

Record San Jose Pact Increases Key Wage \$40.75 In 20 Months

THE GUILD REPORTER
OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)
Vol. XXXV, No. 10 Washington, D.C. May 10, 1968

New Hearst L.A. Offer Adds \$.00 To Old One



Los Angeles Guild Photo by Bud Gray

Double Duty

Guild members take time off from picketing the Los Angeles Herald-Examiner to help the Communications Workers and the Federation of Women Telephone Workers picket the Pacific Telephone Co. as part of the nationwide telephone strike. Stepping out behind operator Mary Garcia are Guildsmen Richard Holcomb, Michael Green and Kenneth C. Kirin, all from the circulation department.

Los Angeles, Calif.—Hearst, which had indicated it would exchange proposals with the Guild in an effort to move toward settlement of the 21-week-old Los Angeles Herald-Examiner strike, last week repeated its prestrike offer in a move a Guild spokesman called a "doublecross."

Typical Daily Has 27½% Profit Rate

Editor & Publisher's "average medium city newspaper" racked up its sixth consecutive record profit year in 1967, achieving a rate of return 280 percent higher than that for all other U.S. manufacturing industries.

The paper's after-tax profit rose 4.5 percent to an all-time high of \$625,600. Profit before taxes was \$1,263,900, also up 4.5 percent.

The paper reaped 27.5 cents in profit on every dollar of revenue before taxes, compared to an average 1967 return of 8.3 cents for U.S. industry as a whole. It pocketed 14 cents of every dollar in revenue after taxes, compared to a U.S. average of five cents.

The 27.5-percent figure before taxes was the highest recorded

(Continued on Page 6)

San Jose, Calif.—A contract renegotiated on the San Francisco pattern will raise key top minimums at the San Jose Mercury and News by \$40.75, to \$240.75, in what is believed to be the highest average annual increase ever achieved in a Guild newspaper contract.

The average annual increase for the 20-month period by which the San Jose Guild's new three-year contract exceeds the expiration date of the old one is \$24.45, topping even the record catch-up gains that followed World War II and far exceeding recent settlements that have been the highest in 20 years.

The new contract, like those of the craft unions, will expire Feb. 28, 1971. The \$240.75 top minimum, the highest, with San Francisco's, of any negotiated outside New York, will be reached Oct. 18, 1970.

It is also the highest to be

negotiated for outside classified salesmen. The salesmen, who were scheduled to achieve parity with reporters and display salesmen at \$200 under the old contract in June 1969, will reach it at \$219.50 that month and march on together to \$240.75 in October 1970.

In the 36 months of the new contract period their top minimum will advance a total of \$69.50.

As in San Francisco, wages and fringes total \$44.25 at the top on the basis of a \$32 plant pattern. Again, as in San Francisco, all union contracts were renegotiated in the course of bargaining for a new ITU Mailers' contract.

The Guild's old contract, expiring June 17, 1969, would have provided a \$200 top minimum for key classifications the preceding April 15. That figure will now be reached—and exceeded—next month when the top min-

imum will go to \$204.75.

The renegotiation is the latest in a developing trend highlighted by the settlement that ended this year's San Francisco newspaper strike. Other renegotiations during contract term in the past two years have taken place at the Allentown Call & Chronicle, the Minneapolis Star and Tribune, the Lansing State Journal and the Bureau of National Affairs.

At Allentown the \$17 increase achieved for a one-year extension of an unexpired contract was up to now the highest annual increase won since the days following World War II.

The new settlement in San Jose was negotiated under the leadership of Local President Gilbert Bailey and Jose Stell, contract chairman, with the assistance of ANG International Representative Charles Dale.

Negotiations on the San Fran-

(Continued on Page 6)

IEB Urges 3-Point Program To Strengthen Defense Fund

The International Executive Board, declaring that ANG's Defense Fund is "still inadequate" to deal with emergencies such as those it has faced since mid-December, is recommending that the Guild's 1968 Convention adopt a three-point program to "enlarge and strengthen" the Defense Fund.

The board, at its April 22-26 meeting, voted to ask the convention to:

► Change the present assessment schedule to conform with ANG's Model Dues Schedule.

