Guild Wins 150-Man Unit In Providence Vote

THE GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

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Providence, R.I. — The Providence Guild last week won bargaining rights for 150 advertising and business-office employes of the Providence Journal and Bulletin, the largest single group to vote for Guild representation in eight years.

The Guild received 84 votes to 66 for no union in a National Labor Relations Board election Dec. 12 despite intensive pre-election campaigning by some of the papers' supervisors. Every member of the unit voted.

The advertising group is the largest unit to be added to the Guild anywhere since 1959, when bargaining rights were won for 186 employes at the Oakland Tribune. That was also the year in which editorial employes at the Providence papers went Guild.

The Providence campaign, conducted under the leadership of International Representative J. Ed Allen and James Turbridy, Jr., an advertising salesman, was marked by two "blitzkriegs" in which a corps of Guild adherents mobilized to contact every employe in a single day.

The Providence Guild's present contract covering editorial employes expires Dec. 31.

(Picture on Page 3)

L.A. Guild Strikes Hearst Daily, Wins $208 Top In Long Beach; Vancouver Obtains Up To $45

Craft Support Helps Local Achieve Pact

Vancouver, B.C.—A weekend strike at the Vancouver Sun and Province won Guild members up to $45.25 in pay increases, a key top minimum of $177.50 and other contract gains last week.

The Vancouver-New Westminster Guild launched strike action at 8 a.m. Dec. 8 after eight months of fruitless bargaining. Members were back at work with a tentative settlement 73 hours later after a cold, wet and windy weekend on the picket line.

As a result of the strike Pacific Press, which publishes the two papers, missed its Friday editions of the Sun, Saturday's Province and the weekend Sun but was able to get out a slim edition of the morning Province on Monday after Guild members pulled down their picket lines following ratification of the contract settlement.

The 28-month contract won by the Guild gives the local a common expiration date with the bulk of the craft unions at Pacific Press and was described by William H. McLeman, the local's executive secretary and chief negotiator, as "providing Guild members with more money in this one contract than the total money gained in bargaining over the past seven years."

Under the settlement, minimums in the key classification—reporters, photographers and display-ad salesmen—will rise a total of $29.75 during the 28-month period, boosting the present $147.75 top to $177.50.

Special increases for circulation district advisers total $35.75 over

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Strike Brings Assessment

The Los Angeles Herald-Examiner strike last week triggered ANG assessment machinery effective next month.

ANG officers invoked assessment authority granted by the International Executive Board in a telegraphic poll conducted as the strike grew imminent.

ANG Secretary-Treasurer Charles A. Perlik, Jr., in a letter to locals, said benefits to striking Los Angeles Guildsmen and locked-out Guildsmen in Detroit are costing $62,000 a week, a drain he said would quickly drop International Defense Fund assets below the Fund's 1.5-million-dollar constitutional floor.

On Camera

Bundled-up beauties pause to pretty-up on the Vancouver Sun and Province picket line for their appearance on the company's closed-circuit television cameras, peering down from above to monitor picketing. From left, Sonya Lucas, Ann Rosenbaum and Arlene Fulcher.

Battle Dress

ANG International Representative Fred Jones, left, and Wayne Strickler, assistant administrative officer of the Los Angeles Guild, help Laura Eschook, a clerk in the Guild office, prepare for duty on the picket line at the Los Angeles Herald-Examiner.

Examiner Uses Scabs; Pact Produces $34

Long Beach, Calif.—A reporter top minimum of $208.80, up $34 over three years, has been won by the Los Angeles Guild on the brink of a strike at the Long Beach Independent and Press-Telegram.

The $208.80 figure is the highest key minimum in any Guild contract outside of New York and Washington. The Long Beach papers, with a combined circulation of 153,000, are the smallest to go that high.

The settlement provides increases of $38 for swing and relief district managers, bringing them to parity at $183.80 with other district managers, who receive increases totaling $26.

The package also provides $2 a week per employe in pension money, plus other fringe gains.

Reporters will pass the $200 mark in 18 months with increases of $6.50 retroactive to Nov. 23

$98 Increases At Nation . . . Page 8

and at three six-month intervals thereafter. Two additional increases of $4 will bring them to $208.80 in May 1970.

Other employes will receive general increases ranging up to $26—two $5 increases followed by four $4 raises—graded down proportionately in lower pay categories.

The top minimum for drivers will be upgraded an additional $2 the first year and $1 the second for a total of $25, and that for district advisors will be upgraded an extra dollar. The driver top will go to $156.80.

The top minimum for telephone operators is increased $18, to $123.55; that for circulation clerks $16, to $120.86; that for janitors $14.50, to $109.30, and that for copy boys $14.50, to $93.55.

The company will contribute an additional dollar a week per employe into the unit's pension plan in the first year and another dollar in the third. Employes will begin contributing a dollar a week in the first year.

In addition to benefits provided under the unit plan, the company will pay retired employes benefits equal to those guaranteed in its pension plan for the crafts. Those benefits will reach a maximum of $88.50 a month in 1969.

The contract also reduces the service requirement for a fourth week's vacation from 18 years to 14 in three annual steps, extends Guild-shop coverage to part-time employes, calls for extra time-

(Continued on Page 7)

Los Angeles, Calif. — Hearst's Los Angeles Herald-Examiner, struck last week by 1,100 Guild members and 15 Machinists, resumed limited publication this week following the importation of strikebreakers and court restraints on picketing.

The paper, largest-circulation afternoon daily in the United States, was struck at 11:10 a.m. Dec. 15 following management's refusal to match terms that a week earlier had averted a strike by the Los Angeles Guild at the smaller but competitive Long Beach Independent and Press-Telegram 30 miles to the south.

A few hours after the strike started the company locked out its printers, ITU mailers and stereotypers, who had stopped work when the picket lines went up. Pressmen and paper handlers were locked out early on the strike's third day.

Building-service employes and most electricians and photoengravers honored the picket lines.

Hearst management refused to attend a bargaining session that federal mediator George Duncan attempted to schedule for Dec. 20, telling him it would not meet until the day after Christmas. A meeting was scheduled for that day.

The Guild called the company's refusal to meet "another example of the treatment Hearst employes have learned to expect," charging that company executives were more interested in preparing for a comfortable Christmas than in meeting the needs of their employes.

The printers and mailers had voted strike authorization last month, and the Los Angeles Guild executive board and representative assembly voted early this month to endorse any strike by "one or more sister unions," directing

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Hearst

'An Embarrassment Of Riches'

Page 2

The Hearst Empire

'An Embarrassment of Riches'

THE HEARST Corp., which last week took a strike rather than give its Los Angeles Herald-Examiner employes the same wage increases granted by the smaller Long Beach Independent and Press-Telegram, faces one major problem, according to Forbes magazine: "What to do with its embarrassment of riches."

What it's doing with them mostly, Forbes suggests, is holding them in trust for the Hearst family.

The magazine, in a survey of the Hearst empire entitled "A Nest Egg for the Grandchildren," says Hearst's nine newspapers alone are worth in the neighborhood of 150 million dollars—and the rest of its holdings several hundred million dollars more.

Forbes, in a three-page report in its December issue, undertakes to lay to rest once and for all the lingering concept of Hearst as a dying empire.

"The Hearst Corp.?" it begins in ironic vein. "Of course. That's the newspaper empire founded by the late William Randolph Hearst, which is now, as everyone knows, a dying enterprise, selling off its newspapers when it can and folding them when it can't, slowly dwindling into oblivion. Right?

"Wrong. Dead wrong.

"With tangible assets well over the 500-million-dollar mark, approaching one billion dollars in the estimatable future, The Hearst Corp. is today possibly the largest privately held corporation in the country, and, in the opinion of at least two New York banks, is in the strongest financial condition in its history. It has its problems, but dying off is not one of them.

"Indeed, the major problem the corporation faces currently is what to do with its embarrassment of riches.

"Today's Hearst Corp. is still in the newspaper business, of course, but it is also:

► "Owner-operator of four highly lucrative radio and television stations in Pittsburgh, Milwaukee, Baltimore and San Juan. Probable value: 100 million to 150 million dollars, according to one high-ranking Hearst executive.

