and it will probably not be long before both Washington and Boston are down to two."

And while "standards of excellence" have been built up in such "privileged sanctuaries" of single newspaper ownership as Minneapolis, Milwaukee and Louisville, he said, "monopoly stifles the diversity of ideas and approaches that offers the greatest assurance of adequacy in the performance by newspapers of their over-all community function."

"And where monopoly is linked to wretched exercise of the duty to inform and illuminate, as it is in scores of cities, the only proper descriptive is disaster," Raskin declared.

But the press's failure to achieve a "sounder balance" in news presentation was the main target of Raskin's presentation, the 20th in an annual series sponsored by the Guild and the University of Minnesota.

"Every day's front page is an incitation to riot—or suicide," he said. "The hysterics and the tune-outs capture a disproportionate share of press and television attention; the voices of moderation echo hollowly in the shadows."

"And the notion spreads that the only way to dramatize your grievances is to declare open war on the society or to engage in spectacular secession from it. The more aberrational the method, the more certain it is to land you in the limelight."

Raskin said newspapers "hold a distorted mirror to the world" because they "ignore the routine . . . that is the reality of existence for the great bulk of Americans."

"That reality is not all good, not all bad," he declared. "But it deserves exploration along with the pathological developments—interpersonal, interracial, international—that now dominate the news."

"Quite apart from any other benefit, such an embracing concept of saturation news coverage might enable us to uncover dark corners of our community before they erupt."

"I am not overcome with admiration at the encyclopedic analyses every large newspaper runs in the wake of a riot that has devastated a big chunk of its community, listing exhaustively all the reasons why the explosion had to come. I never can understand why no similar investment of investigative enterprise precedes the riot."

Raskin suggested that the mass media bear "a major part of the responsibility" for a general "breakdown of communication."

"We have a shiny panoply of new technological marvels, from communications satellites to computers to help us do our job more

effectively," he said. "We are spending more to gather more news and, by and large, we have brighter, better-trained, more concerned and more imaginative people engaged in every branch of the mass media."

"Yet I know of no period in our history, even including the Civil War, in which there has been less real communication, less understanding."

The press and television, he charged, "are not doing a much more intelligent job of handling the demagogues and incendiaries in the racial field than we did in handling Sen. McCarthy 15 years ago."

"The episodic nature of news development, the concentration on the events of each minute, each hour, each day, makes perspective difficult to achieve," Raskin said. "And so the hatemongers, the hawkers of violence, the rejecters of co-operative action for genuine equality, find the intemperance of their castigation of society, the luridness of their threats, a passport to attention more sober analysts cannot get."

The fault, he said, is "a product of zeal to provide hospitality to emerging points of view, however microscopic their base" rather than of a desire to distort.

Raskin voiced hope that the press can become "a better instrument for seeing the society whole, for directing attention to what needs correcting and for mobilizing support for the sustained, costly, inventive programs that are required."

Providence Guild Files For 160-Man Ad Unit

Providence, R.I.—The Providence Guild is seeking to add 160 advertising employees to its unit at the Providence Journal and Bulletin.

The Guild filed a representation petition with the National Labor Relations Board this week following an intensive one-day blitz in which it completed the enrollment of a majority of the department's employees. The unit includes both display and classified employees.

The Providence Local, which represents editorial employees of the two papers, has been conducting the organizing drive with the assistance of International Representative J. Ed Allen.

L.A. Seeks To Add 95 In Examiner Classified

Los Angeles, Calif.—The Los Angeles Guild last week filed a National Labor Relations Board petition to represent 95 employees in the classified-advertising department of Hearst's Los Angeles Herald-Examiner.

The petition was submitted Oct. 31 after an organizing drive that succeeded in signing up a majority of the department's employees, who are currently represented by an independent union. The Guild represents editorial, display-advertising, circulation, garage and promotion employees.

The organizing drive is being conducted by International Representative Charles Dale.

Close Vendors' Vote Lost In San Antonio

San Antonio, Tex.—News vendors for the San Antonio Light voted 14 to 10 against a representation bid by the San Antonio Guild in a National Labor Relations Board election Nov. 1.

The Guild had won an NLRB decision last month upholding its claim that the vendors were employees rather than independent contractors.

San Juan, P.R.—The Puerto Rico Guild lost a representation election among employees of radio station WABA by a vote of 9 to 6 Oct. 29. The vote was held among announcers, control operators, janitors and office employees.



A. H. RASKIN
"A Distorted Mirror"

\$22 Raises Are Won In Tonawanda

Tonawanda, N.Y.—General increases ranging from \$8.50 to \$22 have been won by the Buffalo Guild in a two-year contract at the Tonawanda Evening News.

The reporter top minimum is increased \$18—\$5 retroactive to May 21, \$2 Nov. 21, \$2 Feb. 21, \$5 May 21, \$2 next Nov. 21 and \$2 Feb. 21, 1969—to reach \$156.75.