► Authorize the IEB to levy "up to two assessments per month when in its view the Defense Fund is in danger of being depleted," with imposition of more than one assessment a month "to be decided in meeting only."

► Extend the salary cutoff of the Model Dues Schedule's graduated brackets during 1969 and 1970 from \$195 to \$245, increasing payments for those with sala-

The IEB Also...
Proposed A 3-Month Period For Voting Eligibility... P. 3
Set A Hearing On Charges Against Albany... P. 3
Urged Political Action To Meet Threats To Labor... P. 4
Urged 'An End To Tokenism' In Jobs For Negroes... P. 4

ries of more than \$200 a week. With Defense Fund expenditures during fiscal 1967-68 totaling more than 1.2 million dollars and the strikes in Los Angeles and Detroit continuing the drain "almost unabated into the new fiscal year," the IEB said these steps are necessary "if Guild members are to approach the roughening bargaining road ahead confident that their union is equipped to assist and protect them."

But while the Defense Fund was swinging downward during the fiscal year ended March 31,

the board reported, ANG's General Fund overcame an opening deficit of \$19,611.53 and concluded with an over-all surplus of \$8,691.33 by achieving an operating surplus of \$28,302.86, its first such surplus in four years.

The return of the General Fund to black ink, the board noted, resulted from a per-capita increase provided by the 1967 Convention, unexpectedly high income from miscellaneous sources, principally Defense Fund payment of staff salaries and expenses incurred during strikes and lockouts, and the absence of any major newspaper suspensions or mergers.

The latter enabled "normal growth" to produce per-capita remittances averaging 772 a month more than anticipated, the IEB said.

Accordingly, the IEB adopted a proposed 1968-69 General Fund budget of \$632,044.80 with an estimated income of \$623,358 based on a projected monthly

(Continued on Page 7)

Board Cites Record Wage Gains, Best Organizing Pace Since '60

Wage increases 25 percent higher than those of the previous year and the biggest increase in the average reporter top minimum in two decades marked Guild contract settlements in the past fiscal year, the International Executive Board reported last month.

The board, in its report to ANG's annual convention next month, recommended that the Guild raise its wage goals to \$335 for all adult classifications and "continue concentration on collection bargaining, especially higher wages in all classifications." The wage-goal adjustment is to compensate for increases in prices and productivity.

The board reported that wage increases at the top reporter level last year averaged \$10.92, a 25-percent increase over the \$8.77 average of fiscal 1966, nearly double that of two years ago and nearly triple that in 1962.

And the average reporter top minimum on English-language

4 Weeks Off—8 Weeks Pay

The International Executive Board is recommending to the Guild's 1968 Convention that the concept of vacation pay be broadened to include the money to take a vacation on.

The board is recommending that the Guild's Collective Bargaining Program be changed to call for "an annual vacation of at least four weeks with an extra week's pay for each week of vacation."

At present only one Guild contract (with the United Automobile Workers) provides extra pay during vacations. It calls for \$75 a week over regular pay.

dailies rose \$8.46 during the year, it reported, more than in any year since the catch-up round of in-

(Continued on Page 7)

The Guild made greater organizing gains in the 11-month fiscal year ended March 31 than in any full fiscal year since 1959-60, the International Executive Board declares in its report to the 1968 Convention.

During the 1967-68 fiscal year, the IEB reported, 14 new groups totaling 784 employees won Guild representation or were awaiting determination of requests for recognition of the Guild as their bargaining agent.

The Guild and its locals won 11 representation elections covering 544 employees during the year. Among them was an election last December in a 150-man unit of advertising and business-office employees at the Providence Journal and Bulletin—the largest single new group to vote for Guild representation since the Oakland Tribune editorial department in 1959. The Guild already represented Providence editorial employees.

(Continued on Page 6)

BULLETIN

Fairfield, Conn.—Advertising employees at the Connecticut Sunday Herald voted 9 to 2 yesterday for representation by the Bridgeport Guild, which currently represents editorial employees.



