

Guild Report Cites 34 Witnesses To Oakland Attacks

Sacramento, Calif. — The San Francisco-Oakland Guild this week turned over to a California legislative committee the eyewitness statements of 34 newsmen it said established that police deliberately interfered with news coverage of October's antidraft demonstrations in Oakland.



BERNARD STEIN

Stein Quits IEB Post, Cites Job

New York City—Bernard Stein resigned as international vice president from the Guild's New York metropolitan region Dec. 1. Stein said expanded duties and "extra personal pressures" in his job at the New York Times have made it impossible for him to devote the necessary time to his post as vice president from Region 5.

Under the ANG Constitution the post will remain vacant until next year's Guild convention in June, when a replacement will be nominated from the region, which includes New York City and adjacent New York counties.

Stein was elected to his third term at the Guild's 1967 Convention last July.

His duties were expanded as the result of a reclassification in the recently negotiated Times contract, in which his job was changed from production assistant to staff assistant in the paper's gravure department.

Stein, in announcing his resignation, (Continued on Page 6)

The Shepherd



Heywood Broun's Column
A Christmas Book
Page 5

Vancouver Guild Strikes As Contract Talks Fail

BULLETIN

Vancouver, B.C.—The Vancouver-New Westminster Guild struck the Sun and Province at 8 a.m. today. Craft unionists inside the plant when the strike began stopped work. The Guild struck after rejecting a company offer of increases totaling 16 percent over 28 months, with a \$14.50 floor.

Vancouver, B.C.—Craft unions reached tentative settlements at the Vancouver Sun and Province last week after the company eased its strike-preparation program, but the Guild and the company were deadlocked late this week over both economic and noneconomic issues.

The printers, Pressmen, Stereotypers and ITU Mailers reached tentative agreements Dec. 1 on increases totaling 65 cents an hour over two years—\$24.38 for a 37½-hour week—following a series of unauthorized work stoppages.

The Vancouver-New Westminster Guild returned to the bargaining table immediately afterward in pursuit of \$200 key top minimums and major increases in all other classifications over a contract term no longer than 28 months, which would give the Guild and crafts common expiration dates. Negotiations had been suspended since Nov. 15, when the Guild rejected a company offer of increases totaling 22 percent over a three-year term.

On Dec. 6 the Guild rejected a company offer of 16 percent, with a \$12 minimum increase, over 28 months. The company then rejected a Guild counterproposal for general increases ranging from \$18 to \$37.50, with key top minimums going to \$200.

Printers staged an unauthorized 55-minute stop-work meeting Nov. 29 and a briefer one the next day after a break-off of negotiations, and mailers stopped work the night of the 29th to protest characterization of their work as "semiskilled" in a Page One management statement in the Province.

The mailers refused to go back (Continued on Page 6)

LOS ANGELES

2 Units Brace For Strikes

Los Angeles, Calif.—Members of the Los Angeles Guild's two largest units have voted overwhelmingly to authorize strikes against the Los Angeles Herald-Examiner and the Long Beach Independent and Press-Telegram.

The Long Beach Unit on Dec. 3 gave its negotiating committee authority to call a strike against the Ridder chain's paper there unless a satisfactory settlement can be reached. It ordered the committee to call a strike if it does not feel that satisfactory progress has been made toward a settlement by 6 p.m. today.

The Herald-Examiner Unit a week earlier authorized its bargainers to call a strike against the Hearst paper if it feels such action

is necessary to gain a contract settlement.

The Long Beach strike vote was taken after the unit endorsed its bargaining committee's rejection of a publisher offer of \$8, \$8 and \$10 at the top in a three-year contract.

Guild bargainers held their 11th and 12th meetings with the Herald-Examiner this week. Management improved its wage offer to the Guild for the third time in three weeks at the Dec. 4 meeting, proposing increases totaling from \$7.50 to \$12 for a two year contract.

The Herald-Examiner last week announced it would move to set aside a one-year increase of \$10 awarded to the Pressmen's Union

by an arbitrator in a wage re-opener.

The Long Beach Unit's 10th bargaining session was held yesterday. It has scheduled another bargaining session for today.

The reporter top minimum at both the Herald-Examiner and the Long Beach papers is \$174.80.

Printers and ITU Mailers at the Herald-Examiner have also voted overwhelmingly to authorize strike action.

A Guild representative was scheduled to join bargainers for the printers' and mailers' unions at their negotiations late in the week, and the printers and mailers were to appoint representatives to the Guild's bargaining committee. (Continued on Page 2)

DETROIT

Papers Veto Joint Talks

Detroit, Mich.—Detroit publishers last week rejected a newspaper-union proposal for joint bargaining on economic issues to speed settlement of a strike and lockout that have closed the city's two daily papers for three weeks.

The Detroit Newspaper Council of Unions, which made the proposal at an "exploratory meeting" with the publishers' representatives, said it hoped the publishers, who bargain as a team with most craft unions, would reconsider their rejection of the council as a vehicle to speed negotiations.

Meanwhile, daily hour-long newscasts over an educational television station were begun Nov. 27

to help fill the news gap, with the Ford Foundation financing them and 10 locked-out Detroit Free Press Guild members staffing them.

Three interim newspapers that began publishing after the Teamsters' union struck the Detroit News and the Free Press locked its doors are continuing publication, with many Guildsmen employed on their news and advertising staffs.

The Guild challenged a letter to employees from the Free Press that sought to blame the Teamsters for the strike and the Guild for delay in issuing pay checks due for work before the lockout.

The Teamsters bargained this week at the nonstruck Free Press, where their contract also expired Nov. 15, and were awaiting the call of mediators to resume bargaining with the News.

Some 2,000 employees at the News and 1,500 at the Free Press have been idled by the strike and lockout. They include 480 Guild members.

The Guild reported "no progress" Nov. 29 and Dec. 6 at its third and fourth bargaining sessions with the Free Press for renewal of a contract that expired Nov. 15, the same day the Teamsters struck the News. The Guild's (Continued on Page 6)

Evans, McGrory, Biossat Named Broun Judges

Columnists Rowland Evans, Jr., Bruce Biossat and Mary McGrory will judge ANG's 1967 Heywood Broun Award contest.

The judges were announced this week by James Marlow, contest chairman. Jan. 20 is the deadline for entries; the winner will be announced at a luncheon in Washington Feb. 8.

A prize of \$1,000 and a citation will go to the winner. The contest is for journalistic work in the crusading spirit of Heywood Broun, the Guild's founder and first president.

Evans, Biossat and Miss McGrory are all present or former Guild members.

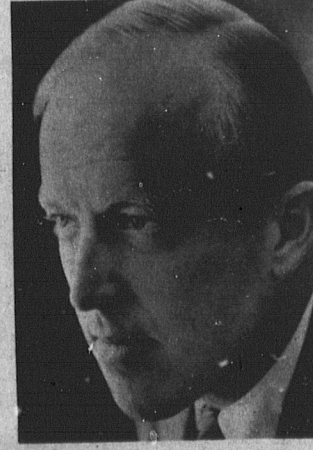
Evans's syndicated column, "In- (Continued on Page 2)



BRUCE BIOSSAT



MARY MCGRORY



ROWLAND EVANS, JR.



Going To The Map

Three members of interim committee on organizing and bargaining examine map showing location of Guild locals and those unorganized papers of more

than 50,000 circulation. From left, Rollin Everett of St. Louis, Thomas J. Murphy of New York and Brian Flores of Washington-Baltimore.

Interim Committee Launches Study Of Organizing-Bargaining Policy

The special interim policy committee authorized by ANG's 1967 Convention began its study of the Guild's organizing and bargaining programs at a two-day meeting in Washington last week.

The committee, which is to report to the 1968 Convention in Cleveland next June, scheduled a second meeting for March 19 and 20.

The seven-man committee was appointed by the International Executive Board last month following a recommendation by the 1967 Convention that a special study group be named to draft an "integrated program" to promote and finance the Guild's organizing and bargaining activities.

During its meeting at ANG headquarters Nov. 28 and 29 the committee heard reports from ANG officers on present and projected organizing and bargaining plans, financial prospects and deployment of staff, and began consideration of how organizing and bargaining can best be related to one another and to the Guild's

In preparation for its next meeting the committee sent a letter to all locals to determine to what extent they would be willing to co-operate with ANG, and each other, in both organizing and servicing.

At the last minute two members of the committee—Robert B. Gil-

son, president of the Erie Guild, and David Manley, president of the Vancouver-New Westminster Guild—found it impossible to attend the meeting because of strike threats in their locals.

Committee members present were Rollin Everett, executive secretary of the St. Louis Guild; Brian Flores, executive secretary of the San Francisco-Oakland Guild; Brian Flores, administrative officer of the Washington-Baltimore Guild; former International Vice President Daniel A. McLaughlin of the North Jersey Guild, and Thomas J. Murphy, executive vice president of the New York Guild.