The flat minimum for city editor is raised \$22, to \$187.50; that for town editor, sports editor and swing editor \$20, the first to \$175.75 and the latter two to \$171.50, and the top for telegraph editor \$19.50, to \$168.50.

In addition, the publisher will pay \$1 more a week per employee for hospitalization insurance. A fourth week's vacation is added after 20 years' service, and the severance-pay ceiling is raised four weeks, to 28.

The mileage allowance is increased from 70 cents a day plus nine cents a mile to 70 cents plus 11 cents a mile for the first 100 miles within a four-week period and nine cents thereafter.

Woonsocket Gets Strike Approval

ANG Executive Vice President William J. Farson this week granted strike approval to the Woonsocket Guild following a strike vote at the Woonsocket Call.

The Guild has been bargaining for a new contract to replace one that expired Jan. 1. It has rejected a wage offer of \$15 over two years, accompanied by a retrogressive proposal on sick leave.

NLRB Rules Vote Needed To Expand L. I. Guild Unit

New York City—A New York Guild petition to add 29 employees of a Long Island news agency to its unit at the Long Island Press was rejected last month by the National Labor Relations Board's New York regional director.

The director, Samuel M. Kaynard, suggested that a representation election among employees of the ABC News Agency was the proper path for adding them to the unit.

Kaynard conceded there was "abundant evidence" that the Press exercised "a good deal of control" over at least those ABC reporters and messengers who work in Queens and Nassau. He cited testimony that ABC reporters not only work out of the Press

'Compromise' Spurned On Hayden Bill

Milwaukee, Wis.—An attempt by proponents of the Failing Newspaper Bill to gain support from the National Newspaper Association boomeranged sharply last month.

The NNA, representing mostly small dailies and weeklies, instead strengthened its opposition to the bill, which would exempt so-called "failing newspapers" from the antitrust laws.

After listening to amendments that the bill's proponents suggested in answer to objections from small, independent publishers, the NNA board of directors Oct. 28 passed a resolution opposing "any statutory exemption from the operation and effect of the antitrust laws of the United States for newspapers or their publishers."

In June the NNA board had passed a resolution opposing "any legislation which would have the effect or potential effect of condoning predatory pricing or other unfair competitive practices in the newspaper industry."

The amendments offered in the bid for NNA support of the bill reportedly were drawn up at a meeting earlier in the week in Washington between publishers involved in joint operating agencies and Arthur B. Hanson, general counsel of the American Newspaper Publishers Association.

The Failing Newspaper Bill, introduced last March by Sen. Carl Hayden and cosponsored by 14 other senators, would exempt from the federal antitrust laws any newspaper merger or semi-merger (combination of all departments but editorial) involving a paper that "regardless of its ownership or affiliations, appears unlikely to remain or become a financially sound publication."

The chief amendment offered to NNA by the bill's proponents was the addition of a clause stating that the bill should not be interpreted as condoning "conduct by a newspaper combination . . . that would be unlawful if engaged in by a single corporation . . . except as exempted" in the bill. The bill would exempt joint and combined advertising rates, joint circulation rates and profit pooling, among other monopolistic practices.

"It was an insult to our intelligence," said one source within the NNA. "That's just saying they don't want to make legal any illegal practices they haven't thought of yet."

office but identify themselves as Press reporters when gathering news.

But Kaynard said it was unnecessary to determine whether an over-all unit of Press and ABC employees was appropriate in the light of the fact that the agency's employees had not been part of the unit for ABC's 20-year existence.

He said incorporating them into the unit "without affording them an opportunity to select or reject their bargaining representative appears to be unwarranted," citing a similar case in which the board had directed a representation election among suburban reporters whom the North Jersey Guild sought to add to its unit at the Plainfield Courier-News.

Schnitzler Sees Unions In Major Breakthrough



WILLIAM F. SCHNITZLER
"A Substantial Breakthrough"

AFL-CIO unions are on the verge of a "substantial breakthrough" in membership, AFL-CIO Secretary-Treasurer William F. Schnitzler told ANG's International Executive Board last week.

Schnitzler spoke after officially swearing in members of the board at a brief ceremony in ANG headquarters Oct. 30.

A growth of 1½ million members in the past three years—almost 900,000 of them in the first six months of 1967—has been a result of both organizing efforts and expansion of the economy, Schnitzler said.

The influx of new members, he said, is confronting unions with the necessity of expanding their educational efforts.

A recent AFL-CIO poll, he recalled, showed that many union members now are more interested in community affairs generally than in conventional labor legislative issues as such, making it essential for unions to adjust their thinking to reflect the "thinking among our membership."

\$250 Top, \$221 Start Won In N.Y. Times Pact

(Continued from Page 1)

In the lowest salary group, which includes office boys, messengers and cleaners, the general increase is \$6, \$4.85 and \$5.15 for a total of \$16.