► "Owner of the Hearst magazine division, publisher of 14 magazines including such old stand-bys as Cosmopolitan, Good Housekeeping, Harper's Bazaar, House Beautiful, Popular Mechanics, Town & Country, Motor, Motor Boating, Sports Afield, and a new entry for teen-agers called Eye, to begin publication next March. 'How much are the magazines worth?' asks the same Hearst executive. 'At least 100 million dollars and probably more.'

► "Owner-publisher of Avon Pocket-Sized Books, one of the U.S.'s largest paper-book publishers; a 50 percent interest in Hearst Metrotone News, which produces the newsreel 'News of the Day,' distributed by Metro-Goldwyn-Mayer; Puck: The Comic Weekly, a 33-outlet, four-color comic-section supplement for Sunday newspapers, and King Features Syndicate, which distributes such staples as 'Blondie' and 'Steve Canyon' to almost 3,300 clients in 96 countries.

► "Owner-proprietor of a vast land, timber and mining empire, including 550,000 acres of timberlands in Mexico; a substantial interest in Mexico's San Luis Mining Co., the third-richest silver mine in the world, and 212,000 acres of land in California, including the two great Hearst estates at San Simeon, near San Luis Obispo, and at Wyntoon, in Northern California."

Forbes notes that the Heart newspaper chain, which it calls the "wellspring and foundation stone of all the rest," has been reduced to nine papers from 30 in the 1920s, "when Hearst was buying newspapers with the same abandon with which he bought castles, art treasures and priceless old books."

"Even so," Forbes declares, "as newspaper brokers evaluate the properties, they would probably bring 150 million dollars on the open market.

"Top Hearst executives still speak glowingly of the future of the newspapers. The papers in Albany, for example, are slated to get new presses and other major plant improvements, and in San Francisco a new building is being constructed in conjunction with the Chronicle (a joint operation becoming common today in an effort to cut costs), while new equipment is being installed in Los Angeles and San Antonio."

Even so, Forbes suggests, most Hearst papers operate under a twin-handicap: "a quaint and antiquated style that descends directly from the yellow journalism on which the Hearst Corp. was founded" and "plant and equipment that long ago saw their best days."

"When the New York Post recently bought the plant of the defunct Hearst Journal-American," Forbes said, "most New York newspapermen thought the Post should have been paid to take the plant.

"Because the Hearst Corp. is a private corporation, owned by two foundations, the Hearst Foundation in New York and the William Randolph Hearst Foundation in San Francisco, profit margins and earnings are not a matter of public record, but there is no doubt that parts of the corporation—the television stations and some of the magazines—are enormously profitable. There is no doubt either that some of the others—certain of the magazines—are probably not even breaking even.

"Even so, the most reliable estimates suggest that Hearst is netting a not inconsiderable eight million to 10 million dollars a year, and these estimates are, if anvthing, on the conservative side.

"The real value in the Hearst complex, however, lies not so much in its operating properties as in its land holdings, most of which were bought by Hearst's father for 60 cents an acre. If the operating properties are worth, say, 500 million dollars, chances are that its land holdings, potentially at least, are worth as much and maybe more.

"'I would estimate,' says a top Hearst executive who insists on remaining anonymous, 'that the San Simeon land alone would be enormously valuable in the foreseeable future. It has 12 miles of oceanfront—the biggest single piece of privately owned waterfront in California. It's the sort of thing you just don't sell. It's like buying stock in AT&T — you save it for your grandchildren. We were offered 10 million dollars for the San Simeon land by a Florida real-estate man, and we just shook our heads. . . .'

"'Thirty years ago this year,' says President Richard E. Berlin, 'this company was on the verge of bankruptcy. Today we don't owe a single soul a single penny.'

"These days, such financial conservatism may seem a negative virtue, but the Hearst Corp. is hardly a thing of today. By intent, by design, it's a thing of tomorrow: a nest egg for the grandchildren."

The "design" was drawn by William Randolph Hearst, Forbes explains. To avoid heavy estate taxes he created the Hearst family trust, which holds all of the corporation's voting stock and is run by a board of testamentary trustees.

As a result, Forbes says, the Hearst Corp., considering the magnitude of its assets, "has not begun to realize its potential."

"The trust," says Forbes, "terminates on the death of the last surviving son and/or grandchild who was alive at the time of the death of the first William Randolph Hearst, which, with normal life expectancies, should get it past the year 2000. By that time the corporation should be worth—at a guess and barring cataclysms—quite a few billions of dollars. Enough, to say the least, to make it again one of the greatest American fortunes—perhaps the greatest."

San Simeon
Symbol of an Empire

Mathematics Of Merger

The value of a monopoly newspaper is more than three times greater than that of a competitive paper with the same circulation, according to Forbes magazine.

"The rule-of-thumb evaluation of the worth of metropolitan city newspapers," it says, "is to take the circulation and—if the paper has no competition—to multiply the figure by $100. If there is competition, multiply by $30.

"That is why the finances of newspaper mergers are basically so simple and merger so attractive. If a city has two morning newspapers, each with 200,000 circulation, each is theoretically worth six million dollars. Merge them, and you eliminate duplicate subscriptions and have one morning newspaper with a circulation of, say, 300,000 worth 30 million dollars."

Reader's Digest Warned On Ad Violation

The Reader's Digest has been warned that it violated postal regulations last month in printing an eight-page advertising section by the Pharmaceutical Manufacturers Association in editorial format without labeling it adequately as an ad.

The Post Office Department handed down the ruling after Sen. Gaylord Nelson, chairman of a Senate subcommittee investigating prices in the pharmaceutical industry, termed the pull-out section "calculated deception."

The eight-page supplement, appearing in the Digest's November issue, consisted of four unsigned articles in Digest editorial format supporting the drug companies' position on prices and brand-name prescriptions.

It was labeled "Special Advertising Section" on the cover page, but, a Post Office attorney pointed out in a letter to the Digest, there was "no indication on the remaining seven pages that it was paid advertising material."

The pharmaceutical association subsequently reprinted and distributed a million copies of the supplement without even the cover label. The Federal Trade Commission is investigating that action as a possible deceptive practice.

Postal regulations applying to publications that enjoy second-class mailing privileges require that advertising matter be clearly labeled. Post Office attorneys have consistently held that the provision requires labeling every page of a multipage ad.

The law carries a $500 penalty, but a spokesman said the Digest would not be prosecuted because the regulations do not specifically spell out the multi-page labeling requirement.

The FTC had earlier warned newspapers and magazines to clearly label ads that "use the format and have the appearance of news or feature articles."

1st Entries Arrive For Broun Award

The first three entries in the Guild's 1967 Heywood Broun Award contest are from a daily newspaper in Alabama, a weekly in Colorado and a national magazine, award chairman James Marlow said this week in reminding potential entrants of the contest's Jan. 20 deadline.

The Broun Award, $1,000 and a Guild citation, is given annually for outstanding journalistic achievement.

Printed in U.S.A. Second-class postage paid at Washington, D. C., and at additional mailing offices. Issued twice monthly at 1126 16th Street, N.W., Washington, D. C. 20036. Subscription, $3 a year.

U.S. Makes Thomson Give Up Ohio Daily

Cleveland, Ohio—Thomson Newspapers will sell one of its Ohio newspapers under an agreement with the Justice Department clearing the way for Thomson's acquisition of the 17-paper Brush-Moore chain.

The agreement is embodied in a consent judgment disposing of a federal antitrust suit filed in U.S. District Court here.

Thomson must sell the 15,000-circulation Alliance Review within a year to a purchaser approved by the Justice Department or the court in order to retain the nearby Canton Repository, part of the Brush-Moore purchase.

The Repository, with a circulation of 73,000, is the largest paper in Stark County, while the Review is the third largest. The second largest is the Massillon Independent.

The Justice Department challenged acquisition of the Repository on the ground of its impact on newspaper competition in the area. The Review had been purchased by Thomson five months before the Brush-Moore purchase in August.

The suit and the consent judgment were filed simultaneously Dec. 8. Thomson's acquisition of the Brush-Moore papers became final Dec. 11.