2 L.A. Units Brace For Strikes

(Continued from Page 1)

The printers, mailers and the Guild were to appear before the Los Angeles County Federation of Labor late this week to seek strike sanction. The Machinists' union had already asked the central body's sanction for a strike.

The Guild has rented strike headquarters 1½ blocks from the Herald-Examiner plant and this week was preparing it for use.

ANG has granted approval for strikes against both the Hearst and Ridder papers and sent a \$150,000 check to the local from the ANG Defense Fund.

ANG Secretary-Treasurer Charles A. Perlik, Jr., and International Representative Fred Jones flew here last week to assist in the strike crisis. International Representative Robert J. Rupert is serving as chief bargaining spokesman.

The Teamsters' union, in the meantime, filed a petition with the National Labor Relations Board seeking to split truck drivers and deliverers from the Herald-Examiner Guild Unit.

Erie Guild Prepares For Strike Action

Erie, Pa.—The Erie Guild was engaged in intensive strike preparations this week following the failure of renewed attempts to reach a contract settlement.

The Erie Times and News im-

proved a previous offer of up to \$17 over two years at a meeting Nov. 26, the effective date for strike authorization under a strike vote held a week earlier. But the Guild termed the offer still unsatisfactory.

International Representative Robert A. Steinke is assisting in strike preparations.

Strike Is Authorized By Sioux City Guild

Sioux City, Iowa—The Sioux City Guild last week empowered its executive committee to call a

strike against the Sioux City Tribune if no contract settlement can be negotiated.

Strike action was authorized by a 94-percent vote at a Nov. 26 meeting after Robert Gunsolley, negotiating-committee chairman, reported that management has refused to budge from a wage offer of from \$4 to \$7 over two years.

A month ago the Lithographers and Photoengravers Union won \$23 in wages and fringes over two years after the Guild and other Tribune unions formed a council and pledged their support of the photoengravers.

Evans, McGrory, Biossat Named Broun Judges

(Continued from Page 1)

United Press in Chicago, eventually moving up to bureau manager before joining NEA.

Miss McGrory is an award-winning reporter and columnist for the Washington Star, which syndicates her column. A member of the Washington-Baltimore Guild, she began her career as a book reviewer for the Boston Herald-Traveler and also wrote reviews for the New York Times before joining the Star's Sunday book section in 1947.

Posters announcing the Broun Award were sent to Guild locals late last month by Marlow, who urged that they be posted on bulletin boards.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible, whether or not they are Guild members.

For the last three years the Broun Award winner has gone on to win a Pulitzer Prize for his entry.

Two Award Notices Go To Guild Locals

Posters announcing two major awards have been sent to Guild locals by ANG's Research and Information Department.

The first is for the Stokes Award, \$500 and a citation given annually for the best newspaper writing on conservation of energy and other natural resources. Research and Information Director Ellis T. Baker is a member of the Stokes Award Committee's board of trustees.

The second is for the Sidney Hillman Foundation Awards, multiple prizes of \$500 for outstanding contributions on themes "relating to the ideals which Sidney Hillman held throughout his life."

Deadline for entries in the Stokes Contest is Feb. 1; that for the Hillman Awards is Feb. 2.

N.Y. Printers Defer Strike At L.I. Daily

New York City—Printers at Newhouse's Long Island Star-Journal voted by a narrow margin late last month to postpone strike action until March.

The printers, who had been scheduled to go out at midnight Nov. 24 after a collapse of negotiations, accepted Local President Bertram A. Powers' recommendation that they wait. But the vote was only 33 to 28.

Strike action had been authorized after the union rejected a sweeping series of company demands for unlimited use of computers and outside Teletypesetter tape without compensation, the use of inside tape, elimination of Teletypesetter training, establishment of a lower Teletypesetter learner's rate for journeymen printers and waiving of priority in layoffs if the company deemed it conducive to efficiency.

Associate Publisher Theodore Newhouse has threatened to close the paper if it fails to receive the concessions.

But Powers quoted Newhouse as saying he "intends to close the paper but will make the union do it for him."

Newhouse's other Long Island newspaper, the Press, has settled with the printers on terms similar to those negotiated with other New York City papers. But the Star-Journal pulled out of the New York City Publishers Association in May rather than accept the same conditions.

The Press, with a circulation of

339,000, circulates in the eastern portion of Queens and adjacent areas of Long Island.

The Star-Journal has a circulation of 94,000 in the west end of the borough. They are printed in separate plants.

Powers urged the postponement of strike action because suspension of the paper now would make it difficult for Star-Journal printers to find jobs in the slack post-Christmas period. Their names were placed on priority lists at other New York papers effective Nov. 17.

Powers said the printers, who have been working nine months after contract expiration without a wage increase, had considered resigning. But he pointed out that by doing so they would lose \$35,000 in severance pay collectible only under a permanent shutdown of the paper.

Powers declared there was no question that the union would strike "at the appropriate time." He said he was convinced that management has "no intention to negotiate."

Newhouse said after the printers' vote that management would be "glad" to resume negotiations with the printers "if they will let us have the relief we have been asking for."

The Star-Journal went into negotiations with the Pressmen last week.

The New York Guild has a unit of 32 at the Star-Journal. Its contract expires in January.

Hudson County Wins \$25 In Jersey Journal Pact

Jersey City, N.J.—Wage increases ranging from \$14.50 to \$25 have been won by the Hudson County Guild in a three-year contract at Newhouse's Jersey Journal.

Increases of \$7 retroactive to Dec. 1, 1966; \$8 this month, and \$10 next December will raise the reporter top minimum to \$170. Similar raises will boost the minimum for editors to \$187.50, for copyreaders to \$177.80 and for rewriters to \$174.50.

The top minimum for copy boys is increased \$4, \$4.50 and \$6, to \$88.50.

The service requirement for a fourth week's vacation is reduced from 16 years to 15, the severance-pay ceiling is raised two weeks, to 42, the ceiling on sick-leave accumulation is raised from 75 days to 90, and company-paid medical insurance is added to previous hospitalization coverage at a cost of 56 cents a week per employee.

Feb. 1 Deadline Is Set For Tobenkin Award

New York City—Entries for the annual Paul Tobenkin Memorial Award, in honor of a former Guild unit chairman at the New York Herald Tribune, are being accepted by Columbia University's Graduate School of Journalism. The deadline is Feb. 1.

The \$250 award is presented annually for stories exposing discrimination in American life.

Pittsburgh Fights Lensman's Arrest

Pittsburgh, Pa.—The Pittsburgh Guild is pressing a vigorous protest against the arrest of a Post-Gazette photographer during racial fighting after a high-school football game.

The photographer, Guildsman William H. Levis, was seized while filming a scuffle between five policemen and two Negro students in an outbreak following a game for the city's scholastic championship Nov. 10. The game was between one school predominantly Negro and another predominantly white.

The incident was strikingly similar to those that have touched off Guild protests in Oakland and Columbus during recent months.

Police Superintendent James Slusser accused Levis of interfering with policemen attempting to make arrests. But the Post-Gazette pointed out in an editorial that the pictures Show took prior to his arrest show he was standing some 20 feet from the fighting.

Levis said one policeman threatened him with acid gas and another told him "if you take another picture I'll break this stick over your head." At no time, he said, had he been warned to move.

Levis was booked on charges of loitering and disorderly conduct after spending three hours in jail and then rejecting a police suggestion that he slip out the back door of the stationhouse. The charges were dismissed the next day by a magistrate who ruled there was insufficient evidence.

The Guild executive committee authorized a letter of protest by President Nick Wallace to Public Safety Director David W. Craig. Wallace, terming the incident "one of the rankest abuses of police power and suppression of the press that this local has ever encountered," demanded an investigation of the incident, a retraction of the charge of interfering with police and a public apology.

Craig replied that there would be an investigation but did not apologize, stating that while police had no power to prevent a photographer from taking pictures they could control the position from which he took them.

Wallace sent off a second letter declaring that the police superintendent had prejudged the case and asking assurance of an impartial investigation. Slusser had accused Levis of police interference and termed the incident "a tempest in a teapot."

Craig did not reply, and a third letter pressing for a report on the investigation was dispatched by Wallace last week.

The Post-Gazette, in an editorial following the Guild's protest,

Karafin Indicted In Philadelphia

Philadelphia, Pa.—Harry J. Karafin, the strike breaker who became the Philadelphia Inquirer's star investigative reporter, was indicted last week on charges of blackmail and conspiracy.

Karafin, who crossed Guild picket lines at the Inquirer in 1958, was accused of asking \$150,000 to suppress unfavorable news about constables and magistrates during an investigation of Philadelphia's minor judiciary. Joseph Ball, a public-relations man associated with Karafin, was also indicted.