Many of the top minimums in addition to those of reporters and ad salesmen are the highest in any Guild newspaper contract. They include:

► **Stenographers:** \$147.85 in the third year, up \$33.30 in a reclassification and \$14.25 higher than any of its kind.

► **Classified telephone solicitor:** \$161.20, up \$28.45 and \$4.70 more than the previous highest.

► **Typists and file clerks:** \$131.80, up \$23.25 and \$6.45 higher than any other.

► **Telephone operators:** \$139.10, up \$24.55 and \$9.10 above the highest comparable minimum in any other contract.

Sextuple Time At The Times

New York City—A New York Times employee can earn as much as six times his straight-time rate under the Guild's new contract with the Times.

A new clause providing double time for a "doubleheader"—work on a second consecutive shift—will give sextuple time to an employee who works such a shift on a holiday falling on his day off. The double-time premium will be applied to triple time required for the first shift on such a day.

A Times employee at the new key top minimum of \$250 a week would receive \$450 in a single day for working such a double shift.

► **Computer systems analyst:** \$250, up \$50 and that much higher than the nearest comparable minimum.

The largest upgrading increase, \$75, is in the top for agency adjuster supervisor, which goes to \$275. The top for teletype and recording operators rises a total of \$58.30, to \$216.50.

In other contract areas, revisions in jurisdiction and exclusion clauses will bring some 150 more employees into Guild jurisdiction, most of them under Guild-shop provisions. The inclusion of advertising branch offices in Boston, Philadelphia, Miami, Chicago, Los Angeles and San Francisco under contract coverage alone will bring in 100 new members.

A new clause will require at least agency-shop payments from any employee promoted into an editorial job exempt from Guild-shop provisions.

With the Times and News contracts settled, the New York Guild has still to negotiate settlements at the Post and the Long Island Press and Star-Journal.

The New York Typographical Union voted Nov. 8 to strike the Star-Journal unless the paper matches settlements at the Times and other papers belonging to the New York City Publishers Association.

Other Guild gains at the Times include:

► A cost-of-living clause that will provide additional increases in the second and third years equivalent to any rise in living costs above four percent a year.

► Reduction in the age requirement for collecting severance pay on retirement from 62 years of age or 25 years' service to 50 and 20.

► Payment of severance on

What They've Won At The Times

Following is a sampling of top minimums in the Guild's settlement at the New York Times:

Job Title	Old	3/31/67	3/31/68	3/31/69
Special Writers	\$215.00	\$240.00	\$257.50	\$275.00
Reporters, Roadmen, Display Salesmen	200.00	220.00	235.00	250.00
Classified Salesmen	158.20	192.60	204.20	216.50
Stenographers	114.55	131.55	139.45	147.85
Classified Solicitors	132.75	143.40	152.05	161.20
Typists, File Clerks	108.55	117.25	124.30	131.80
Telephone Operators	114.55	123.75	131.20	139.10
Teletype Operators	158.20	192.60	204.20	216.50
Photostat Operators	121.80	152.90	162.10	171.85
Advertising Maskers	121.80	143.40	152.05	161.20
Stock Clerks	108.55	123.75	131.20	139.10
Classified Copy Passers	141.55	170.90	181.20	192.10
Advertising Production Deskmen	149.45	170.90	181.20	192.10

death or disability at a rate of one week's pay for the first 1½ years' service and a half week for each additional six months, with a maximum of \$3,000.

► Military-leave pay of two weeks for six months of military service and four weeks for more than six months.

► An increase in the maximum military-leave allowance for dependents from \$100 a month to \$150 for employees with from six months to a year of service, from \$150 to \$200 for employees with from one to two years, and from \$225 to \$300 for those with more than two years.

► An increase in mileage allowances from 12 cents for the first 5,000 miles a year to 13 cents, from 10 cents for the next 5,000 to 11, and from eight cents for the third 5,000 and seven cents for the remainder to a flat nine cents for all over 10,000.

► An increase in the daily

travel-expense allowance from \$20 to \$25.

► Payment of 50 percent of reprint fees to editorial employees whose material is used by other publishers.

► Additional protection for part-time employees, who will be included under clauses banning automation dismissals and discharges for other than good cause and will receive pro-rata severance pay.

► A ban on the hiring of temporary employees to perform work that can be done by regular employees on an overtime or holiday-work basis.

► Extension of the night differential to work starting at 1 p.m. instead of 3 and to all shifts begun at other than an employee's normal starting time.

► Pooling of all company medical-insurance payments into a single fund, a step expected to lead to eventual improved cover-

age and possibly the end of employee payments.

► Establishment of a joint Times-Guild committee to formulate a training program for present employees, with a pilot program to begin within six months.

The settlement was negotiated by a committee headed by Local Representative Edwin Egan, chief spokesman, and Joseph Eisenberg, unit chairman, and including Betsy Wade, unit vice chairman, and Thomas Hougland, George McNickle and Philip Brennan, sub-committee chairmen.