Acquisition of Brush-Moore's 12 dailies and five weeklies will give Thomson 35 U.S. dailies after it sells the Review, more than any other U.S. chain possesses.

$18 Increases Achieved In Wilmington Contract

Wilmington, Del. — Wage increases of up to $18 over two years have been won by the Philadelphia Guild for circulation employes of the Wilmington News and Journal.

The key minimum, for city circulation representatives, is increased $6 retroactive to Sept. 1, $2 next March 1, $6 next Sept. 1 and $2 in March 1969, to a final $171. The top for country representatives is increased similarly, to $175.

The flat minimum for circulation supervisors is up a total of $18, to $201. The top for secretaries is increased $6 and $4.70, to $114.20, and that for clerks $5.50 and $4.30, to $108.80.

The company's contribution to hospitalization and medical insurance is increased $1 a month, to $8.50, and weekly mileage guarantees are raised $2, ranging from $29.50 to $34.50.

The service requirement for a fourth week's vacation is reduced from 15 years to 12.

L.A. Chief Tells Police: Aid Press As 'Partner'

Los Angeles, Calif.—Los Angeles Police Chief Thomas Reddin, responding to a Guild request, has issued a memorandum urging full police co-operation with newsmen.

Jerry Goldberg, chairman of a Guild committee set up earlier this year to study the problem of police-newspaper relations, urged Reddin to establish a policy after police attacks on newsmen during antidraft demonstrations in Oakland.

The chief responded with a statement circulated to all members of the force, calling the press a "partner" with police.

Newspapers "are our only avenue for getting our message to the public, and they have served as salesmen, advertisers and defenders of our force," he said, adding that "occasionally, and sometimes deservedly so, they serve as critics."

"Recent reports from other cities have indicated some conflict with the press at major incidents," he said, "with comments that news people 'were in the way.'

"Hopefully, such an attitude is not present among members of this department. The working press has a job to do, just as we have. And their job naturally puts them right beside the police—because that's where the news is being made.

"Just as we have police traditions of long standing, so does the press. They operate under a tradition that says, 'The public has a right to know.'

"Of all the professions, law enforcement has the greatest desire for the public 'to know' what is happening with the world and clientele that we deal with. So the press is our 'partner.' . . .

"Put another way, familiarity has bred co-operation, not contempt, and the press has certainly earned our lasting co-operation in return."

Guild Stand Gets Spread

Madison, Wis.—The Madison Capital Times recently devoted a half page to the Guild's stand against police attacks on newsmen.

Under the heading "Police Brutality? Now It's The News Reporter's Turn," the Capital Times reprinted a major portion of the International Executive Board's call for an investigation of attacks in Oakland and elsewhere and noted the actions of Guild locals and district councils.

It also reprinted a Guild Reporter story on the effects of Mace (recently acquired by Madison police) and a GR cartoon by Dick Belland on the subject.

Pittsburgh Police Defend Arrest Of Cameraman

Pittsburgh, Pa.—Pittsburgh police last week defended the arrest of a Guild photographer filming a scuffle between police and Negro students in November.

Police Superintendent James Slusser, in a three-page report to the Pittsburgh Guild, maintained that the photographer, William H. Levis, was interfering with police and that his arrest was "proper."

Guild leaders are scheduled to meet with police officials to press Levis's demand for a public apology. Local President Nick Wallace charged that Slusser's report on the arrest was marked by a number of inaccuracies.

As a byproduct of the incident police are revising their guidelines for relations with the press.

Providential Victory

Tabulation that gave the Providence Guild a victory in NLRB election for advertising and business-office employes of the Journal and Bulletin is checked by leaders who helped make it possible. In front, from left, John Murney, James Turbridy, Jr., organizing chairman, and Alan Saftel, local president; back row, International Vice President Thomas M. Buckley, Jr., of Pawtucket, and Ronald Treanor.

In Oakland's Wake

Law Urged To Protect Newsmen

Sacramento, Calif.—A California legislative committee investigating police attacks on newsmen during antidraft demonstrations in Oakland has received proposals for legislation to guarantee the right of newsmen to remain in areas of disorder.

The proposals were disclosed by Assemblyman Craig Biddle, chairman of the Assembly Committee on Criminal Procedure, at a Dec. 5 hearing in which the San Francisco-Oakland Guild presented 34 eyewitness reports of police assaults during the October demonstrations.

Guild Executive Secretary Fred D. Fletcher said the Guild itself was not proposing remedial legislation. He rejected a suggestion that the Guild institute a lawsuit charging Oakland police with violation of newsmen's civil rights.

The suggestion was advanced by Assemblyman Alan Sieroty, a Los Angeles Democrat, who said the conduct of police in Oakland constituted "a serious infringement of freedom of the press."

The Guild presented a 73-page report, which it said was still incomplete, charging that newsmen were singled out for clubbing and gassing in a "deliberate interference with news coverage."

Guild testimony was presented by Fletcher, James Schermerhorn, who compiled the report, and Charles Raudebaugh, a San Francisco Chronicle reporter.

Oakland Police Chief Charles Gain defended his department's actions, refusing to concede that police had used unnecessary force on newsmen. Denying that there had been any policy of singling out newsmen for attack, he declared:

"Our policy has been for years, is today and will be in the future, total accommodation of the news media."

But he added that he could not say there had not been "untoward acts" by individual policemen.

He said police were blinded by television lights shining into their eyes as they advanced on demonstrators and that "the policeman has a lawful right to keep from being blinded."

Numerous television cameramen were among those attacked by police. A Sacramento television cameraman who said he was twice squirted with Mace was among those who testified before the committee.

Assemblyman Sieroty suggested that the use of Mace—on both demonstrators and newsmen—might be illegal, but Gain contended that the acid gas is "more humane than the club."

2 Cameramen Attacked At San Francisco State

San Francisco, Calif. — The camera of one San Francisco Guildsman was smashed and that of another was seized during student rioting at San Francisco State College this month.

Students demonstrating Dec. 6 against the suspension of four Negro undergraduates wrecked Robert Campbell's camera and grabbed Peter Breinig's. The photographers, both working for the San Francisco Chronicle, were roughed up but not badly hurt.

The suspended students had been penalized for raiding the college newspaper office Nov. 6 and attacking the editor. Lynn Ludlow, a Guildsman at the San Francisco Examiner and a journalism instructor at the college, suffered a broken finger in the melee.

N.Y. Police Seize Notes At Antidraft Disorders

New York City—Police ripped a notebook from the hands of New York Post Guildsman Clyde Haberman during scuffling between police and antidraft demonstrators Dec. 7, accusing him of jotting down badge numbers.

Haberman, whose press identification was prominently displayed, said police tore out the pages on which he had taken his notes. A deputy commissioner to whom Haberman protested promised he would issue instructions to prevent a repetition of the incident.

'Bleak Performance'

AP, UPI Inaction Hit

New York City—The Wire Service Guild this month taxed Associated Press and United Press International with a "bleak performance" in failing to register vigorous protests against police attacks on their newsmen during Oakland antidraft demonstrations.

Both wire services remained silent in the face of attacks on five wire-service newsmen during the disorders, the Guild's official publication, WiReport, charged in a front-page editorial.

AP and UPI made no official representatons, WiReport said, although Guild branches in San Francisco protested immediately over the attacks.

AP, in response to a Guild complaint, said a member of the California AP News Executives Council's freedom-of-information committee had protested, that William C. Harrison, chairman of the Guild's AP Branch, had met with police, and that AP's bureau chief had "talked informally" with police.

WiReport, in an accompanying story, noted that Harrison was acting in a Guild capacity and on his own time. The editorial accused AP of trying to "muscle in on credit for Guild initiative in protesting."

"Nowhere does AP tell what its management in New York did," the editorial declared. UPI, it said "distinguished itself by remaining tongue-tied."

"Staffers on dangerous assignments *must* have the assurance of protection before being called upon to risk their very lives," WiReport declared. "But when the wire services remain mute . . . they inspire little dedication and less confidence in the best of journalists."

Unions' Right To Enforce Fines Upheld

Madison, Wis.—The Wisconsin Supreme Court has ruled that the United Automobile Workers can obtain court enforcement of a $100 fine levied against a member who crossed its picket line during the 1959 Allis-Chalmers strike.