The Inquirer fired Karafin last April, accusing him of using the paper to extort thousands of dollars from Philadelphia business firms.



Crime: Picture-Taking

Pittsburgh Post-Gazette photographer William H. Levis and his camera are hauled off to jail after his arrest while taking a picture of police scuffling with students during an interschool battle.

termed the arrest "an indefensible interference with a newsman's right to report a public event" and "a form of news suppression . . . not to be tolerated."

"We cannot escape the suspicion," said the editorial, "that in this case the police, involved in a situation with racial overtones, acted from fear that our photographer might picture them in the act of roughing up Negro students."

Protests were also made by

the Pittsburgh Press Photographers Association and in an editorial by Station WIIC-TV.

"I'm sure if there had been four Negroes and one police officer

scuffling and I had taken a picture I probably would not have been arrested," Levis said. "I know that all I was guilty of was doing my job."

Dec. 12 Election Slated In Providence

Providence, R.I.—Advertising-department employees of the Providence Journal and Bulletin will vote in a National Labor Relations Board election Dec. 12 on a representation bid filed last month by

the Providence Guild.

The company agreed to a consent election in a unit of 151 employees at an NLRB conference Nov. 22. The Guild already represents editorial employees.

Two New Papers Seek To Fill New York Void

New York City — The New York week newspaper void left by suspension of the World Journal Tribune is being filled at a Lilliputian pace.

Transit magnate O. Roy Chalk last week brought a New York version of his new Washington weekly into town in what its editor described as "the opening gun of a campaign to start an afternoon daily in New York City."

And plans for a new Sunday tabloid, the New York Knickerbocker, were announced by principals in the company that publishes Funk & Wagnalls Encyclopedia. Its debut is scheduled for Feb. 25.

Earlier it had been announced that the World Journal's Sunday magazine, New York, would undergo reincarnation as an independent publication in March.

Chalk, who publishes the Spanish-language daily El Diario-La Prensa here, is printing his New York City edition of the Washington Examiner in Washington, where the original has been placed on labor's "unfair" list because it is produced in a nonunion shop.

Editor Jack Limpert said the New York version, dubbed the Washington-New York Examiner, will be "essentially the same paper" as the Washington tabloid. The front and back pages of the first issue were the only ones that were different.

The initial printing was approximately 50,000, Chalk said. The Washington version, launched in September, claims a circulation of 150,000 in Baltimore, Philadel-

phia, Richmond and the capital, where it is distributed free on Chalk's buses.

The New York edition went on to 2,000 newsstands at 15 cents a copy.

Limpert said the New York edition will begin "as part of the

Washington operation" and gradually add employees in New York, eventually transferring operations here.

Among those appearing in the Examiner are Walter Winchell, Damon Runyon, Jr., Bob and Millie Considine, Barry Gold-

Reinstatement By UPI Averts 2nd Stoppage

New York City—United Press International agreed to reinstate a dismissed photographer Nov. 29 as the Wire Service Guild was preparing an extended work stoppage to protest the firing.

Management agreed to the reinstatement with back pay pending arbitration of the case, which hinges on a departmental reorganization carried through without negotiations with the Guild.

The agreement was reached at a grievance session starting at 11 a.m. The Guild had planned to initiate a second stop-work meeting at noon to protest a breach of contract involved in the dismissal.

The first meeting, held in the picture mailroom at UPI headquarters Nov. 17, lasted 30 minutes. Wire Service Administrator Ray Mann said the second meeting would have brought UPI picture employees to New York Guild headquarters for a session lasting through the night.

The photographer, who had five years' seniority, was dismissed in

October while a cameraman hired only three weeks earlier was retained. UPI said it had divided the picture department into a commercial department and a news department and that the five-year man had the lowest seniority in the commercial department.

The Guild termed the unilateral reorganization a violation of its contract, stating that the step was subject to bargaining. That issue will be decided in the course of the arbitration, which will hinge on management's right to split the picture department and establish separate lines of seniority.

Kaufman Advises

New York City—I. Kaufman, editor of the New York Guild's official publication, Frontpage, participated in a panel discussion on "What It Takes To Put Out a Good Union Publication" at an Atlantic Labor Press Conference

Parity Gained For Classified In Haverhill

Haverhill, Mass.—The Boston Guild won wage parity for outside classified salesmen at the Haverhill Gazette in a one-year settlement gained last week as members were preparing to set up picket lines.

The reclassification will increase the top minimum for classified salesmen by \$36.60 over the contract term, bringing it to \$140.60, the top for display salesmen and reporters.

The settlement, which provides general increases of up to \$8.40, was reached at 2:30 a.m. Nov. 28, an hour and 15 minutes after the expiration of a strike deadline. Picket lines were set to go up at the start of the day shift.

Other contract gains included a full Guild shop, previously limited to new employees.

The wage settlement provides for increases of \$4 retroactive to Nov. 1 and three percent June 1 for employees earning \$120 and over, \$3.50 and three percent for employees earning between \$101 and \$120, and \$3 and three percent for those under \$100.

The top for assistant editors will go to \$150.40, that for telephone operators to \$90.60, that for ad takers to \$93.70, that for office boys to \$74.70 and that for maintenance employees to \$95.80.

The company will pay \$3 a month for supplementary Medicare for employees over 65. The severance-pay ceiling is increased by four weeks, to 18, with the initial accrual rate of one week for each six months during the first two years of employment improved to apply during the first four years.

The one-year contract will give the Guild an expiration date conforming with that of craft unions at the Gazette.

water and Edith Kermit Roosevelt.

Plans for the Knickerbocker, to be billed as "New York's Fun Paper and Magazine," were announced by Frank J. Keller, Mac Gache and Joseph L. Morse, principals in the Standard Reference Works Publishing Co., which publishes Funk & Wagnalls.

To sell at 20 cents, it will have a four-color editorial section containing editorials but no news, 24 comic pages and a number of columns, including several from the World Journal.

The publishers said advertising would be accepted "only to the point that it does not interfere with reading enjoyment."

2 Candidates For Merger?

New York City—The city's two newest newspapers will apparently give New Yorkers a rich choice: one newsless and the other staffless.

Asked about a New York staff for his Washington-based Examiner, Publisher O. Roy Chalk replied: "Well, there's me; surely I'm worth 10 staff reporters."

And the New York Knickerbocker — which, a spokesman said, aims "to fill the weekend reading void left by the disappearance of the World Journal Tribune"—is being promoted as "A Newsless Newspaper."

Bargaining Spot**North Jersey Takes To Air**

North Jersey's Donald W. Rosselet, left, and Robert T. Collins present Guild case against the Plainfield Courier-News.

Plainfield, N.J.—The North Jersey Guild launched an air attack against the Plainfield Courier-News last week.

Guild officers took to the air waves to tell Courier-News readers exactly how much—or, more precisely, how little—the paper was offering to employees responsible for presenting the news.

Local President Donald W. Rosselet and Unit Chairman Robert T. Collins delivered a series of 12 one-minute spot messages on radio station WERA twice daily starting Nov. 30 and extending into this week.

The messages began with a station announcer's introduction: "Residents of the Plainfield area, here's news you won't read in the *Courier-News* today."

Rosselet and Collins discussed issues in bargaining that has dragged on since last April, citing the paper's refusal to bring re-

porters up to the level of its mechanical employees.

"After five years' experience reporters at the *Courier-News* are guaranteed \$138.50 a week," said Collins in one message. "Printers, pressmen and stereotypers make more—anywhere from \$5 to \$17 a week more. Reporters, we think, deserve at least parity with these craftsmen."

"The reporter is the eyes and ears of the community, going behind the scenes to bring you both the news and its meaning. The management of the *Courier-News* has offered its reporters only an \$11 increase over two years, but this won't bring our contract minimums to the wage level of the craftsmen."

"We can't understand why. Maybe the publisher will tell you. Ask him."

Senate Reduces Postage Increase For Labor Papers To 20 Percent

The Senate last week eliminated a postage-increase provision that would have raised the rate for labor papers and other nonprofit publications by three times the increase imposed on other publications.

An amendment introduced by Sens. Frank Carlson, Kansas Re-

publican, and Sens. Birch Bayh and Vance Hartke, Indiana Democrats, reduced a 60-percent increase to 20 percent, the increase for most other classes of publication. It was adopted by 52 to 38.

Pointing out the inequity involved in a 60-percent increase, Carlson said it would give the Postoffice Department "an insignificant amount of revenue" while having a "harsh and even devastating" effect on the labor press.

The present postage rate for publications such as the *Guild Reporter* is .125 of a cent; it would go to .15 of a cent in three annual steps under the bill as adopted by the Senate.