Fishing Smack

Ricky Lampert, 8, and his brother, Mike, 6, put in a little impromptu picket duty at fishing party for Los Angeles Herald-Examiner strikers. More than 200 unionists and members of their families enjoyed a day off from the picket line aboard a barge donated for the occasion, along with fishing tackle and food. The Strike-Lockout Council provided fishing licenses—a fortunate bit of foresight, since a fish-and-game warden boarded the barge to check.

'Condition Strong, Trend Up'

Hearst Gets Top Credit Rating

THE HEARST CORP.'s record is "clear," its condition "strong," its trend "up" and its newspaper operations continuing to improve, according to an analysis by Dun & Bradstreet. The financial rating service gave Hearst its highest credit rating, "A1."

Its 1968 diagnosis of the company that has taken a strike rather than give its Los Angeles employees wage increases comparable to those on other West Coast dailies is unambiguously bullish. Financial statements through 1966 "have regularly reflected a strong financial condition," it reported.

And although complete financial data through 1967 was not available, it quoted company Treasurer Frank Massi as calling 1967 "a good year."

"Over-all newspaper results have improved," it said of last year, "and particularly in San Francisco, where the company and a competitor are now sharing all noneditorial functions of producing their papers."

"Over a period of years the company has been improving its ability to reduce unit costs in certain of its major newspaper-publishing areas," Dun & Bradstreet reported, "while operations of its magazine and radio-television divisions have shown favorable results."

"In each recent year tangible net worth has shown a sizable increase. Despite large outlays from year to year for additional and improved fixed assets, including in 1966 the purchase of a sizable amount of ranch land in the State of California, working capital has remained steady and adequate in amount to support operations properly."

Clinic On Rights, Political Action Is Scheduled For '68 Convention

A clinic on human rights and political action will be a feature of the Guild's 1968 Convention June 17 through 21 in Cleveland.

The clinic, coming in the midst of the 1968 election campaign and a period of racial unrest, was approved by the International Executive Board last month as part of the convention program.

Traditional clinics on bargaining and organizing will also be conducted on the evening of the

convention's initial day.

An innovation at this year's convention will be an informal briefing on the convention program and procedures for delegates' wives and other guests, also scheduled for opening day.

Sen. John F. Kennedy and Cleveland Mayor Carl B. Stokes are the only announced guest speakers thus far. Vice President Hubert H. Humphrey has said he would be pleased to address the

Hearst, Pledging New L.A. Offer, Presents One That Adds \$.00

(Continued from Page 1)

the Long Beach Independent and Press-Telegram and maintained in the recent settlement at the Los Angeles Racing Form," according to ANG International Representative Robert J. Rupert, interim administrative officer of the Los Angeles Guild.

W. O. McCarthy, Herald-Examiner labor-relations counsel, said the amended Guild proposal was "still unacceptable."

Rupert charged Hearst with a "doublecross" for "renewing on a written commitment to negotiate" under the auspices of the state and federal mediators, made by the company when it refused to co-operate with a mediation panel appointed by Mayor Sam Yorty.

The May 7 session was attended by Edwin W. Scott, western regional director for the Federal Mediation and Conciliation Service, and V. Wayne Kenaston, director of the State Mediation Service.

Rupert said following the May 7 meeting that top-level talks will be held "to explore the possibilities and potentialities" for renewed negotiations.

Meanwhile, a Los Angeles City Council committee on May 8 resumed hearings on a proposed ordinance to ban professional strikebreakers from the city.

Hearst has been producing limited editions of the Herald-Examiner with a work force built around professional strikebreakers.

Last month the Los Angeles County and California Committees on Political Education pledged that no candidate for state or local office will receive their endorsements unless he supports antistrikebreaking legislation.

And Secretary of Labor W. Willard Wirtz, during an April 26 appearance here, publicly condemned the use of strikebreakers. However, Wirtz declined a request to "actively inquire" into the Herald-Examiner strike because the state and federal mediation services are continuing their efforts to settle the dispute.

Herman Leavitt, labor representative on the three-man mediation panel appointed by Yorty to help settle the strike, requested Wirtz's "personal intervention" after the panel disbanded with a statement that Hearst's refusal to meet with it had made its task impossible.