The decision followed a U.S. Supreme Court ruling in June that the UAW's attempt to collect the fine in court was not an unfair labor practice. The Wisconsin court had held up action on the UAW case pending the high-court decision.

Three Guild locals are currently involved in similar proceedings.

The Los Angeles Guild has gone to court to collect fines from members who crossed its picket lines at the Los Angeles Herald-Examiner two years ago, the North Jersey Guild filed suit last month to collect a $750 fine from a member who crossed printer picket lines at the Perth Amboy Evening News in 1965, and the New York Guild is preparing similar action against violators in its 1965 strike at the New York Times.

The Wisconsin court held that since collection of picket-line fines has been held lawful, state courts can enforce them. It rejected a contention that the union penalties were limited to suspension or expulsion.

Labor Papers To Pay 60% Postage Hike

A House-Senate compromise approved by both houses last week as part of the bill raising postal rates will increase the rate for labor papers by 60 percent over three years.

The increase for labor and other nonprofit publications represents a halfway house between a House bill that called for a 60-percent increase immediately and a Senate measure that provided for a 20-percent boost over three years.

The bill, as signed by President Johnson, will increase the piece rate for nonprofit publications by four percent effective Jan. 7, 20 percent in January 1969 and 60 percent in January 1970, to a final rate of a fifth of a cent. The present rates is an eighth of a cent.

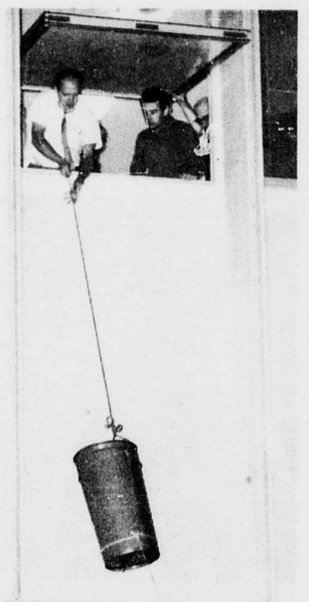
The Senate had amended the bill to provide for a total increase of 20 percent after labor publications, including the Guild Reporter, protested the 60-percent hike as inequitable. Twenty percent is the increase for most other types of publication.

Rodino Bill, Sought By Guild, Passed

Guild members working for Radio Free Europe in Munich will have their paths to U.S. citizenship eased under a bill passed by the Senate Dec. 8 and awaiting President Johnson's signature.

The bill was introduced by Rep. Peter W. Rodino, Jr., of New Jersey and backed by ANG, the New York Guild and Radio Free Europe.

It will allow overseas employes of nonprofit organizations engaged in dissemination of public information to satisfy the five-year residency requirement for naturalization while working abroad after the U.S. Immigration and Naturalization Service declares them qualified for permanent residency.



Airlift

A bucket of sandwiches, coffee and cigarettes is hoisted to craft-union members who stayed in the Sun and Province plant during the Guild's strike to guard against strikebreakers. The dumbwaiter was improvised when the papers' cafeteria workers refused to cross Guild picket lines.

Picket-Line Welcome

ANG Secretary-Treasurer Charles A. Perlik, Jr., left, is greeted by Guildsman George Greenwood as he joins the picket line. Under the broad-brimmed hat is Local Treasurer George Milne.

Walking The Gantlet

An unaware pedestrian passes before a battery of closed-circuit television cameras and spotlights installed at the Sun and Province loading dock to monitor activity on the Guild picket line.

Guild Wins Up To $45 In Vancouver Strike

(Continued from Page 1)
the contract term to produce a new top of $172, only $5.50 a week behind the key-classification minimum. Over half of the increase, $22.25, is retroactive to July 1, with an additional increase of $11 for district advisers taking effect next Sept. 1. A final hike of $2.50 is implemented in the last month of the contract, October 1969.

Special adjustments of $45.25 for classified outside salesmen will raise their top minimum to $162 from the present rate of $116.75, with $20.50 of the boost retroactive to last July.

Also provided under the settlement is a reduction in the service requirement for a fourth week's vacation from 19 years to 15, an increase in company medical-insurance payments and an increase in mileage payments from the present dual rate of nine and 11 cents to 10 and 12, with a proviso that employes required to have cars will be supplied with company vehicles within six months or the mileage rate will be adjusted to 11 and 13 cents.

The new contract also provides all employes on the payroll as of last July 1 a guarantee against dismissals resulting from automation or reorganization and prohibits the contracting-out of work under Guild jurisdiction.

General increases range from $15.50 for those with salaries below $90 a week to 16 percent for all whose salaries are $140 a week or more. Half the dollar-amount of the general increases for those below $140 and nine percent of the increases for those over $140 are retroactive to July 1, with the rest effective Sept. 1, 1968.

In addition to the general increases, special adjustments retroactive to last July were negotiated in a number of other classifications: $10 a week for IBM operators, promotion artist, food editor and home economists. Maintenance men and key-punch operators get an additional $5 retroactively.

The settlement was hammered out in a 17-hour bargaining session called by provincial Labour Department mediators after the strike was barely two days old.

Guild and company negotiators began the marathon session at 10 a.m. Dec. 10 and reached tentative agreement around 3 a.m. the next day. Some five hours later a special membership meeting in strike headquarters ratified the terms of the settlement, Guild picket lines were lifted and the papers went back into production.

The strike was called after Guild and company negotiators had repeatedly deadlocked on both money and noneconomic issues. A week earlier the company had reached tentative agreements with four craft unions, but the agreements had been neither signed nor ratified.

Against a background of intensive company preparations to produce a paper in the event of a strike and amid rumors of professional strikebreakers on the scene ready to move into the plant as soon as a strike began, the Guild's picket lines were not set up until after most craft-union members had reported for work inside the plant.

The Guild's picket lines had been up barely five minutes when Vancouver Mayor Tom Campbell arrived at the plant and attempted to persuade Guild leaders to postpone the strike while he attempted to mediate.

The Guild refused, but it agreed to a temporary truce under which the picket lines were lifted and Guild members assembled in strike headquarters while a bargaining session was held.

But the bargaining session collapsed in less than an hour and picket lines were re-established when the company refused, without explanation, to continue talks while the mayor was present.

Throughout the three-day strike printers, mailers, stereotypers, pressmen, machinists, electricians and photoengravers remained inside the plant with only rare shift changes, but production ground to a halt in the face of the craft unionists' universal insistence that they would process only copy prepared by Guild members, all of whom were outside picketing.

Each day brought new and varied attempts by the company to force publication, but each attempt failed. Efforts to get the craft-union members to leave the plant at the end of their shifts were met with the argument that they had to remain in the plant to protect their jurisdiction against invasion by strikebreakers or other nonmembers.

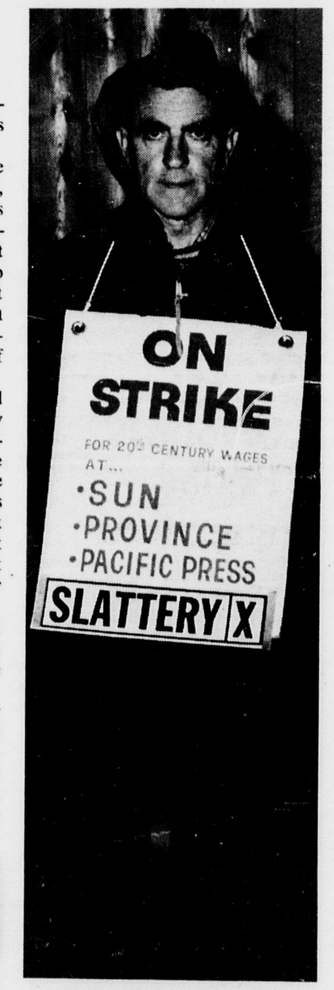
Craft-union members were paid by the company for each shift during which they were in the plant during the strike.

ANG Secretary-Treasurer Charles A. Perlik, Jr., arrived in Vancouver during the marathon Dec. 10 bargaining session and joined Guild members on the picket line and at their contract ratification session.