The measure went to a House-Senate conference committee this week to iron out differences, including the increase in the non-

profit rate. The House version increased it by 60 percent.

The *Guild* Reporter board senators before the vote urging a reduction of the increase to 20 percent "in the interest of equity and the financial survival of many labor newspapers."

Council Aids Hazleton In Bargaining

Union, N.J.—The Middle Atlantic District Council last week-end came to the aid of the Hazleton Guild in its bargaining with the Hazleton Standard-Speaker.

It made \$500 available to the Hazleton Local for bargaining and sent the company a letter urging it to reconsider its bargaining position. Praising ANG for assigning an international representative to Hazleton, it asked the International Executive Board to devote continuing attention to small locals.

The council authorized President Robert Golden to name a committee to study possible changes in ANG election procedures to avoid the disqualification of voters because of late per-capita payments. ANG's International Executive Board has announced it will recommend liberalized constitutional procedures to govern future elections.

The delegates heard ANG counsel Irving Leuchter discuss labor law.

High Court Rejects Appeal By Perry

The U.S. Supreme Court has refused to review a lower-court decision requiring Perry Publications to reinstate 140 printers who struck Perry papers in Palm Beach and Pensacola, Fla., four years ago.

Perry reinstated the strikers in August pending its appeal to the high court. The reinstatement followed a Court of Appeals order upholding a National Labor Relations Board finding that Perry used automation as a lever to eliminate the Typographical Union from the two Florida papers.

Guild Seeks \$10,000 In BNA Action

The Washington-Baltimore Guild is seeking \$10,000 punitive damages from the Bureau of National Affairs in a Federal Court suit to compel arbitration of the company's refusal to give accrued vacation pay to two employees who resigned during last year's seven-month BNA strike.

The Guild won a U.S. commissioner's permission to amend the suit last month to add the claim for damages and costs. The company had opposed the move.

The damage claim is based on a contention that BNA acted "arbitrarily and capriciously" in refusing to submit the case to arbitration despite a contractual requirement.

The company has refused to pay the money, owed from prior years, on the ground that the employees violated a two-weeks' notice requirement in quitting. They were on the picket line when they resigned.

Guild's Suit Cites AP In Grievance Renege

New York City—The Wire Service Guild has gone into Federal Court to force Associated Press to re-arbitrate a case in which it is accused of reneging on an agreement to abide by medical testimony.

The case involved an office boy in AP's Washington bureau who came to the office in an intoxicated condition on his day off and created a disturbance.

The Guild said AP had agreed to abide by a psychiatrist's testimony on the issue of whether the employee was emotionally ill and should be entitled to sick leave. The psychiatrist said he was, recommending reinstatement after treatment, but AP declined to accept the recommendation.

Arbitrator Sidney Sugarman, in upholding the dismissal, conceded that management was guilty of "plainly welching" on its agreement but said he was powerless to do anything about it because the agreement was not within the scope of the arbitration.

AP rejected a Guild request for a new arbitration on the reneging issue. The Guild, in its court suit, said the refusal to arbitrate that issue was a violation of its contract.

Fired UPI Guildsman Wins Reinstatement

San Francisco, Calif.—A Wire Service Guild protest has brought the reinstatement of one of two San Francisco United Press International employees dismissed on economy grounds. The second case is headed for arbitration.

Management agreed to rehire an 18-year photo printer discharged because of "lack of work" when another employee agreed to quit in his place with more than \$10,000 in severance pay.

But it refused to withdraw its dismissal of a telephoto operator whose duties were eliminated by automation two years ago. The Guild moved for arbitration on the ground the discharge violated a contract clause banning automation dismissals.

Monroes Shop In Spain, Portugal Bars Return

Harris Monroe, former administrative officer of the Washington-Baltimore Guild, and his wife, who spent the past year in Portugal, were barred from re-entering that country after a shopping trip to Spain last week, just four days before their scheduled return to the United States.

Monroe said Portuguese border guards not only refused to give him any reason for their action but refused to allow him or his wife to return to get her daughter, Nancy, 6, who had been left with a maid during the Nov. 29 shopping trip.

Four days later, after both ANG and the Washington local had requested the State Department to intervene, the child was brought out of the country and reunited with the Monroes by a U.S. Air Force public-information officer Monroe had contacted the day after the incident. The officer, Capt. John Canty, is stationed at Moron Air Force Base near Seville, where the Monroes had been shopping.

In response to inquiries from the State Department, the Guild was informed, Portuguese authorities acknowledged their government had acted to prevent the Monroes' return to Portugal but declined to say why.

Monroe, who said he had received no advance notice of the government's action, suggested

Chicago Wins \$17 Increases On Weeklies

Chicago, Ill.—Across-the-board increases of \$17 will go to employees of Northside Newspapers, a chain of 19 neighborhood weeklies, under a new two-year contract negotiated by the Chicago Guild.

The top minimum for reporters and rewriters will go up \$9 the first year and \$8 the second, to \$156.75. The starting minimum will rise by the same amounts, to \$112.25.

The Guild also won a reduction in the work week from 37 hours to 36¼ on signing and to 35 in the second year. Wage provisions are retroactive to last March 10.

The service requirement for a fourth week's vacation is reduced from 15 years to 10, the minimum weekly night differential is raised from \$5 to \$6, and triple time instead of double time is provided for holidays.

The settlement also contains severance-pay improvements, including payment at the rate of five weeks for the 26th year of employment and three weeks for each year over 15. Payment for the first 15 years is at the rate of one week a year.

The company, which previously paid employees in military training a week's pay for the initial week of leave, will also pay the difference between their salaries and military pay in the second week.

Paid funeral leave for deaths in the immediate family was also won.

that any such decision had been made in anticipation of his departure from Portugal and that the border guards had mistakenly invoked it prematurely.

Monroe, who arrived back in Washington with his wife and daughter Dec. 4, said the border guards shoved Mrs. Monroe back on the ferry from Spain when she protested their refusal to allow her to return to the village of Fuseta, on Portugal's southern coast, to get her daughter.

Monroe resigned as administrative officer of the Washington-Baltimore Guild Oct. 1, 1966, after holding the position since 1956.

Mundo Joins Effort To Void Guild Vote

San Juan, P.R.—El Mundo, San Juan's largest daily, joined the Teamsters' union last week in asking the National Labor Relations Board not to certify a circulation-dealers' election won by the Puerto Rico Guild.

The company asked reopening of the case for additional evidence lest the Teamsters' intervention lead to "union warfare."

The Teamsters' union, which represents drivers while the Guild represents inside circulation employees, intervened five days after the Nov. 9 election, claiming the dealers were part of its unit.

6 Carriers Cite K.C. Star In Antitrust Case

Kansas City, Mo.—Six contract carriers for the Kansas City Star charged the paper with antitrust violations in a trial that opened late last month.

The carriers contend that a company restriction on their selling other newspapers constitutes an illegal restraint of trade.

The Star's attorney conceded that the carriers, who operate as independent contractors, are forbidden to distribute other papers without the Star's written consent. But he claimed the restriction is necessary to assure prompt delivery of the Star.

Ray D. Jones, the carrier's attorney, maintained, on the contrary, that the restriction is designed to protect the Star's dominant position in the Kansas City newspaper market. He pointed out that the carriers sought to deliver other publications only during their off hours.

James R. O'Donnell, the Star's circulation manager, said the company has never given permission to deliver other publications but claimed it has taken no steps to enforce the contract clause requiring it.

Syracuse Dailies Upheld In Fixing Delivery Price

Syracuse, N.Y.—A State Supreme Court justice has ordered distributors for Newhouse's Syracuse Herald-Journal to charge their customers no more than the paper's stipulated price.

Justice Francis R. Moran issued the order after the newspaper complained that some of the distributors, who operate under franchise agreements, were charging ten cents a week more.

The issue of a newspaper's right to fix the price charged by contract carriers is currently under consideration by the U.S. Supreme Court in an antitrust case involving another Newhouse paper, the St. Louis Globe-Democrat.

Denver Door Slams Shut On Newhouse

Denver, Colo.—The door to control of the Denver Post has apparently been closed once and for all to S. I. Newhouse.

Final settlement of a suit contesting the sale of a 23-percent block of Post stock to Publisher Helen G. Bonfils has lodged the stock in the hands of the Bonfils Foundation as an irrevocable gift under terms that bar its sale to anyone but an employees' stock trust, which cannot resell it.

The foundation and the employees' trust now control a majority of the Post stock. Newhouse owns a 19-percent interest.

The settlement followed a federal judge's ruling in October that the Denver U.S. National Bank acted improperly in selling the disputed stock to Miss Bonfils without giving Newhouse a chance to bid.