Mediator Theodore W. Kheel, in announcing the settlement last month, predicted that the Guild agreement and those of other unions would mark "the beginning of a new era in the newspaper industry in New York City."

"I feel confident it will grow," he declared, "certainly in circulation and possibly in the number of newspapers."

Board Appoints Seven To Interim Study Committee

(Continued from Page 1)

cordance with a convention recommendation that the interim committee "reflect the thinking" of the three key convention committees.

Everett, Murphy and McLaughlin were members of the Organizing Committee, Fletcher and Flores of the Finance Committee, and Gilson and Manley of the Collective Bargaining Committee. McLaughlin was chairman of the IEB's Organizing Committee before retiring from the board this year.

Everett, in a "suggested organizing plan" distributed after the convention, proposed the confederation of Guild locals into self-sustaining "bargaining districts," with full-time executive officers, in order to free ANG international representatives for increased or-

ganizing activity.

A motion by International Vice President Noel L. Wical of Cleveland to add Robert E. Bruner, administrative secretary of the Boston Guild, to the committee was defeated by an 8-to-5 vote on a show of hands.

Wical contended that the proposed committee was "rather heavily peopled" by supporters of the majority position in the convention debate on finances. In that debate the convention rejected a Washington-Baltimore proposal to divert funds to organizing by reducing the International Defense Fund's share of per-capita payments from 40 to 25 percent.

Wical said only Flores represented the minority view and that other committee members were identified with "traditional" and

"hold-back, go-easy" positions on organizing.

But ANG Secretary-Treasurer Charles A. Perlik, Jr., pointed out that Gilson's local, too, had voted with the minority, and said Everett's proposal for bargaining districts to free staff for organizing could hardly be considered "traditional."

The proposed committee, Executive Vice President William J. Farson and Perlik declared, represented "a full sampling of sentiments flowing at the convention" and a wide geographical spread of large and small locals.

Wical's nomination of Bruner was seconded by Vice President Thomas M. Buckley, Jr., of Pawtucket and supported in the discussion by Vice President Hugh H. Harrison of Seattle-Tacoma and Joe Holt Anderson, Jr., of

Washington-Baltimore, who said the addition would make a "strong committee even stronger."

All four asked to be recorded as voting for Bruner's addition.

The committee as originally proposed was subsequently approved by a voice vote.

The IEB, reorganizing after biennial elections, named Vice President Barney Peterson of San Francisco-Oakland to succeed President James B. Woods as chairman of the board's key Collective Bargaining Committee. Woods had headed the committee for 12 years prior to his election as president.

Vice President Robert D. Nordin of Vancouver-New Westminster was named to succeed McLaughlin as chairman of the Organizing Committee, and Wical was designated chairman of the

board's Constitution Committee.

Following is the full roster of board committees:

Collective Bargaining: Peterson, chairman; Harrison, Wical, Anderson and James H. White of Memphis.

Organizing: Nordin, chairman; George M. Muldowney of Wire Service, Glen Ogilvie of Toronto, Harry Ryan of New York and James G. McMahon of Detroit.

Constitution: Wical, chairman; Nordin, Bernard Stein of New York, Peterson and Buckley.

Finance: Perlik, chairman; Stein, and Anderson.

Appeals: Stein, chairman; Anderson, and McMahon.

Research and Information: Muldowney, chairman; Harrison, White, Buckley, Ryan and Ogilvie.

Guild Reporter: White, chairman; Harrison, Muldowney, Ryan, Buckley and Ogilvie.

Human Rights: Harrison, chairman; Muldowney, White, Ryan, Buckley and Ogilvie.

Contracts: Perlik, chairman; Farson, Collective Bargaining Director J. William Blatz, Research and Information Director Ellis T. Baker and Robert W. Christofferson, the committee's executive secretary.

The board designated Woods, Farson and Perlik as ANG delegates to the biennial AFL-CIO convention starting Dec. 7 in Miami Beach. The three top officers and Anderson were designated delegates to the AFL-CIO Industrial Union Department convention to be held in Washington early next year. It was originally to have been held this month.



New International Executive Board Opens Its Deliberations

ANG's new International Executive Board early in its first session. At the dais, from left to right, Secretary-Treasurer Charles A. Perlik, Jr., President James B. Woods, Executive Vice President William J. Farson; facing the camera, from left, Vice Presidents Harry Ryan,

Bernard Stein, Barney Peterson, Noel L. Wical, James H. White, Hugh H. Harrison; in the foreground, Vice Presidents Glen Ogilvie, James G. McMahon, Joe Holt Anderson, Jr., Robert D. Nordin, Thomas M. Buckley, Jr., and George M. Muldowney.

Low Pay Seen Hamstringing Newspaper Recruiting Agents

Public-relations, house-organ, radio and television recruiters are "outbidding, out-challenging and outbidding" newspaper recruiters on U.S. college campuses.