'What Unionism Really Means'

Vancouver, B.C.—Vancouver-New Westminster Guild President David Manley credited the success of the local's three-day strike to the assistance given the Guild by newspaper craft unions and the British Columbia labor movement.

The "determination and proud courage" of the officers and members of the craft unions evoked unanimous Guild admiration and gratitude, he said, and was a "demonstration to all trade unionists everywhere of what unionism really means."



Double Duty

Pat Slattery, men's fashion editor for the Vancouver Sun, combines picketing and campaigning in a single placard as he walks the picket line sporting the latest in raingear. Both activities paid off: the Guild won its strike and Slattery led the field in North Vancouver's election for district councilman.

Bylines On The Picket Line

Vancouver Sun television columnist Les Widman, left, and night-life columnist Jack Wasserman, center, join Guild Executive Secretary William H. McLeman on the after-dark picket shift.

No Turning Back

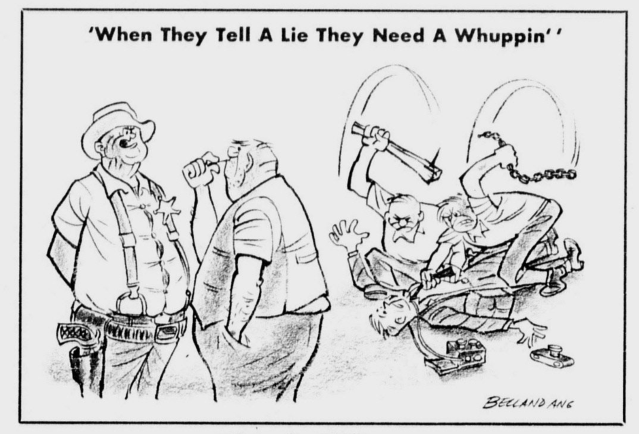
ANG International Representative Charles Dale, right, tells Vancouver Mayor Tom Campbell it's impossible to call off the Guild's strike. The mayor appeared at the plant minutes after picket lines went up, asking postponement of the strike while he attempted to mediate the dispute.

Inside Story

Vancouver, B.C.—Craft-union members who spent long hours inside the Pacific Press plant during the Guild's strike commandeered beds, bedding and mattresses the company had brought into the plant for use by strikebreakers.

They whiled away the hours with intercraft competition in table tennis, shuffleboard and floor hockey.

GR's 'Attack' Cartoon Wins Contest Award



Timely Winner

Miami Beach, Fla.—A Guild Reporter cartoon by Dick Belland won a certificate of merit this month in the International Labor Press Association's annual journalistic-awards contest.

The cartoon (reprinted above) rang an unusually timely note in a period when newsmen have been facing attack and arrest by police in many sections of the country, contest judges commented.

It appeared in the GR's issue of Oct. 14, 1966, after three newspapermen were severely beaten while police closed their eyes during school-desegregation violence in Grenada, Miss. Its caption was a direct quote from a Grenada constable on the attacks.

Judges for the ILPA awards were four Nieman fellows, including Toledo Guildsman Ken Clawson, national labor reporter for the Toledo Blade.

The awards were presented at the ILPA's biennial convention here Dec. 3 through 6, at which Twin Cities Guildsman Fred Sweet, editor of the St. Paul Union Advocate, was elected president to succeed former ANG International Representative Ray Davidson, editor of the Oil, Chemical and Atomic Union News.

Guild members were elected to nine of 15 ILPA vice presidencies. Elected were Raymond Dickow of the Butcher Workman, Ted Ogar of the United Automobile Workers' Solidarity, Raymond W. Pasnick of Steel Labor, Don Harris of the Los Angeles Citizen, David F. Selvin of San Francisco Labor, Bernard Stern of the Toledo Union Journal, Aldo Vagnozzi of the Michigan AFL-CIO News, Henry Lowenstern of the Machinist and Roy Laberge of Canadian Labour.

Dues Ceiling Hiked By New York Vote

New York City—New York Guild members voted more than two to one last week to increase the local's dues ceiling.

By a vote of 2,148 to 962 they raised the maximum salary on which dues are based from $200 to the average of the reporter top minimum prevailing in contracts with the city's major dailies.

The ceiling applies to a schedule that sets dues at six percent of a member's basic salary when the local defense fund is under $500,000 and at five percent when it exceeds that amount.

Service-Award Deadline Is Feb. 1, Locals Notified

Nominations for ANG's 1968 Guild Service Award must be submitted by Feb. 1, Research and Information Director Ellis T. Baker has notified local presidents.

The award, given annually for outstanding Guild service at the local level, carries a scholarship of up to $1,000 for a course of trade-union education.

The winner will be selected at the International Executive Board's next meeting Feb. 8 through 11.

"Nothing is more essential to the continued growth and success of the Guild than informed, effective local leadership," Baker declared in a letter to local presidents, noting that the purpose of the award is to recognize and encourage such leadership.

Among trade-union courses attended by recent winners, Baker reported, are three-week residential courses at the United Automobile Workers' Leadership Studies Center in Detroit and the United Steelworkers' Staff Institute in Pittsburgh and a 10-day collective-bargaining seminar conducted by the AFL-CIO in co-operation with Michigan State University.

Candidates must be nominated by their local membership, executive board or representative assembly. Eligible are local officers and others who hold or have in the past year held responsible local positions, such as stewards and committeemen—but not paid officials or employes. In special circumstances, consideration may be given to members expected to assume such offices.

LOCAL ELECTIONS

Philadelphia

President, **Oscar B. Teller** (Teller, 436; Michael Casino, 432); vice presidents, **Joseph Baldwin, Roberta Bailey, Joseph Martin, Francis Brown** and **William J. Beck** (Baldwin, 697; Bailey, 527; Martin, 455; Brown, 433; Beck, 413; Sydney Sagel, 411; Elizabeth Eilber, 406; Louis Busch, 403; Francis Schock, 377); treasurer, **Gladys Fisher** (Fisher, 470; Mary White, 384); secretary, **Patricia Hannum.**

Providence

President, **Alan Saftel**; vice president, **Hamilton Davis**; secretary, **Wallace Roberts**; treasurer, **Kay Henneberger.**

Sacramento

President, **Robert Creelman**; vice president, **Harlin Smith**; secretary-treasurer, **Lillian K. Hickey**; recording secretary, **Dean Huber.**

San Diego

President, **David Farmer** (Farmer, 235; Hugh Thompson, 158); vice president, **Charles Davis** (Davis, 224; David Peden, 163); treasurer, **Jack Gregg** (Gregg, 210; William Lee, 180); secretary, **Phyllis N. Russell.**

When Guild Meets Guild

ANG Executive Vice President William J. Farson, second from left, introduces ANG's new president, James B. Woods, to one of the AFL-CIO's few other unpaid union presidents, Charlton Heston, left, of the Screen Actors Guild, during the AFL-CIO convention. At right is Mrs. Farson.

Pilch To Seek Post

ITU's President Brown Retiring

Colorado Springs, Colo.—Elmer Brown, who has headed the International Typographical Union for a decade, has announced he will step down as president at the conclusion of his present term next July.

John J. Pilch, of Chicago, the ITU's first vice president, has been nominated by Brown's Progressive Party to succeed him. He will be opposed by C. Robert Powers, president of the Los Angeles Typographical Union, at the head of an Independent Party ticket.

Pilch defeated Powers for the first vice presidency in the ITU's last election in May 1966. The Progressives have held the ITU's top office since 1944.

Running with Pilch on the Progressive slate will be A. Sandy Bevis of Vancouver for first vice president; Joseph Bingel of New York, an international representative, for second vice president; Joe Bailey of the San Francisco-Oakland Mailers, for third vice president, and William R. Cloud of Seattle for secretary-treasurer. Bevis, Bailey and Cloud are incumbents, with Bevis having held the second vice presidency.

On the Independent slate are James P. Rayner of Houston, for first vice president; Roy K. Dennison of Detroit, for second vice president; James A. Dunning of the Chicago Mailers, for third vice president, and Howard C. Murray of Richmond, for secretary-treasurer.

The election referendum will be held next May.