He ordered payment of the 2.6-million-dollar difference between the purchase price and the price Newhouse was prepared to pay. The money will go to Bruce R. and A. Gordon Rippey, beneficiaries of a trust from which the bank sold the stock.

Miss Bonfils has reimbursed the bank for the damages in accordance with an agreement made at the time of the sale in June 1966.

A Broun Christmas Tale Lives

KEYWOOD BROUN's rendering of the tale of Amos, the shepherd who stayed behind to tend his flock rather than go to Bethlehem to see the Christ child, has been published in book form, illustrated in the manner of an ancient scroll.

Broun, the Guild's founder and first president, wrote the lyrical story, "A Shepherd," as his 1929 Christmas column in the World-Telegram. One of Broun's later Christmas tales was read by President Franklin D. Roosevelt in his annual Christmas message to the nation in 1938.

The book was designed and illustrated by Gilbert Riswold, an illustrator of children's books who won the Society of Illustrators' 1964 award for excellence.

"The language and setting of Mr. Broun's story stem from the Biblical tradition," he writes in an afterword. "Having heard the tale of Amos, an ancient scribe might have been inspired to work many hours with his ink of lampblack and resin and his reed pen in order to record it on a scroll. Thus, I have placed the illustrations and text for 'A Shepherd' on such a parchment background in the hope of bringing the reader closer to the ancient setting of the story."

The book is published by Prentice-Hall and priced at \$4.95.



San Francisco Consolidation

Price-Fixing Held Merger Aim

San Francisco, Calif.—The real purpose of San Francisco's 1965 newspaper consolidation was to fix prices and restrict competition, San Mateo Times Publisher J. Hart Clinton declared last month.

Clinton made the charge in a debate with San Francisco Examiner Publisher Charles Gould on the Failing Newspaper Bill before the Northern California Professional Chapter of Sigma Delta Chi.

Clinton, who testified against the bill before the Senate Antitrust and Monopoly Subcommittee, said he had not seen the Chronicle and the San Francisco Examiner "use the meat ax much on each other since the merger."

Clinton said advertising lineage in San Francisco suburban papers has fallen this year and quoted the San Francisco papers' representatives as telling advertisers they don't need the San Mateo paper because for only 10 percent more they can have their morning

Chronicle ads carried in the afternoon Examiner.

This rate-fixing is calculated to injure the Times, he said, "and they are hurting us."

"You don't need price-fixing to maintain a free press," Clinton declared in urging defeat of the Senate bill, which would exempt both mergers and semimergers of "failing newspapers" from the antitrust laws.

AFL-CIO Gets Antitrust Resolution

Bal Harbour, Fla.—ANG delegates to the AFL-CIO's biennial convention begun yesterday are seeking to place the federation on record against the Failing Newspaper Bill.

A resolution opposing the bill and urging the adoption of alternative legislation to stem the growth of newspaper monopoly is being introduced by ANG. Guild delegates are President James B. Woods, Executive Vice President

Gould argued that "stabilization" of San Francisco operations has actually strengthened the suburban papers, stating that their 1966 lineage was higher than 1965's. He termed any charge that the two papers have acted in collusion "a complete canard."

A forced break-up of the San Francisco combination would produce a single 24-hour newspaper within 60 days, he predicted.

William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., but Perlik was not on hand as the convention began because of a bargaining crisis in Los Angeles.

A resolution against the bill is also being pressed by the International Typographical Union.

The bill, on which hearings will resume early next year, would exempt mergers and semimergers of so-called "failing" newspapers from the antitrust laws.

Court Bars L.A. Times Injunction

Los Angeles, Calif.—A federal judge last week refused to bar the Los Angeles Times Mirror Co. from acquiring any more Southern California newspapers without specific court permission.

Judge Warren J. Ferguson denied a Justice Department motion to amend his Oct. 11 judgment ordering the Times Mirror Co. to divest itself of the San Bernardino Sun and Telegram on the ground of antitrust violations.

At that time the judge rejected a government request that the company be permanently enjoined from acquiring other newspapers in Southern California.

The government's amended motion would have forbidden such acquisitions for a period of 12 years unless they were approved in Federal Court. But Judge Ferguson rejected it after a hearing Nov. 27.

He said there was no evidence the company was planning to buy other newspapers and that if it did "the government would have to start all over again."

GUILD



BRIEFS

Sacramento, Calif.—Characters strangely resembling California Gov. Ronald Reagan and his communications director, Lyn C. Nofziger, along with show-business politicians and hippies, were the big laugh-getters in "A Star Is Borne," the 1967 staging of the Sacramento Guild's Page One Ball last month.

Almost 600 persons attended the 20th annual ball, the closest approximation to a gridiron dinner-style satire the West Coast can offer. Proceeds of more than \$1,000 will go to the nonprofit Sacramento Journalism Foundation for scholarships.

Gibbs at Reagan's record tax program, his presidential ambi-

tions and the state's hippie subculture highlighted the Guild show, written and performed by Guild members and friends.

San Francisco, Calif.—Western District Council delegates have rendered unto Fletcher that which is Fletcher's.

Accustomed to hearing the San Francisco-Oakland Guild's executive secretary (Fred D.) recite John Hay's "Jim Bludsoe, or the Night of the Prairie Belle," on appropriate occasions, they presented him with the poem in scroll form at a recent council banquet.

The presentation was made by George Lambert, administrative secretary of the Seattle-Tacoma Guild, who accompanied it with a parody likening Fletcher, as San Francisco-Oakland captain, to skipper Bludsoe of the Prairie Belle.

W. J. Crawford, 70; Led D.C. Guild

Miami, Fla.—William J. Crawford, president of the Washington Guild in 1944, died here Nov. 19 at the age of 70.

Crawford left the old Washington Times-Herald in 1946 to join the Miami News. He later became assistant editor, serving as an editorial consultant to the News following his retirement in 1963.

He was a copy editor and news editor of the Times-Herald from

1941 to 1946. Before being elected president of the Washington Guild he had served as chairman of its organizing committee.

Before coming to Washington Crawford worked for newspapers in Boston and New York City. In 1928 he was publicity director for the Democratic National Committee and later served as press secretary to Franklin D. Roosevelt when the late President was governor of New York.

WSG Vote Won By Muldowney

New York City—ANG International Vice President George M. Muldowney was elected president of the Wire Service Guild in balloting tabulated last week. Muldowney, of New York United Press International, defeated Burgess Damron of Atlanta Associated Press, 468 to 356.

Philip Newman of New York narrowly defeated Patrick Sloyan of Washington for UPI vice president, 187 to 180, but a runoff election between Paul Albright of Albuquerque and George Wilbur of Richmond will be necessary for AP vice president. Albright received 166 votes, Wilbur 163 and A. E. Maloof of Boston 130.

R. J. Ricca of New York UPI was elected secretary-treasurer without opposition.



Guild History Lesson

Michael Stewart, right, local representative for the Washington-Baltimore Guild, introduces two newspaper unionists from Latin America to Heywood Brown, the Guild's founder and first president, during a stop at the local's headquarters. Filadelfo Martinez, left, legal officer of the Union of Newspapermen of Managua, Nicaragua, and Oscar

Pena Franco, general secretary of the Federation of Newspaper Workers of Bolivia, visited the Washington local and ANG headquarters after attending a five-week course by the American Institute for Free Labor Development in Front Royal, Va. They were later guests of Wire Service Guildsmen during a two-week visit to New York.

Unions' Joint-Bargaining Proposal Rejected By Detroit's 2 Publishers

(Continued from Page 1)
contract at the News expires Dec. 31.

Contracts between the craft unions and the two papers expired Dec. 1.

Representatives of the Guild and nine other unions met with the papers' labor-relations managers Nov. 30 following the council's request for a meeting to discuss the possibility of joint negotiations on the economic issues.

Guild President Kenneth Thompson said the company officials questioned the council's authority to speak for the unions involved, asked what the council proposed to do about the non-economic issues, and challenged the council to produce proposals for ending the Teamsters' strike against the News.

The council replied that non-economic issues would have to be settled with each union separately and that any economic package worked out with the council would be submitted to the individual unions.

The publishers issued a statement after the meeting calling the proposals "unworkable."

The three interim dailies—the Daily Press, the Daily Express and the Daily Dispatch—have achieved a combined circulation of close to 700,000. The Daily Press dubbed itself "the paper you've been waiting for since 1964"—when it made a profit of \$500,000 during the 134-day Pressmen's strike.

The Press still has a suit pend-

... Oakland

(Continued from Page 1)

"At one point early in that day," he said, "a police captain was heard ordering his men, by bull horn, to 'Get the press out of here!'"

"On Tuesday, our document shows, 24 newsmen were assaulted or otherwise interfered with in their work."