The striking and locked-out unions, meanwhile continued their boycott campaign against Herald-Examiner circulation and advertising.

The American Federation of State, County and Municipal Employees canceled plans to hold its state convention at the Ambassador Hotel here because it has continued to advertise in the struck paper.

At an April 30 rally of nearly 1,000 striking and locked-out Herald-Examiner unionists, Dolores Huerta, vice chairman and chief negotiator for the United Farm Workers Organizing Committee, urged that the boycott pressures be maintained and increased. She pointed out that boycotts have been a major weapon in Farm Workers' struggles for recognition and contracts.

Herald-Examiner strikers attending the rally passed the hat and collected \$426.25 to aid the Farm Workers in their 2½-year-old strike against California grape growers. Earlier in the week the Herald-Examiner unionists sent a carload of canned goods and food to striking Farm Workers in the San Joaquin Valley.

Rupert told the rally that Hearst's disdain for peace attempts by neutral parties is the

signal "to go to our friends in labor and tell them their support has got to be active now."

The Guild this week reported additional contributions of \$3,964.14 to its strike fund, bringing total contributions since the start of the strike to \$49,993.67. Among the latest contributions:

Boston Guild	\$110.00
Chicago Guild	50.00
Cleveland Guild	100.00
Denver Guild	50.00
Hawaii Guild	125.00
New York Guild	500.00
North Jersey Guild	50.00
Peoria Guild	25.00
San Diego Guild	225.00
San Francisco-Oakland Guild	340.14
San Jose Guild	200.00
Seattle-Tacoma Guild	1,365.00
Stockton Guild	600.00
Washington-Baltimore Guild	100.00
Wire Service Guild	100.00

The Seattle-Tacoma contribution included \$369 from 34 members at the Seattle Times and Hearst's Post-Intelligencer who donated their first week's raises under recently negotiated contracts. And the San Francisco-Oakland contribution included \$130.49 from 10 members of the Chronicle Unit who also donated their first week's raises, plus \$109.65 in contributions from other employees of the Chronicle and Hearst's Examiner.

The \$200 from San Jose consisted of funds from the local's treasury plus an amount collected in weekly "Pass the Buck" collections among members.

Western Council Pushes Boycott Against Hearst

Bakersfield, Calif.—The Western District Council last weekend reaffirmed its support of strikers at the Los Angeles Herald-Examiner and called on West Coast Guild members to boycott local outlets of firms that continue to advertise in the struck paper, particularly grocery and department-store chains.

Meeting here May 4 and 5, the council asked that locals in its jurisdiction be provided with lists of advertisers so members can be informed which firms are supporting the Hearst paper. It urged members to tell the advertisers why they are being boycotted.

James Choate of San Jose was elected council president, Harlin Smith of Sacramento, first vice president, J. David Farmer of San Diego, second vice president, and Jack Jones of Bakersfield, secretary-treasurer.

3-Year Pontiac Pact Ups Key Top \$26.50

Pontiac, Mich.—Wage increases ranging up to \$26.50 at the top reporter level have been won by the Detroit Guild in a three-year contract at the Pontiac Press.

The reporter top minimum is raised to \$190 via increases of \$6.50 retroactive to Dec. 22, \$5 June 22, \$6 next December, \$5 in June 1969 and \$4 in December 1969. The top for society reporters is raised by the same amounts, to \$182.50.

The \$190 reporter minimum represents an \$80 increase since the Pontiac paper was organized five years ago, said Local President James G. McMahon.

A night and Sunday differential of five percent is added for work between 7 p.m. and 7 a.m., the severance-pay ceiling is increased two weeks, to eight, and the mileage allowance will be raised one cent, to 11 cents a mile, for the

first 400 miles of monthly travel. A fourth week's vacation has been added after five years' service and the requirement for a third week reduced from five years to one. The employee's birthday has been added as a seventh holiday, and the rate for holiday work increased from time and a half to double time.

NLRB Vote Slated In San Juan Shop

San Juan, P.R.—A National Labor Relations Board election will be held May 22 on a Puerto Rico Guild petition to represent 10 mechanical employees at Andramar Publications, a San Juan print shop.