Waterbury Papers Challenge Guild Status As Trade Union

Waterbury, Conn.—A hearing on the Guild's petition for bargaining rights at the Waterbury Republican and American ended Dec. 8 with the company challenging ANG's status as a union under the law.

The company contended that ANG had no standing under which to file a representation petition because Guild contracts are bargained by locals rather than the international. But International Representative Ed Allen testified that initial contracts are frequently negotiated by ANG before a local is chartered.

Also in contention as the protracted National Labor Relations Board hearing ended was the inclusion of 10 editors, two editorial writers and 14 regular part-time employes in the proposed editorial unit. The company is trying to bar all three groups, a total of 26 employes in a unit of approximately 75.

The NLRB set a Dec. 15 deadline for the submission of briefs, extended it to Dec. 22 at the company's request and this week received a second company request for postponement, this time to Dec. 29.

Guild Bargaining Rights To Be Tested In Malden

Boston, Mass. — The Boston Guild's representation rights at the Malden News and Medford Mercury will be tested in a National Labor Relations Board election Jan. 4.

The election was agreed to at an NLRB conference Dec. 15 following the submission of a decertification petition by William Connery, a former Guild unit chairman. Connery filed the petition after the Guild requested his discharge under a maintenance-of-membership clause when he failed to pay his dues.

Return Engagement

Brantford, Ont.—It isn't everyone who has a chance to present a plaque to the company that fired him.

That opportunity came Dec. 8 to Toronto Guildsman Mac Makarchuk, who was elected to the Ontario Legislature on the New Democratic Party ticket in October after the Brantford Expositor discharged him for taking a leave of absence to campaign.

The provincial government asked Makarchuk to present a plaque marking the Expositor's centennial anniversary to Publisher Jack Preston. Preston said he was too busy negotiating with the printers to attend the ceremony and sent the paper's chief editorial writ Guildsman Jack White.

Makarchuk, in making the presentation, hailed the Expositor for "helping people go ahead to better things in life."

B.C. Unionists Plan Parley On Injunctions

Vancouver, B.C.—The British Columbia Federation of Labour is planning a conference of union leaders to press for a ban on antipicketing injunctions when the provincial legislature convenes.

The conference, to be held in Victoria, was authorized in a resolution adopted at the federation's October convention here. It will press for legislation to prevent the abuse of injunctions.

In the meanwhile, the federation will extend "all possible moral and financial assistance to any trade union victimized by vicious provincial labor legislation."

The convention called for intensification of the anti-injunction campaign, which has included petitions and ads in newspapers and on billboards and buses around the slogan, "Stamp Out Injunctions!" ANG's International Executive Board has voted an $800 contribution to the campaign.

"No country in the Western World has abused the use of injunctions to the extent that they have been abused in Canada," Federation President E. T. Staley told the convention.

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.

Failing-Publisher Bill Rapped By AFL-CIO

Bal Harbour, Fla.—The AFL-CIO's biennial convention last week urged the Senate Antitrust and Monopoly Subcommittee not to approve the Failing Newspaper Bill.

Delegates went on record against the bill, which would exempt mergers and semimergers of so-called "failing" newspapers from the antitrust laws, as a measure that would "legalize conspiracies to freeze out small businesses, destroy competing publications and close the door to new newspapers."

Resolutions opposing the bill had been submitted by both the Guild and the International Typographical Union.

Among other convention actions was a resolution intensifying the federation's boycott of books produced by strikebreakers at Kingsport Press in Tennessee. The delegates said such books as the World Book Encyclopedia and the Childcraft series "should not be purchased by union members."

ANG delegates to the convention were President James B. Woods and Executive Vice President William J. Farson. Farson served on the officers' - report committee.

The Guild's third delegate, Secretary-Treasurer Charles A. Perlik, Jr., did not attend the convention because of bargaining crises in Los Angeles and Vancouver.

Power Balance

Bal Harbour, Fla. — International trade unionism is essential to balance the strength of giant international corporations, William Ladyman, general vice president of the Canadian Labour Congress, told the AFL-CIO.

Ladyman said "the only successful way to compete with the giant international corporations" is "to face them with the countervailing power of international unions."

"We find," he said, "that it is possible to be pro-Canadian trade union without being anti-American trade union." But the CLC, he cautioned, is "strongly opposed to any outside attempt to impose conditions on Canadian subsidiaries" that are in conflict with Canadian interests.

Antibias-Agency Reports Due Soon, Perlik Warns

U.S. Guild locals must begin filing annual reports with the Equal Employment Opportunity Commission by Dec. 31, ANG Secretary-Treasurer Charles A. Perlik, Jr., has warned in a letter to local presidents.

Locals whose memberships have exceeded 100 at any time since November 1966 must file a complete report on local-union practices and contract clauses relating to equal-employment opportunity. Forty locals whose memberships have not exceeded 100 need file only limited reports.

The reports are the first of their kind required under the Civil Rights Act of 1964. The deadline for subsequent annual reports will be Nov. 30.

Deadlines for local financial reporting under the Landrum-Griffith Law are also approaching, Perlik noted in another letter, sent to local treasurers.

Financial reports to the U.S. Office of Labor-Management and Welfare-Pension Reports are due within 90 days of the close of the local's fiscal year, reports to the Internal Revenue Service are due by the 15th day of the fifth month following the end of the fiscal year, and audits must be submitted to ANG under the Guild's Constitution within 90 days after the end of the fiscal year.

Locals Urged To Press Drive For Human-Rights Covenants

Guild locals were urged this month to press their senators anew for ratification of the United Nation's Human Rights Conventions,

ANG Executive Vice Preslent William J. Farson asked local presidents to work for ratification of the covenants during the forthcoming Human Rights Year, the 20th annversary of the U.N.'s Universal Declaration of Human Rights.

Eleanor Roosevelt, a Guild member until her death in 1962, was instrumental in the drafting and adoption of the declaration, Farson noted. With his letter to locals he enclosed copies of President Johnson's proclamation of Human Rights Year, issued on what would have been Mrs. Roosevelt's 83rd birthday.

Local action to encourage U.S. ratification of the Human Rights Conventions, which range from the outlawing of genocide to affirmation of the right to organize, "would have been appreciated greatly by Mrs. Roosevelt," Farson said.

Cut Rate Available For Travel Tours

Group tours throughout the world at reduced rates are available to Guild members through Associated World Travel Inc., in which ANG and other AFL-CIO unions are stockholders, ANG Executive Vice President William J. Farson notified locals this month.

Farson, enclosing an AWT brochure listing available tours, pointed out that they are available to individual Guild members at group rates without local participation. Interested members should write to AWT at 1000 Vermont Ave., N.W., Washington, D.C. 20005, he said.

L.A. Guild Strikes Hearst's Herald-Examiner

(Continued from Page 1)

Guild members not to cross the picket lines of any union that might strike the paper.

The two bodies at the same time committed the Guild to "conditioning any of its contract settlements on obtaining agreements effectively prohibiting recrimination, discrimination or penalty against any other union or its members."

After missing its largest and latest editions the day of the strike and all editions the following day, the Herald-Examiner resumed publication Dec. 17 with a 32-page Sunday paper composed largely of stories and advertisements prepared before the strike began.

The Sunday issue, which normally contains about 100 pages, carried a Page One management promise to "continue to publish while being struck."

Two 32-page and two 40-page papers were published the next four days as Pinkerton guards swarmed around all entrances to the plant. All gates and doors were locked, and pressroom windows were sheathed with plywood.

Heavily guarded station wagons carried supervisory employes and strikebreakers from Walnut Creek, Calif., Portland, Ore., Oklahoma and Florida in and out of the plant during the week. Management had trained supervisors in the use of composing-room machinery before the strike.

A temporary restraining order issued late on the strike's first day by Superior Court Judge Ralph H. Nutter restricts picket lines to a total of 33 persons. An amendment to the order issued Dec. 18 requires pickets to walk single file at least seven feet apart and forbids shouting, trespassing, blocking entrances or following persons leaving the struck plant.

Management's initial request for the injunction, which contained no allegations of picket-line misconduct, also asked that the Guild, Mailers, Machinists and Typographical unions be assessed "at least $10,000 a day" for each day the paper failed to publish. A hearing on the company's motion for a permanent injunction will be held Dec. 29.