"On Friday, at a time when a Federal Court order was in effect restraining police from just such action, two and perhaps more newsmen were clubbed."

Testimony on the Oakland attacks was presented by Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild; Charles Raudebaugh, a reporter for the San Francisco Chronicle, and Schermerhorn.

ing against United Press International for refusing to lease it a wire during that shutdown.

The Dispatch is being published by a group of Teamsters, and the Daily Express by the suburban Wyandotte Herald.

In addition to the interim dailies, the Fifth Estate, a hippie biweekly, has converted to weekly publication, and radio-television Station CDLW across the river in Windsor, Ont., is printing one-page news bulletins for distribution in Detroit restaurants.

The Free Press's letter to its employees charged that "so many people . . . have been so busy organizing, staffing and trying to distribute the so-called 'strike papers' that they seem to have forgotten that everybody's future interest lies in making a fair settlement and getting back to work."

The Guild's reply observed that "when an employer puts his em-

ployes on the street he has no right to object to what they do to feed their families and meet the mortgage payment."

"It is interesting," the Guild commented, "that the Free Press delayed shutting down operations from Thursday morning, when the Teamsters struck, to Friday afternoon, by which time the profitable Christmas book for J. L. Hudson's had been distributed."

"Then, with the cash virtually in the till, it was time to lay off the employees which the Free Press decided it did not need . . ."

The Free Press criticized the Guild for deciding that no employees would go to work until all did, blaming this stand for a delay in distributing pay checks. The Guild said that management had refused an offer to supply employees on "a nondiscriminatory basis" to process and issue salary checks due locked-out employees.

Stein Resigns From IEB, Cites Added Job Duties

(Continued from Page 1)
nation, said the added responsibilities, including out-of-town travel, would force him to miss International Executive Board meetings and make it impossible to "give myself 100 percent to the position." "That wouldn't be fair to the membership," he declared.

Stein resigned simultaneously as a member of the New York Local's executive board. But he retained his position as a unit vice chairman at the Times, saying he intended to remain "as active as time permits."

Stein said he hoped to maintain

"the personal contacts" he has made over more than 20 years in the local and in three years on the IEB.

Stein was elected to an interim term on the board in 1964 following the resignation of the late Edward Easton, Jr. He was re-elected in 1965 and 1967 without opposition.

Stein has served on the local executive committee since 1957 and was a local vice president for six years. He helped organize the Times Unit and served at various times as unit chairman, grievance chairman and election chairman.

Vancouver Talks Deadlocked

(Continued from Page 1)
to work until the term was chiseled from the page.

The reference was made in an unusual statement attacking the craft unions and occupying the entire front page. Set in large, boldface type in the manner of a display ad and headlined in 96-point type, it blamed the printers' stoppage for the paper's delayed publication and subpar appearance and made a detailed defense of the company's position in bargaining with the crafts. But negotiations were resumed

Nov. 30, and the tentative settlement followed quickly.

The Guild, which had been represented on the craft unions' negotiating committees, resumed bargaining immediately afterward.

Earlier the company had brought in professional strike-breaking recruiters. Both the Guild and the British Columbia Federation of Labour protested to immigration authorities over the presence of LeRoy Norton, who the federation said had "an extensive history in strikes in the United States."

ANG AUDIT

Following is the quarterly report of ANG's financial standing and General Fund operations for the 1967-68 first quarter, ending July 31, as audited by Sidney S. Shulman & Co., as well as the third-quarter budget as authorized by the International Executive Board:

Statement of Condition of General Fund, 7/31/67

ASSETS	
Cash in banks and on hand	\$ 133,917.01
Advances receivable	10,400.64
Loans receivable	18,681.29
Exchanges receivable	16,544.04
Prepaid insurance	584.47
Deposits	1,650.00
Investments	100.00
Accounting equipment	4,939.77
Total Assets	\$ 186,817.22
LIABILITIES	
Exchanges payable	\$ 4,126.32
Due to Defense Fund	80,111.07
Payroll taxes payable	5,656.93
Total Liabilities	\$ 89,894.32
RESERVES	
Reserve for severance pay	\$ 99,859.63
Reserve for 1968 Convention	3,000.00
Reserve for 1967 Convention	1,172.10
Total Reserves	\$ 103,031.73
Deficit at July 31, 1967	\$ 12,168.83
Total Liabilities, Reserves and Net Worth	\$ 186,817.22

Statement of Condition of Defense Fund, 7/31/67

ASSETS	
Cash in checking account	\$ 80,282.93
Cash in savings accounts	873,000.00
A.T.A. Bond	500.00
Loans receivable	74,696.58
Due from General Fund	80,111.07
Scripps-Howard Investment Corp. stock	64,056.00
Canada Permanent Mortgage Corp. debentures	231,000.00
Total Assets	\$1,463,616.58

Statement of Income and Expense of General Fund, 7/31/67

INCOME	
Membership Income:	
Per-capita taxes	\$ 134,164.02
Initiation fees	5,157.00
Reinstatement fees	114.55
Agency fees	906.32
Servicing salaries paid by locals	3,839.36
Servicing expenses paid by locals	1,152.81
Reporter income	182.90
Research Department sales	22.23
Interest income	9.14
Total Income for Quarter	\$ 145,558.33
EXPENSES	
Per-capita taxes	\$ 8,513.47
Organizing and servicing	36,120.84
Collective Bargaining	12,098.28
Research and information	7,036.66
Statistical	17,407.84
Executives	10,026.44
Administrative expenses	26,755.32
Other expenses	20,094.78
Total Expenses for Quarter	\$ 138,055.82
Operating Surplus for Quarter	\$ 7,502.51

General Fund Budget and Expense, Quarter Ending 7/31/67

	1st Quarter	1st Quarter	3rd Quarter
	Budget	Expenditures	Budget
1. Per-Capita Taxes	\$ 8,800.00	\$ 8,513.47	\$ 8,800.00
2. Organizing and Servicing	\$ 23,000.00	\$ 20,486.50	\$ 28,000.00
Secretary-Stenos	750.00	799.70	750.00
Expenses—IRs	12,000.00	11,754.20	12,000.00
Miscellaneous	2,000.00	3,080.44	1,500.00
3. Collective Bargaining	\$ 37,750.00	\$ 36,120.84	\$ 42,250.00
Salaries—Director	3,809.00	3,809.00	3,874.00
Exec. Secy., Contracts Committee	2,905.50	2,905.50	2,957.00
Secretary-Stenos	1,000.00	799.70	750.00
Statistical	2,307.50	2,307.50	2,780.00
Pension consultation	750.00	994.00	750.00
Expenses—personnel	1,000.00	1,282.57	1,000.00
4. Research and Information	\$ 11,772.00	\$ 12,098.28	\$ 12,091.00
Salaries—Director	1,904.50	1,904.50	1,987.50
Assistants	4,127.50	3,676.30	2,931.50
Secretary-Stenos	1,000.00	799.70	750.00
Expenses—Director	150.00	—	50.00
Assistants	100.00	—	100.00
Books and periodicals	150.00	—	150.00
Legal and bargaining services	150.00	144.20	150.00
Subscriptions	150.00	2.00	100.00
Other printed material	100.00	—	—
Publications and literature	750.00	—	500.00
Contracts Survey	500.00	453.10	500.00
Organizing and other literature	500.00	48.88	500.00
Training conferences	80.00	—	50.00
Miscellaneous	80.00	—	50.00
5. Guild Reporter	\$ 1,904.50	\$ 1,904.50	\$ 1,967.50
Salaries—Editor	4,062.50	3,611.30	2,866.50
Assistants	1,175.00	1,399.00	1,400.00
Clerical	50.00	—	—
Expenses—Editor	150.00	115.94	200.00
Printing and mailing	9,000.00	7,540.16	8,000.00
Postage	1,400.00	2,203.45	2,000.00
Addressing	450.00	284.99	450.00
Pictures and special material	450.00	347.50	500.00
Miscellaneous	150.00	1.00	50.00
6. Administration	\$ 18,792.00	\$ 17,407.84	\$ 17,634.00
Salaries—Office Manager	1,932.50	1,982.50	2,138.00
Secretary-Stenos	3,000.00	2,399.10	2,500.00
Bookkeeping department	2,900.00	2,514.33	2,900.00
General clerical	1,400.00	2,035.00	1,600.00
Rent and maintenance	5,400.00	5,293.74	5,400.00
Stationery and supplies	1,500.00	1,906.20	1,500.00
Equipment and machinery	2,000.00	660.89	2,000.00
Telephone and telegraph	2,500.00	3,314.50	2,500.00
Repairs and improvements	150.00	8.50	100.00
Postage	1,000.00	767.20	1,000.00
Auditing	1,000.00	650.00	650.00
Insurance and bonding	375.00	375.00	375.00
Employee pension	2,000.00	1,773.09	2,000.00
Employee health and welfare	3,000.00	3,054.52	3,000.00
Miscellaneous	300.00	20.45	300.00
7. Executives	\$ 28,457.50	\$ 26,755.32	\$ 27,963.00
Officers' salaries	\$ 8,248.50	\$ 8,248.50	\$ 8,838.50
Officers' expense	2,000.00	1,777.94	1,500.00
8. Other Expenses	\$ 10,245.00	\$ 10,026.44	\$ 10,138.50
Legal fees	\$ 3,000.00	\$ 2,386.38	\$ 3,000.00
Payroll and personal-property taxes	2,000.00	3,233.08	2,000.00
Contributions and tickets	500.00	350.00	500.00
Brown Award expenses	—	11.83	200.00
Guild Service Award	250.00	85.79	—
Delegates and committees	1,000.00	540.75	1,000.00
IEB meetings	6,000.00	8,459.88	5,000.00
Severance-pay provisions	3,000.00	2,087.07	3,000.00
Convention reserve	3,000.00	3,000.00	—
Convention expense above reserve	3,000.00	—	5,000.00
AFL-CIO Convention	2,500.00	—	2,500.00
Totals for Quarter	\$146,552.00	\$ 138,055.83	\$150,825.50