The Guild filed the petition after an overwhelming majority of the group asked it to come in. The Typographical Union will also appear on the ballot.

3-Month Span Proposed For Vote Eligibility

An International Executive Board proposal to expand the time period for establishing eligibility to vote in international elections and referenda will go before ANG's 1968 Convention June 17 through 21.

The board, at its spring meeting last month, recommended a constitutional amendment that would allow a vote to anyone in good standing in any of three months preceding the balloting.

Under the present clause only members in good standing in the month following that in which the election is ordered are eligible.

The amendment, presented by the board's Constitution Committee, is a result of the disfranchisement of hundreds of members, particularly those on checkoff, as a result of late per-capita payments in last year's IEB elections.

The committee, while recommending the amendment, emphasized that "per-capita remittances are still—and must be—required to establish eligibility for members on checkoff as well as all others."

The committee rejected the idea of "a continuous register at ANG of members on active checkoff as a substitute for per-capita remittances" to establish eligibility. Such a register, it said, would be "burdensome and impractical."

The committee voiced the belief that if the date for determining good standing had been broader, "to cover a three-month period, the problems that developed in last year's election would not have arisen."

The proposed amendment would determine eligibility for voting in regular international elections by good standing on either June 1, July 1 or Aug. 1 preceding the election.

In referenda and special elections eligibility would be similarly determined by good standing as of the first of the month preceding the calling of the election, the first of the month in which the election is called or the first of the following month.

Such good standing would still be determined, however, by per-capita remittances postmarked to ANG no later than the 15th day of the latter month.

The board also proposed an amendment that would allow locals to list candidates for convention delegate by lot as well as alphabetically or by slate, to conform with procedure in international elections.

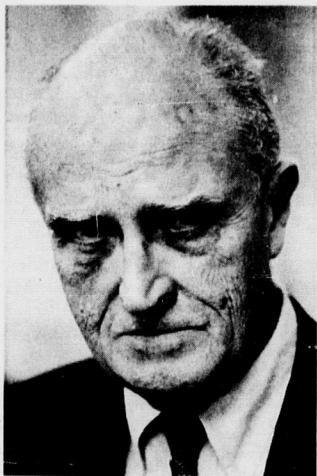
The board last October recommended an amendment that would require secret-ballot elections for delegate only when there is a contest.

Toronto Publisher Denies Merger

Toronto, Ont. — Rumors that the Toronto Telegram might be merged, sold or suspended were vigorously denied by Publisher John Bassett at a meeting with editorial employees April 24.

Bassett called the Telegram might be merged with the Toronto Globe & Mail, sold to FP Publications, owner of the Globe & Mail, or suspended.

"I intend to publish until the day I die," Bassett declared, adding that his son would continue to publish after that and that he hoped his son would have a son to publish thereafter.



JAMES MARLOW

Marlow Dies; AP Columnist, Guild Leader

Associated Press columnist James Marlow, veteran Wire Service Guild leader and chairman of ANG's last two Heywood Broun Award contests, died in Washington May 2 at the age of 64.

The award-winning columnist had suffered a stroke while at work Jan. 31 and had undergone two operations since, the second only six days before his death.

President Johnson issued a statement on Marlow's death, terming him "a friend of more than 30 years." "Journalism has lost a man who distinguished his profession," Johnson declared.

Marlow was co-chairman of the national organizing campaign that led to AP's recognition of the Guild on a nationwide basis in 1949. He wrote a series of organizing letters that were considered instrumental in the Guild's representation-election victory.

Marlow headed the Wire Service Guild's Washington AP Unit in 1960 and 1961. He was a Broun Award judge in 1959.

Marlow wrote AP's "The World Today" column, whose scope had expanded from "The Nation Today" and still earlier "Business Today."

He started the column while a member of AP's financial desk in New York, broadening it when he shifted to Washington in 1943.

His analytical column, carried in papers throughout the country, covered government, politics, economics and international affairs. It won him the Raymond Clapper Award in 1961 and Sigma Delta Chi's award for Washington correspondence the next year.