Hearst spokesmen claimed that 500,000 abbreviated Sunday papers were distributed, but the Guild estimated that fewer than 100,000 of the papers were hauled from the plant by strikebreakers and private contractors.

The Guild estimated that about 60,000 papers were printed Dec. 18 and 80,000 on the 19th. Normal daily and Sunday circulation exceeds 700,000.

The strikebreaker - produced paper carried only wire-service copy and had few, if any, new ads, relying on reproduction of prestrike advertising.

Two Guild pickets were hit and slightly injured by vehicles approaching the picket lines. The first, Gerald Jerrick, was hit Dec. 16 by a private contractor's truck, which he said raced at such speed toward a loading dock that he was unable to dodge from its path. The second, Norman Newton, was hit by a sports car speeding onto the Herald - Examiner grounds Dec. 18.

Guild-represented drivers normally man company-owned trucks that deliver about half the paper's normal production, Guild spokesmen said. The other half is transported by trucks and drivers supplied by independent contractors.

The street-sales potential for the strikebreaker-produced paper was dealt a serious blow Dec. 19 when the Los Angeles News Vendors Union announced that its 200 members would refuse to handle the paper during the strike.

The announcement followed hard on the heels of action by the Los Angeles County Federation of Labor granting the strike its official approval, thus placing the Herald-Examiner on the central body's "don't-patronize" list.

Federation approval of the strike came after the Pressmen's Union lifted its objection to such action by the county labor body.

The Pressmen, who recently won a $10-a-week arbitration award in a one-year wage reopener only to have the Herald-Examiner refuse to honor it pending an appeal to the American Newspaper Publishers Association-Pressmen's Union arbitration committee, had opposed federation approval when it was sought jointly the day before the strike by the Guild, the Machinists, the Typographical Union and the Mailers. The Pressmen had said they considered approval "ill-advised" due to the "economic situations involved."

At a Dec. 18 press conference called by a newly organized joint council of striking and locked-out unions to announce the lockout of pressmen and paper handlers, ANG International Representative Robert J. Rupert said that the Guild had been contacted before and since the strike by "a publisher who must remain unnamed" who expressed an interest in entering the afternoon publishing field in Los Angeles.

This week Rupert, the local's interim administrative officer, sent a telegram to William Randolph Hearst, Jr., editor-in-chief of the Hearst Newspapers, asking him to open the chain's books to the Guild to back up a management claim that it could not afford to meet the cost of the Guild settlement in nearby Long Beach, where the key top minimum was raised $34 to $208.80.

The chief issues other than wage improvements based on the Long Beach settlement include improved medical-insurance coverage and an adequate pension plan, Guild spokesmen said.

In placing the Long Beach settlement on the bargaining table four days before the strike, the Guild said that "Hearst can afford to do much better and his employes cannot accept less than their Long Beach counterparts."

"The nation's largest afternoon daily newspaper cannot expect its employes to accept second-class salaries and conditions," the Guild said.

Earlier this month, when the Guild pared its noneconomic proposals for the third time since bargaining began, the chief management negotiator, William McCarthy, responded by calling the Guild's concessions "garbage" that the company would not buy "with cold, hard cash."

Herald - Examiner Publisher George R. Hearst, Jr., joined management negotiators for the first time at the prestrike bargaining meeting.

Charles A. Perlik, Jr., ANG secretary-treasurer, who joined Guild bargainers at the same session, said Hearst remained silent throughout the face-to-face session.

Pickets on the Guild's line during the strike's first days included Perlik, ANG Regional Vice President Barney Peterson of San Francisco and Fred Fletcher, executive secretary of the San Francisco-Oakland Guild.

ANG International Representative Fred Jones has been aiding the local in preparation and conduct of the strike.

Meeting The Press

ANG International Representative Robert J. Rupert and representatives of three other striking and locked-out unions at the Herald-Examiner denounce Hearst's use of imported strikebreakers at a television and press conference. From left, William H. Williams of the International Typographical Union, Rupert, Robert Ameln of the ITU Mailers and D. O. Townsend of the Machinists.

Crowd Appeal

Los Angeles, Calif.—Los Angeles Herald-Examiner Guildsmen took the story behind their strike against Hearst's largest paper to the city's largest crowds Dec. 17.

They distributed 20,000 leaflets explaining the strike to fans at the Los Angeles Rams-Baltimore Colts National Football League game at Memorial Coliseum in the afternoon.

That night they distributed another 2,000 handbills at the Los Angeles Lakers-Boston Celtics National Basketball Association game.

. . . Long Beach

(Continued from Page 1)

and-one-half instead of straight-time pay for employes working on a holiday and requires the company to provide uniforms for janitors and those drivers working on vehicle maintenance.

The settlement came at 1:30 a.m. Dec. 9, 7½ hours after a deadline set by the unit for progress toward an agreement or calling of a strike.

International Representative Robert J. Rupert, interim administrative officer of the Los Angeles Guild, served as chief negotiator.

Early Warning

A sign mounted at strike headquarters before the Los Angeles Guild launched strike action at the Herald-Examiner serves public notice that a walkout is imminent at the paper.

IT SEEMS TO US

Waterbury Executive Protests GR Article

WATERBURY, CONN.

Editor:

I wish to protest a very slanted article on Page 2 of the Nov. 24 issue of the Guild Reporter which does injustice to the character and integrity of our executive editor, Eugene L. Martin.

Mr. Martin has held positions on these newspapers [the Waterbury Republican and American] for the past 10 years, which would have excluded him from any bargaining unit and membership in a union.

His elevation to executive editor was a natural step in increased supervisory responsibility based on his proven leadership abilities.

Mr. Chilson was and is a reporter. He accepted a supervisory position on Nov. 6 and declined the position the following day because, as stated to me, we would not make an exception for him to our rule that only photographers can use our darkroom facilities.

As far as I can determine, Mr. Chilson's major service as local Guild president was presiding over the meeting at which the local was dissolved.

The statement "The Guild had a contract with the two papers until 1956" is not just poor journalism; it is deliberately misleading. The Guild had a one-year contract in Waterbury which expired Oct. 1, 1956.

WILLIAM J. PAPE, II
Assistant Publisher
Waterbury Republican and American

Editor's Note: The GR story reporting recent promotions in the Republican and American editorial department, for which the Guild filed a representation petition in October (see story on Page 6), was in no way intended to reflect on the character or integrity of Mr. Martin.

ANG International Representative Ed Allen, who—as the Guild representative assigned to the Waterbury organizing campaign — was the source of the story, said of Mr. Pape's protest:

"Mr. Pape's attempt to read a slur into the GR article about recent promotions at the Waterbury Republican and American is absurd.

"Gene Martin, the new executive editor of the two papers, has been my friend for years. Certainly no one who knows us would suspect me of trying to cast aspersions on a man who is held in the highest esteem by every Guild member in Waterbury.

"Mr. Pape's attempt to read the mind of Greg Chilson is equally ridiculous. Greg refused the promotion, and the GR story said so."

Detroit Drivers Vote On 'Final' Offer

Detroit, Mich.—The Teamsters' union agreed this week to submit a "final offer" by the struck Detroit News and the Detroit Free Press to a vote of its membership without recommendation.

News Teamsters will vote Dec. 27 and those from the Free Press Dec. 28 on a three-year contract providing $10, $9 and $8, with pension and insurance improvements to be deducted from the wage increases.

Under Teamster bylaws a "final offer" must be submitted to a membership referendum. The Michigan State Mediation Service will conduct the votes.

A 15-hour bargaining session a week earlier had brought agreement on most noneconomic issues with the News and on all with the Free Press, which has locked out its employes in support of the News. But the two sides remained far apart on the key issue of wages, with the Teamsters seeking an increase of just under 10 percent and the company offering 4½.

Bargaining by the Guild and other unions continued, meanwhile, with the Stereotypers', Photoengravers' and Plate Handlers' unions reporting agreement on noneconomic issues but the Pressmen reporting little progress.