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Merit Pay: 'Hello' Girls, Clerks Share It In Albany

Merit pay is distributed throughout the Guild's jurisdiction at the Albany Times-Union and Knickerbocker News, company payroll data discloses.

Not only reporters and advertising salesmen receive it, although it is most general in those categories; telephone operators and typists, district managers and clerks also enjoy pay above minimums.

Twenty-six of 69 fully experienced employees in the reporter classification and six of 10 fully experienced display salesmen receive pay above the top minimum. So do 16 of 38 district managers, four of five telephone operators, three of nine typist-clerks.

Following is the salary breakdown for various job categories as of last July:

Display Advertising Salesmen	
Top Minimum	Actual Salaries
\$140.50 after five years	4 at \$140.50 1 at 145.50 1 at 148.00 1 at 153.00 1 at 165.00 1 at 184.00 1 at 192.50
Credit Manager, Senior Bookkeeper, Purchasing Agent	
\$135.50 after five years	1 at \$143.50 1 at 153.00 1 at 163.00
Cashiers and Head Advertising and Circulation Bookkeepers	
\$125.50 after five years	1 at \$125.50 1 at 129.00 1 at 135.00
Senior Clerks, Machine Bookkeepers and Voucher Clerks	
\$99.50 after two years	2 at \$ 99.50 1 at 104.50 1 at 128.00
Telephone Operators	
\$92.50 after two years	1 at \$ 92.50 3 at 96.50 1 at 106.50
Typist Clerks	
\$84.50 after two years	6 at \$ 84.50 1 at 85.50 1 at 92.00 1 at 94.00
District Managers	
\$125.50 after five years	22 at \$125.50 13 at 126.30 1 at 129.00 1 at 153.00 1 at 156.50
News, City and Sports Editors	
\$158 after two years	1 at \$158.00 1 at 163.00 1 at 210.00 1 at 211.00 1 at 213.00 1 at 223.00 1 at 228.00
Reporters, Photographers, Editorial and Advertising Artists, Copyreaders and Society-Department Head	
\$140.50 after five years	43 at \$140.50 1 at 145.00 3 at 145.50 2 at 147.50 3 at 148.00 2 at 150.00 1 at 150.15 1 at 150.50 1 at 154.00 1 at 155.00 1 at 155.50 1 at 158.00 1 at 158.75 1 at 159.25 1 at 160.50 1 at 162.50 1 at 163.00 1 at 172.00 1 at 175.00 1 at 184.50 1 at 185.00

Trend Grows To 5 Weeks Of Vacation

Fourteen Guild contracts provided vacations of five weeks or more as of last August, and the number is growing rapidly.

A new Collective Bargaining Department survey shows the number of "super vacations" up from seven little more than a year earlier. The tabulation does not include a five-week vacation won last month at the New York Times.

Three contracts provide for five weeks after 15 years' service, one after 20 years, one after 25. Still another adds an extra day after 30 years.

One provides six weeks after 12 years; another, six weeks after 10 years and at five-year intervals thereafter. Two provide two months after 10 years and at subsequent five-year intervals.

One contract—covering employees of the United Automobile Workers' publications and public-relations staff—pays employees \$75 a week above their salaries during vacations.

The survey shows that 199 of 227 Guild contracts provide vacations of four weeks, up 13 from June 1966. Of 152 newspaper contracts, 130 provide them, up seven.

The service requirement for four weeks ranges from 25 years down to one, with most grouped in the 10-to-20-year bracket.

A growing number of union contracts generally provide vacations of five weeks or longer, according to figures from the Bureau of Labor Statistics.

Thirteen percent of the nation's major contracts give employees such vacations, the BLS reported. This total does not include provisions for extended vacations or sabbatical leaves.

AFL-CIO analyst Rudolph Oswald, writing in the American Federationist, predicts that five- and six-week vacations will become as common 10 years hence as four-week vacations now.

Contracts negotiated by the Papermakers, Rubber Workers, Stone Workers, Brewery Workers and Oil, Chemical and Atomic Workers already provide vacations of six weeks or longer, he points out. And he cites "sabbatical" vacations of 10 weeks or longer every five years negotiated by the Machinists, Automobile Workers and Aluminum Workers.

Revised Constitution Mailed To Locals

Copies of the ANG Constitution as revised by this year's convention have been sent to Guild locals. They embody revisions in Convention Recommendations on Bargaining as well as the Constitution itself.

Additional copies of the Constitution are available for distribution to local officers, stewards, committeemen and new members for five cents each.

1, Perlik said. Coverage will not become available again until next October.

Locals that do not participate in the new program must make other arrangements to meet ANG and U.S. bonding requirements, Perlik warned, noting that any coverage under the old bond will cease.

Locals will receive credit for half their premiums under the canceled bond, Perlik said.

CHRYSLER WORKERS CATCH UP TO STAR-TELY CRAFT UNIONS

In 1970 auto workers at Chrysler Canada will achieve wage parity with their U.S. counterparts.

The Star and Telegram have recognized the principle of wage parity for years.... for craft unions only.

Above (+) or below (-) Toronto scales

city press stereo engraver key

rate

TORONTO	159.00	159.00	175.00	159.00
NEW YORK	149.30 (-9.70)	152.70 (-6.30)	167.52 (-7.48)	200.00 (+41.00)

HOW ABOUT US?

Toronto Newspaper Guild (C.I.O., AFL-CIO)

Making A Point

The Toronto Guild published this leaflet following the United Automobile Workers' achievement of wage parity for Canadian Chrysler employees, showing how the principle of parity with U.S. wages has been recognized for craft unionists at the Toronto Star and Telegram but not for the Guild. The leaflet listed Guild and craft-union wages at Toronto and a number of U.S. cities, showing that the craft-union scales tend to gravitate around the Toronto scale while key Guild minimums are from \$16.75 to \$49.25 above the Toronto minimum.

22 Absences In 2 Years Ruled No Firing Cause

Philadelphia, Pa. — Absences totaling 22 days over two years do not constitute "excessive absenteeism," arbitrator Louis Yagoda has ruled in reversing the dismissal of a Philadelphia Daily News reporter.

Although Yagoda found that the reporter had failed to provide "adequate prior notice" of his absences on several occasions, he termed the discharge "clearly not justified."

Management had argued that the absences and additional cases of tardiness showed the employee had "a pattern of irresponsibility and lack of concern for his job,"

although most the absences were the result of illness.

The Guild pointed out that 140 Daily News and Inquirer employees absent for longer periods than the grievant during his four years of employment had not been discharged.

Yagoda said he agreed "in large part" with the Guild's contention that to justify discharge for excessive absence, the absences "must demonstrate a pattern of chronic, persistent and numerous occurrences which have... an impairing effect on the employer's operations."

Discharge Fizzes

Tavern Held No Job Bar

Memphis, Tenn. — Holding a business interest in a tavern isn't detrimental to a circulation district manager's work, an arbitrator has decreed in a case involving the Memphis Commercial Appeal and Press-Scimitar.

The arbiter, Bernard H. Cantor, ordered the company to reinstate two managers fired after they distributed cards among fellow workers announcing their acquisition of a beer lounge.

The managers were represented by the Memphis Newspaper Distributors' Union.

Management said the outside

interest was a handicap in their work, noting that many Memphis residents are temperance-minded. But Cantor noted that taverns are not only legal in Memphis but are governed by municipal laws that make a tavern license "a character witness" for those granted one.

Even the tavern's use of a "go-go girl" for entertainment couldn't be held against the managers, Cantor said, citing the absence of any evidence of improper performances "despite the semantic implications of the name."