That's the conclusion of a survey report by the Associated Press Managing Editors on "Campus Recruiting of Newspaper Personnel," distributed at the APME's October convention in Chicago.

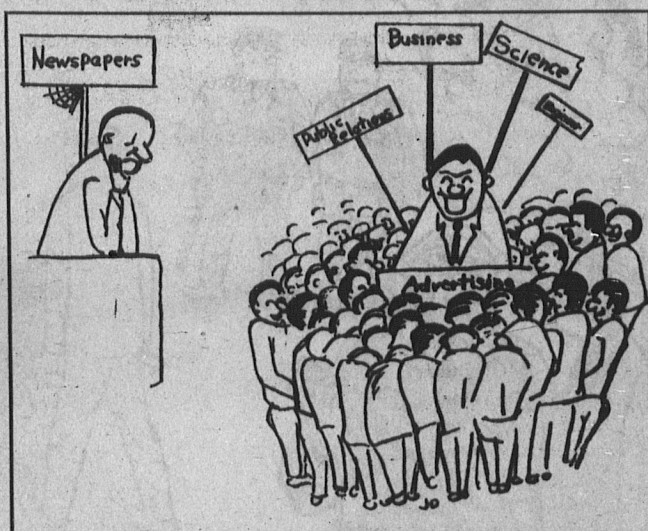
The APME recruiting survey, conducted by a group headed by Theron C. Liddle, managing editor of the Deseret News in Salt Lake City, found that:

► \$116-a-week was the average salary paid to newly hired, four-year journalism graduates, with the lowest salary being \$80 and the highest \$165.

► Salaries paid 38 students graduating from Columbia University with a master's degree ranged from \$125 to \$186 a week.

"They (newspapers) cannot compete with starting salaries of \$100 a week and under when PR offices and house organs are offering up to \$600 a month," a faculty member at the University of Houston wrote in replying to the survey. He added that newspapers "did not actively compete" for Houston's 17 graduates last June.

Malcolm A. Borg, assistant



The newspaper recruiting picture as viewed by the Bakersfield Guild in a bulletin quoting a Newsweek report that a lack of recruits can be blamed on "an old shortcoming—poor pay."

publisher of the Hackensack (N.J.) Record, told the APME meeting that while "we must attract, lead, train, teach and cultivate intelligent young people into our business, above all we must pay them, challenge them

and keep them if newspapers are to succeed."

Borg, who said newspaper managements are "trying to learn... today—before it is too late" what they need to know about personnel, asked:

"Are we doing all we can today to face the challenges and pressures of tomorrow? I refer to higher wages, more fringe benefits and managerial rights."

Stating that newspaper editors must be "people-oriented managers," Borg pointed out that "reporters and copy-desk hands are hard to come by."

"Have we really tried to create a challenging training program," he asked, "and are we really paying good salaries to people?"

"Where are you going to get your top reporters to cover such fields as education, pollution... home repairs and community problems unless you spend time teaching someone on your staff what he has to know and then keep them from leaving the industry?"

In September press analyst Ben Bagdikian told the annual conference of United Press International editors and publishers that salaries in the editorial department ought to be raised by 50 percent.

When one editor at that meeting expressed sympathy for Bagdikian's proposal but questioned newspapers' ability to implement it in the face of other operating costs, a second editor pointed out that \$800,000 of a one-million-

dollar saving his paper realized through automation since 1957 has been put into the news department, most of it in salaries, Editor & Publisher reported.

First Feed The Ego?

San Francisco, Calif.—"Ego-feeding" rather than salary-raising is the key to recruiting and keeping good reporters, according to Managing Editor I. William Hill of the Washington Star.

Hill told a United Press International editors' conference that the Star often is able to recruit a man offered "twice as much money" from a public-relations firm because it is able to "promise an ego-developing training program with more appeal than money."

"You have to take care of his ego far more often than you can give him a pay raise," Hill said, suggesting expressions of "appreciation for the work he does," giving him "the feeling he's 'in' on things" and offering "sympathetic help" with personal problems.

Merit Pay: 'Top' Is Bottom In Pittsburgh

The top minimum is just a jumping-off point for Guild reporters and photographers at the Pittsburgh Post-Gazette.

As of payroll data last January, 26 of 29 fully experienced employees in that category were earning more than the top minimum of \$154—an average of \$17.82 more. (Since then, the top has risen to \$172.)

Even fewer next men—none, to be precise—were at the minimum. All 12 were earning above the contract figure of \$166, by an average of \$42.07. Salaries ranged as high as \$250.75.