The Guild moved back into contract bargaining with the Free Press Dec. 11 after reaching agreement on a new pension plan. The bargaining committee had made a settlement of pension negotiations, which had continued for two years, a condition of further bargaining.

The pension plan will provide up to 27 percent of salary on retirement—nine-tenths of one percent of an employe's average salary in his last five years of work times his years of service up to 30.

The pension agreement came when management gave up its demand for mandatory retirement at 65. Employes will have the option of early retirement at 60 and will be able to retire at 55 with the consent of pension trustees.

The company will contribute to the pension fund $5 a week per employe plus $53,000 a year, the cost of its former unilateral plan.

Bargaining on contract issues made less headway, however. The Guild reduced its demands in eight areas, but the company failed to make a matching move.

No Lockout For Santa

Christmas benefit checks, inflated by a special $5 yule bonus, are distributed to locked-out Detroit Guild members. Dispensing the checks—and smiles to match—are Janice Walters, left, Guild office secretary, and Georgia Gianoplos, a volunteer worker for the Guild's steering committee.

Guild officers sent a written appeal to 21 community leaders and government officials urging them to "encourage the Free Press to resume its obligation to the city and its employes by resuming publication."

The letter termed it "irresponsible, illegal and unconscionable" for the Free Press to shut down and, "in a discriminatory manner, lay off hundreds of Guild members . . . because of an outdated, unwritten agreement between the News and Free Press that if one paper is struck the other will voluntarily close down."

"As Mayor Jerome P. Cavanagh pointed out shortly before the strike," the Guild officers said, "General Motors did not close down when the UAW struck Ford Motor Co. If all auto makers shut down operations when one was struck, the nation would rise in indignation."

Initial response was mixed. The Rt. Rev. Msgr. Clement Kern urged the Free Press to resume publication "for the benefit of our community," but Episcopal Bishop Richard S. Emrich, who backed management during the last Detroit strike in 1964, said the lockout was "part of the reality of the situation."

The Guild executive committee voted a $5 Christmas bonus last week to members idled by the strike and lockout. ANG benefits were increased by that amount this week, the strike's fifth.

The Guild has set up a job placement bureau for members not working on any of the city's three interim newspapers.

The Teamsters' union is seeking a contract with the interim papers, one of them set up by some of its own members. It is asking terms of the News contract plus its proposed 10-percent wage increase.

At least one of the interim dailies, the Dispatch, has indicated it will agree to those terms.

Local President Kenneth Thompson said the Guild will also negotiate contracts with the interim papers if the strike continues.

The News last week filed a suit for over $175,000 against a group of Teamsters who distribute a second interim paper, the Express, charging them with taking the News's circulation lists and incorporating last August in anticipation of the strike.

Canadian Labour Congress Fights Bill To Splinter Bargaining Units

Ottawa, Ont. — The Canadian Labour Congress is mobilizing its affiliates for a campaign to defeat proposed legislation that would threaten to fragment such national bargaining units as the Canadian Wire Service Guild's Canadian Broadcasting Corp. unit.

The measure, introduced by the government, would allow the Canada Labour Relations Board to create regional bargaining units in areas where a national employer has "self-contained" operations in a city or province.

The measure would also give the separatist Confederation of National Trade Unions a seat on the labor board, which last summer rejected the proposal of a CNTU affiliate to splinter CBC's Quebec employes from the Guild's unit at CBC.

Acting CLC President Donald MacDonald announced a nationwide campaign against the bill following a day-long conference of key unions affected by it.

Charging that the bill was introduced because of "heavy political pressures" from CNTU, MacDonald said it "strikes at the fundamental principles of long-established national collective-bargaining practices" and constitutes "an open invitation for shattering uniform standards of wages and working conditions."

The bill's provisions, he said, "constitute what amounts to instructions" to the labor board to reverse its policy against fragmented bargaining units and "introduces entirely new practices which would encourage the fragmenting of bargaining in such vital areas as transportation and communications."

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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SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

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AT-LARGE VICE PRESIDENTS: James G. McMahon, 1994 Stanhope St., Grosse Pointe Woods, Mich. 48236; George M. Muldowney, 401 Arcadia Drive, West Islip, N.Y. 11751; Robert D. Nordin, 1555 Merlynn Pl., North Vancouver, B. C.; Barney Peterson, 288 Grand View Ave., San Francisco, Calif. 94114; Harry Ryan, 11 Stuyvesant Oval, New York, N.Y. 10009; James H. White, 3015 Invergarry St., Memphis, Tenn. 38128.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Blatz.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert W. Christofferson.

INTERNATIONAL REPRESENTATIVES: Ed Allen, Charles Dale, Richard P. Davis, John Edgington, Brian E. Huggins, Fred Jones, Robert J. Rupert, John K. Sloan, Robert A. Steinke.

Bakersfield Drivers Win $1,700 Mileage Award

Bakersfield, Calif.—Seventeen Guild drivers at the Bakersfield Californian are sharing a $1,700 Christmas package awarded to them in the culmination of an 11-month arbitration proceeding.

The money, ranging from $30 to $472 in back car allowances, was awarded by arbiter John L. Darragh in a dispute dating back to the summer of 1966.

Darragh ruled that the Californian violated a contract clause providing for payment of the drivers' weekly automobile allowance 52 weeks a year. He termed the clause an "absolute condition" of the contract.

The contract provides for a fixed allowance based on the number of miles in each driver's route, with a $20 minimum. The Californian, after initially paying the full allowance during vacations, suddenly began paying only the minimum amount.

Darragh, after an initial hearing last January, requested a second session in September to hear testimony by former ANG International Representative Loel Schrader and William Fritts, the Californian's general manager.

Fritts failed to appear, but Schrader testified that it was clearly understood in negotiating the clause that the full allowance would be paid during vacations.

$98 Increases Mark Nation's 3-Year Pact

New York City—Increases totaling $98 over three years will be applied to top minimums in two classifications at the Nation under a new contract with the New York Guild.

The settlement will lift the magazine's literary editor and production manager from a top minimum of $158 to $256 in the new contract's third year.

The settlement provides for general increases of eight percent the first year and six percent in each of the second and third, in line with the formula for recent New York newspaper settlements.

The top for assistant editors and copy editors goes up $12 Jan. 1, $10 in January 1968 and $11 in January 1969, to $191. That for librarian rises $9.50, $8 and $8, to $141.50; that for secretaries $9.50, $7.50 and $8, to $143; that for stenographers and telephone operators $9, $7.50 and $7.50, to $136, and that for office boys $6.50, $5.50 and $5.50, to $99.50.

Twin Cities Wins $27.50 In Pact At Labor Paper

St. Paul, Minn.—Increases of up to $27.50 have been negotiated by the Twin Cities Guild in a new one-year contract at the Union Advocate, publication of the St. Paul Trades and Labor Assembly.

The $27.50 increase will raise the business manager's flat minimum to $250. The editor's top is increased $10, to $232.50.

The service requirement for a fourth week's vacation is reduced from 15 years to 12, and the publisher's contribution to health-insurance costs is increased $1.40 a month, to $15, for employes without dependents and 80 cents, to $24.80, for those with dependents.

Chicago Slovene Daily Agrees To $10 Raises

Chicago, Ill. — Ten-dollar increases across the board have been won by the Chicago Guild in a two-year contract covering employes of the Slovenian-language daily Prosveta.

The top minimums for associate editors, chief clerk and bookkeeper go to $135.50 in the second year. Those for circulation and general office clerks go to $108.50.

The Guild also won pension improvements that will produce a monthly payment of $5 for each year of service up to 20 this year and $5.25 starting next May.

Hear, HEAR!

San Francisco, Calif. — An Associated Press newsman has collected $3,500 for a loss of hearing caused by the clatter of Teletype machines in AP's San Francisco bureau.

The award was handed down by a California State Industrial Accident Commission examiner in the midst of a Wire Service Guild grievance over the noise level in the bureau's new offices.

The Guild filed a grievance after stop-gap padding installed to deaden the sound failed to affect it appreciably. A state environmental engineer who made a noise-evaluation survey at the Guild's request found the decibel level so high as to make telephone conversation difficult.

"Almost impossible," amended the Guild.