Local Bonding Costs Reduced

The cost of bonding local Guild officers under ANG's blanket bond will be reduced as the result of a new schedule based on the Guild's size and favorable experience rating.

ANG Secretary-Treasurer Charles A. Perlik, Jr., has notified locals that ANG's old bond, which was to have run through March 1969, has been replaced by a new one starting Oct. 1 and running

through September 1970.

The new bond reduces bonding costs for almost all locals, Perlik said. Premiums range from \$14 a year and \$35 for three years for locals with \$2,500 of coverage to \$200 and \$500 for \$30,000 of coverage. The old schedule ranged from \$16 and \$40 to \$220 and \$550.

Locals desiring to participate in the new bond must apply by Jan.

DAY

BOOK

Empire State District Council locals, special meeting on co-operative servicing, Jan. 13, Thruway Motor Inn, Albany.

Pennsylvania - Ohio - Indiana District Council, winter meeting, Jan. 20 and 21, Terre Haute.

Empire State District Council, winter

meeting, Feb. 3 and 4, New York City.

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

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

Editorial

A Question

The new Guild settlement at the New York Times (GR, Nov. 10) is remarkable in more ways than one.

It was achieved not only without a strike but without a strike vote, thereby demonstrating once again that the best settlements often are won in the first round of bargaining after a strike.

It was negotiated, the unit reported, in a "calm, rational" manner that both mediator Theodore W. Kheel and Guild leaders hope will mark the beginning of a new era in labor-management relations not only at the Times but at other New York City papers as well.

It produced a whole series of record minimum salaries, a fifth week's vacation, widespread reclassifications and other improvements—and, not least of all, a starting-reporter minimum of \$221 a week.

Plus a two-year progression schedule to the top reporter minimum of \$250 a week.

This means that, during the term of the Times contract, the starting-reporter minimum will be higher than any top minimum yet negotiated for fully experienced reporters at all other Guild papers except the New York Daily News and the Washington Post and Daily News.

And the minimum for reporters with two years' experience will be higher than the minimums thus far negotiated for reporters with six or more years' experience on even these papers.

Question: Are publishers elsewhere prepared to argue with a straight face that their experienced employees aren't worth as much as newcomers cutting their journalistic eyeteeth at the Times?

And gently, please, with the argument that the Times can afford a starting minimum of \$221 a week because it is the Times.

Maybe the Times is the Times because it's prepared to pay even its inexperienced employees a respectable wage.

Rx For Trouble

The threat of the strikebreaker is still abroad in the land.

In Vancouver, the Sun and Province announced last month that they would continue to publish if newspaper unions struck—and brought in an advance guard of professional strikebreakers as if to prove it.

In Los Angeles, Hearst's Herald-Examiner has begun to train its supervisors in strikebreaking and has brought cots into the plant in preparation for bedding and boarding its crews if necessary. Whether professional strikebreakers are part of its script remains to be seen.

Neither California nor British Columbia, Los Angeles nor Vancouver, have laws restricting the use of strikebreakers, although 14 other states and 95 other cities do.

Their threatened use in Vancouver points up recent calls by the Ontario Federation of Labour and the Typographical Union's Ontario-Quebec Conference for laws that would prevent the importation of U.S. strikebreakers into Canada. The memory of their use in the Toronto printers' strike is all too green.

Newspapers that resort to professional strikebreakers do so at their peril. As the Vancouver-New Westminster Guild's president told management, the importation of "that most contemptible of all human beings" jeopardizes not only the immediate course of bargaining but also a paper's continuing relations with both its employees and the community at large.

But, like other employers, publishers cannot always be relied upon to act in their own best interest. Antistrikebreaking laws are needed not only to protect employees from management but to protect management from itself.

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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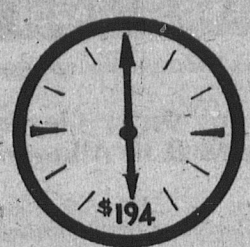
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Keeping Up With The Times



AVERAGE REPORTER
TOP MINIMUM
DECEMBER 1, 1967



N.Y. TIMES REPORTER
STARTING MINIMUM
DECEMBER 1, 1967



N.Y. TIMES REPORTER
STARTING MINIMUM
MARCH 31, 1969

DATELINE: WASHINGTON

McCarthy May Pay High Price For Entering The Lists

By WILLARD SHELTON, Washington Guild

THE LONELY road chosen by Sen. Eugene J. McCarthy of Minnesota in challenging President Johnson for the Democratic presidential nomination next year may lead him to some bitter experiences.

This is not to question the senator's integrity, his high principles or his right to run for any office in the land. A person would be hard-pressed to find anyone on Capitol Hill who does not genuinely like McCarthy, respect his fine mind and take pleasure in his articulate sentences.

But things already have happened to suggest that a price must be paid by a highly individualistic senator who assumes the role McCarthy has chosen. He was, for a time, loosely termed a "stalking horse" for Sen. Robert F. Kennedy of New York. If that were so, why was it made perfectly clear that one of the ablest political professionals in the country, Kenneth O'Donnell, who is first and last loyal to the Kennedys, turned down a chance to run McCarthy's Massachusetts campaign?

Why is it that Joseph Napolitan, another able professional manager, who used to be associated with Postmaster General Lawrence O'Brien in a public-relations firm, said on a television show that McCarthy's operation is simply devious?

There are fully half a dozen liberal Democratic senators who must run for re-election next year, including Birch Bayh of Indiana, Frank Church of Idaho, Joseph S. Clark of Pennsylvania, Gaylord Nelson of Wisconsin, Wayne Morse of Oregon, and Ernest Gruening of Alaska. Many of them tend to have misgivings about the wisdom of our Vietnam policy. But to them McCarthy's plunge into a direct battle with Johnson is pure poison politically, endangering their own careers, and their disavowals of any intent to aid and comfort the Minnesota senator have come fast and thick.

McCarthy won endorsement by a Chicago meeting of the Conference of Concerned Democrats, but that conference was noticeably short of major party figures. The highest-ranking was Zoltan Ferency, the resigned state Democratic chairman in Michigan

and unsuccessful candidate for governor against George Romney last year.

McCarthy's speech to the Concerned Democrats was low-keyed, utterly lacking in the blood-and-guts phrases that in political campaigns tend to rouse the troops to fervor. This, no doubt, is a credit to the senator's intellect and refusal to crawl into the gutter.

When the dump-Truman movement was running in 1948, it ran across the board, including a scarcely secret conspiracy within the Democratic National Committee to persuade the President to renounce his office voluntarily and ask Gen. Eisenhower to step in and save the party. The drive had the backing of powerful city party leaders including Frank Hague in New Jersey and Jack Arvey in Chicago.

There are no Arveys or Hagues visible in the McCarthy retinue. The senator reportedly will have plenty of money for his planned

primary campaign, but money doesn't necessarily mean votes.

And the nagging question remains: So there are no doubt millions of genuinely concerned people worried over Vietnam and the diversion of money from desperately urgent problems of the cities. But any political challenger to Johnson surely faces one overriding need: To come up with a practical plan to get rid of the "nagging" war, the "worrisome" war.

Nobody, to paraphrase Eisenhower's famous declaration of 1952, can simply say, "I shall go to Vietnam." And this observer puts small faith in the suggestion of one columnist—that McCarthy's idea is simply to win so many primary votes that he will frighten President Johnson into voluntarily declining to run again.

That's no way to force change in the Democratic Party, as no doubt any political party needs to be changed.

IT SEEMS TO US

Financial Report Sought On Overseas Program

SAN JOSE, CALIF.

Editor:

I certainly applaud Rose Mary Mechem of the New York Guild for her assault on ANG's participation in the international-affairs program. Other than jolly photos of Guild officials lifting a drink or so with our international brethren, never have I seen a comprehensive report on the values of the program, and most certainly do I agree that it appears an extension, as Miss Mechem has it, of U.S. foreign policy.

Nor have I as yet seen a financial report on the some one million dollars placed at the disposal of the Guild via the CIA. Several letters to the Guild Reporter by me over the course of a year have failed to elicit anything other than fuzzy evasions.

Now that ANG has a new administration, I should like to know exactly where the disbursement of this mighty sum has gone. It would be a sad day for

By ANG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Letters relating to elections or referenda to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

a member to have recourse to the courts to compel such a disclosure.

J. ALVIN KUGELMASS
San Jose Guild

Editor's Note: Detailed reports on the Guild's international-affairs program appeared in the GR last February and March and in the Officers' Report to the 1967 Convention. The annual Officers' Reports, as the GR observed in a note to Brother Kugelmass's last letter March 10, also include yearly analyses of International Affairs Fund income and expenditures.