Following is the salary breakdown for Post-Gazette editorial employees as of January 18:

Reporters, Photographers and Artists

Top Minimum	Actual Salaries
\$154 after four years	3 at \$154.00
	1 at 154.75
	2 at 159.00
	1 at 159.50
	1 at 161.00
	4 at 162.00
	3 at 164.00
	1 at 164.50
	2 at 166.00
	1 at 167.00
	1 at 172.00
	1 at 173.50
	1 at 180.00
	1 at 182.50
	1 at 185.00
	2 at 200.00
	2 at 202.00
	1 at 227.00

Copy Readers, Rewriters and Editorial Writers

Top Minimum	Actual Salaries
\$158 after four years	7 at \$158.00
	4 at 163.00
	1 at 164.00
	1 at 164.99
	1 at 165.00
	1 at 165.12
	1 at 168.00
	1 at 169.40
	1 at 195.00

Department, News, Make-up and Telegraph Editors, Assistant City Editor, Slotman, Head Photographer and Art Director

Flat Minimum	Actual Salaries
\$166	1 at \$172.00
	1 at 176.68
	1 at 186.00
	1 at 188.90
	2 at 200.00
	1 at 210.00
	1 at 212.00
	1 at 230.00
	1 at 232.81
	1 at 237.75
	1 at 250.75

Owner Of 169 Seeks More Newspapers

New York City—Lord Thomson of Fleet popped into a gathering of 200 businessmen and publishers at the Union League Club during a 2½-day visit to New York last month and expressed his faith in the future of newspapers.

Thomson said his publishing empire has grown to 169 newspapers in Britain, Canada and the United States with his purchase of the Brush-Moore chain and announced that he is prepared to buy more newspapers.

More people will be reading "more and better newspapers" than ever before in the next decade, Thomson told the gathering.

"No matter what Marshall McLuhan and other communications experts say about the printed word being outdated," he declared, "my faith in the future of newspapers remains unshaken."

"And I have good reasons to hold that faith," added Thomson, who once said that he views small papers as cashboxes. Small papers make up the bulk of his international newspaper chain.

Thomson was in New York to meet his lawyers and bankers about completion of his \$72-million-dollar purchase of the 12 dailies and four weeklies that make up the Brush-Moore chain.

Underscoring Thomson's optimism over the future of the newspaper industry, the American Newspaper Publishers Association's Bureau of Advertising last month reported that people spent an estimated \$2,109,050,000 for daily and Sunday newspapers in the United States in 1966, \$85,960,000 more than in 1965.

An estimated \$1,580,811,000 was spent for daily papers and \$528,239,000 for Sunday papers.

In Canada, the bureau estimated, \$8,567,000 more was spent for daily and Sunday papers last year than in 1965.

Canadians spent \$127,766,000 for daily papers last year and another \$19,246,000 for Sunday papers, the bureau estimated.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Times Profits Recover After 2nd-Quarter Lag

New York City—The New York Times during the last quarter shook off the profit-cutting costs of increased circulation following closure of the World Journal Tribune and boosted its nine-month profits to a higher level than last year's.

Profits of \$2,494,000 in the three months ended Sept. 30 wiped out a \$539,000 lag behind 1966 that existed at the end of June and pushed the company's profits for the first nine months to \$7,085,000. This was \$48,000 more than the Times reported for the first nine months of 1966.

The nearly 2½-million-dollar profit was made on total third-quarter revenue of \$43,932,000, greater by \$2,995,000 than third-quarter revenue in 1966. Nearly 20 cents (19.6) of each additional third-quarter revenue dollar was profit.

The Time's nine-month revenue was \$138,271,000, compared with \$125,638,000 for the same period last year. Profit as percent of revenue for the nine months remained slightly behind last year, however, as a result of the costs of increased circulation and closing of the Times's International Edition earlier this year.

The Times's improved third-quarter and nine-month profit situation reflected Aug. 1 and Jan. 1 increases in its advertising rates and a June 18 increase in the newsstand price of its Sunday edition.

The paper's advertising volume totaled 60,045,019 lines at the end of the nine months, a gain of 1,115,485 lines over the same period of 1966.

Net paid circulation for the six months ended Sept. 30 was 840,495 daily, up 73,256, and 1,494,704 on Sundays, up 20,723 over 1966.

Arthur Ochs Sulzberger, Times president and publisher, reported at the end of October that the paper's daily circulation in October averaged 960,000 copies and said "we expect to beat October by some 15,000" copies daily in November.

Sulzberger made the statement after Times Co. stockholders approved a new issue of 200,000 shares of preferred stock at not less than \$100 a share to be used principally for acquisitions in related fields of publishing, education and communication or exchanged for the company's existing 5½-percent preferred stock.

Meanwhile, Time Inc., publisher of Time, Life, Fortune and Sports Illustrated magazines, reported profits down to less than 18 million dollars in the first nine months of the year.

Nine-month revenues were \$367,665,000 and profits \$17,549,000 compared to sales of \$361,264,000 and net income of \$24,769,000 in 1967, the company reported.

Time cited two special factors in poorer third-quarter performance: one less issue of Time and Life this year than last and a significantly lower volume of automotive advertising.

DAY BOOK

Southern District Council, Nov. 18 and 19, Sheraton-Peabody Hotel, Memphis.

Middle Atlantic District Council, Dec. 2 and 3, Campus Motor Lodge, Union, N.J.

International Executive Board, winter meeting, Feb. 8-11, ANG headquarters, Washington.

Thirty-fifth Annual ANG Convention, June 17-21, Statler-Hilton Hotel, Cleveland.

Editorial

Policing The Police

The story out of France last spring that Paris police officials had appointed a special squad of policemen to keep other policemen from roughing up newsmen seemed pretty amusing at the time.

It doesn't seem half as amusing now—after Oakland and Columbus.

In Oakland, police, in what has been described as a deliberate attempt to keep words and pictures of their handling of antidraft demonstrators from seeing print, beat and gassed more than a dozen newspaper and television newsmen.

In Columbus, three policemen squirted Mace into a reporter's face as he waved his press card at them while trying to cover a campus demonstration.

The Paris reporter-protection squad was set up after newsmen were manhandled during a demonstration against Vice President Hubert H. Humphrey. Reporters and protectors are given identical armbands, and members of the special police squad are given just one responsibility: to see that their colleagues don't mistake newsmen for demonstrators.

Police might well give the idea a tryout here—with perhaps one significant difference. In some cities, at least, newsmen might prefer to dispense with the special identification armbands.

No point in wearing a bullseye.

The Whistle Blows

The whistle is finally being blown on publishers who have tried to create the impression that the First Amendment is a license for press monopoly.

Two years ago a federal judge in Tucson ruled that the joint production arrangement engaged in by that city's two dailies was a violation of the antitrust laws. Now a judge in Los Angeles has held that the Times-Mirror Co. was breaking the law when it reached 50 miles east to buy up two independent San Bernardino newspapers.

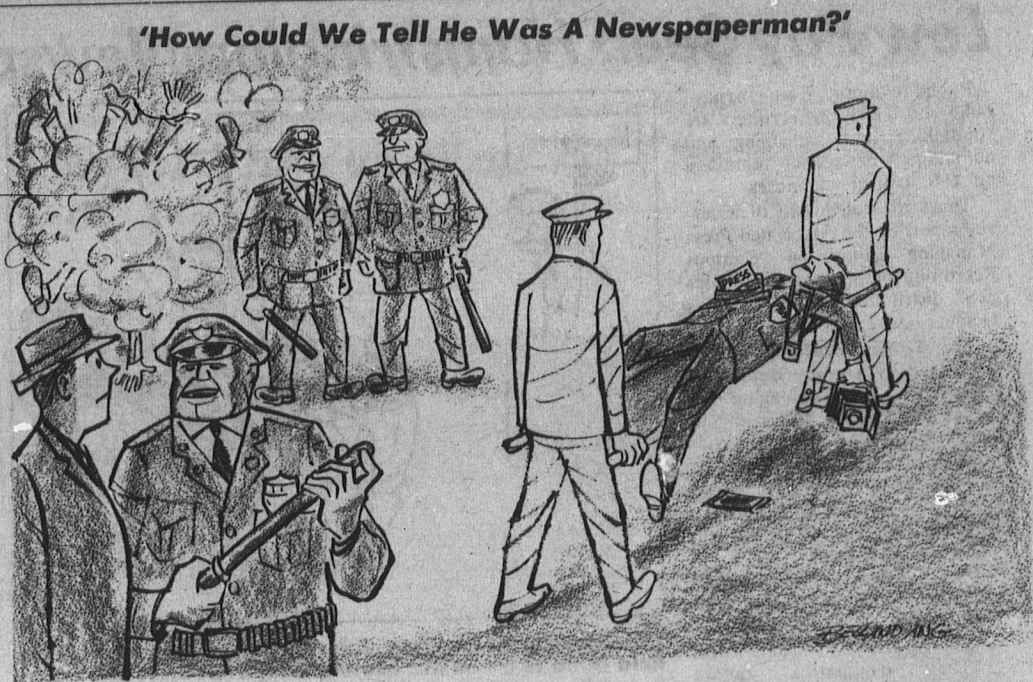
The Los Angeles ruling would be certain to raise a new cry of foul from publishers, who reacted to the Tucson ruling by seeking a law that would place them outside the pale of the antitrust statutes, except that there appears to be little fertile ground to water with a tear.

Neither the Los Angeles Times nor the San Bernardino papers were struggling for financial survival; the Times was merely seeking to implement a long-term program for making the Southern California newspaper market its private preserve.

The Times-Mirror Co.'s contention that the San Bernardino papers remained an independent entity following their digestion by the Times-Mirror drew the closest thing one is likely to encounter to a judicial snicker.

"There is a legal presumption," the judge said, "that when one corporation achieves control of another, there is an elimination of competition between them."

With plain language like that, how is a poor, struggling publisher ever going to obtain a monopoly?



DATELINE: WASHINGTON

Elections Give Scant Comfort To Democratic Politicos

By WILLARD SHELTON, Washington Guild

REPUBLICAN National Committee Chairman Ray C. Bliss professes to have spied evidence of a "continuing Republican upsurge" in the local and state election results Nov. 7. It is perhaps more accurate to say that Democrats still seem to be splintered and torn in city after city by internal strife and organizational feuds.

Superficially, the election of Negro Democratic candidates for mayor in Cleveland and Gary, the re-election of Mayor James H. J. Tate in Philadelphia, the Boston victory of Democrat Kevin H. White over Louise Day Hicks, also a Democrat but a one-issue shouter against school busing, might be interpreted as indicating something of a party comeback in the big cities.

But both in Gary and Cleveland the Negro Democratic candidates were nominated only after the fiercest kind of primary battles. Richard Hatcher was denied support by the local Democratic organization in Gary, and Tate was denied organization assistance in Philadelphia (he had labor backing and not much else).

Cleveland is so heavily Democratic that Republicans have seldom bothered to run; so is Boston, and to some degree, Philadelphia. The results this year were exceedingly close, and deep animosities were left in the party organizations after the bruising primaries.

Democrats suffered a heavy defeat in New Jersey, losing both houses of the Legislature by overwhelming majorities only two years after Gov. Richard J. Hughes had led them into the Democratic column. The explanation:

profound resistance to proposals for school busing.

The proposed new constitution in New York State was smashingly rejected after a campaign marked by controversy over state aid to parochial schools. Voters in Springfield, Ohio, voted to repeal an open-housing ordinance approved just this year by the city commission and repealed the commission's power to adopt another one or to initiate urban-renewal projects.

NOTORIOUSLY conservative Republican, Louis B. Nunn, who campaigned with slashing attacks on President Johnson's national policies, was elected governor of Kentucky over Democrat Harry Ward. Ward and other liberal and Democratic spokesmen had failed to defend Johnson on either domestic policies or Vietnam.

There is nothing in the returns to persuade observers that the GOP tide of 1966 has been checked or reversed. A Republican

was elected mayor of Indianapolis, ousting a Democratic incumbent, although the city is generally considered solidly in the Democratic column. And Mayor J. Bracken Lee of Salt Lake City, one of the original Republican right-wingers, was re-elected in Goldwater country.

A presidential election is different from an off-year election, when the contests are essentially local, there are no national candidates whatsoever and not even any candidates for the House and Senate.

Still, the first sign that former President Eisenhower's victory in 1952 lacked solidity, from a Republican Party viewpoint, came very quickly in the 1953 local elections for mayors, supervisors and sheriffs. These foreshadowed the Democratic recapture of Congress just a year later. In 1957 a Democratic tide was even more powerfully evident in local elections—and it was climaxed by the Congressional landslide of 1958.

If the White House and the Democratic National Committee are capable of finding massive comfort in the Nov. 7 results, they are capable of sensing something nobody else can discover.

The 90th Congress is called a "boneyard" of legislative proposals even by so conservative a columnist as James J. Kilpatrick, who 10 years ago was leading the cheers in Virginia for "massive resistance" to school desegregation. And Democratic leadership in Congress, particularly the House, is a shambles and a weakening factor for Johnson in 1968.

IEB Sets June Date For '70 Convention

The International Executive Board last week set June 22 through 26 as the dates for ANG's 1970 Convention in Seattle. It picked the Benjamin Franklin Hotel as the convention site.

The 1968 Convention is scheduled for June 17 through 21 in Cleveland and the 1969 Convention for June 16 through 20 in San Antonio.

Feb. 8 through 11 were set as the dates for the IEB's winter meeting and April 22 through 26 as the dates for its spring session.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

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American Newspaper Guild

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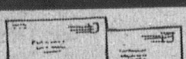
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IT SEEMS



TO US

Campaign Supporters Thanked By Buckley

PAWTUCKET, R. I.

Editor:

I want to express my sincere thanks to the Guild members in Region I who voted for me in my recent successful campaign for the office of international vice president.

At the same time, I would like to thank my opponent, Carl J. Pesavento, for his high-type campaign, which stayed clear of personalities and stuck to the issues. I also publicly want to express gratitude to Brother Pesavento for his kind congratulations and best wishes.

I want to pledge to all Guild members in Region I that I will do my utmost to represent them fairly and independently.

THOMAS M. BUCKLEY, JR.
International Vice President
Region I

Haverhill Unit Votes Strike Authorization

Haverhill, Mass.—Members of the Haverhill Unit of the Boston Guild this week voted 3 to 1 to authorize their negotiating committee to call a strike against the Haverhill Gazette if a satisfactory contract offer is not forthcoming.

Major issues include wages and parity for outside classified salesmen and society writers with display salesmen and reporters. The Guild is seeking a \$40 increase to \$172.50 in key top minimums in a one-year contract.