A prodigious researcher, he once read more than 45 books and countless articles to prepare a single series on Winston Churchill.

Beginning his career as a police reporter, he worked for the old New York World and then the old New Orleans Item-Tribune and the New Orleans Times-Picayune. It was in New Orleans that he joined AP, doing desk work and general-assignment reporting before transferring to New York.

Woonsocket Seeks To Expand Unit

Woonsocket, R.I. — The Woonsocket Guild has filed a National Labor Relations Board petition to add 14 advertising employees to its unit at the Woonsocket Call, where it presently represents editorial employees and proofreaders.

ANG International Representative Ed Allen has been assisting in the organizing campaign.

Detroit Talks Quicken In Wake Of Romney Clash With News

Detroit, Mich. — Accelerated negotiations to settle the 178-day Detroit newspaper strike made progress this week following a week of conflict involving the Detroit News, Gov. George W. Romney, a state legislative committee and the federal courts.

Top-level state and federal mediators acting at Romney's behest were holding daily sessions with the publishers and the striking Pressmen's Union as the first step in a program to settle all noneconomic issues and clear the decks for economic bargaining.

The stepped-up bargaining pace was the only positive result of intervention by Romney, who two weeks ago threatened legislation to settle the strike by binding arbitration if it was not settled by negotiations within a week.

The Romney program received a major setback when a Federal Court judge quashed a subpoena by which Romney had sought to force News Publisher Peter B. Clark to participate in union-management bargaining under the governor's auspices in Lansing.

Romney had called the publishers and leaders of four international unions involved in the strike to meet with him April 30 in an attempt to break a bargaining log jam. At the same time he announced that a legislative committee that had investigated the strike would introduce legislation for compulsory arbitration of the dispute if there was no sign of a settlement by the end of last week.

Romney described the pro-

posed legislation as "drastic and normally undesirable" but declared that "the strike has reached the point where the public's need for essential information now outweighs the desires of the parties in this matter."

International Typographical Union President John J. Pilch, one of four international presidents invited to Lansing, told a strike meeting outside the News plant that Romney was "acting more like a dictator than a governor."

Pilch sent a telegram to all ITU locals in Michigan urging them to wire Romney in protest against compulsory arbitration, terming it "a means of compelling our members to work under conditions amounting to slave labor."

And Clark categorically refused to attend the April 30 meeting, declaring that "no matter how well-intentioned the involvement, new third parties can only complicate and delay the negotiations."

Free Press Publisher Lee Hills and union representatives agreed to attend, but Romney postponed the meeting for a day and asked Sen. Robert Huber's special investigating committee to issue a subpoena for Clark's appearance.

The committee did, but Clark and the News went into Federal Court and obtained a temporary injunction restraining Romney and the committee from interfering in the strike on the ground that federal law had pre-empted the area of newspaper labor relations.

The committee, reacting indig-

nantly, evicted from the capital grounds a marshal who sought to serve the order and threatened to cite Clark for contempt, terming him "arrogant" and "foolish." But State Atty. Gen. Frank Kelley dissuaded it from that step and moved to have the injunction vacated.

The next day a panel of seven federal judges refused to lift the temporary order. And this week the Huber committee voted to quash the subpoena and dropped its fight on the injunction.

Meanwhile, the Free Press and representatives of the Pressmen, Typographical Union, Lithographers and Photoengravers and Teamsters met with Romney May 1 and agreed to "intensive, continued bargaining." The governor said he could not proceed with plans for bargaining sessions in his office because of the News's refusal to attend.

Romney asked Robert G. Howlett, chairman of the State Mediation Commission, and James MacPherson, district head of the Federal Mediation Service, to take a personal hand in the talks. They met with the unions and the two publishers separately the next day and set up the new bargaining schedule.

Under it, they will attempt to achieve a settlement of noneconomic issues first with the Pressmen and then with the Paper Handlers, suspending all other negotiations. With six mediators sitting in, the Pressmen reported "substantial progress."

Albany Violations Charged In Pact With Hearst; IEB Slates Hearing

Charges that the Albany Guild violated ANG constitutional provisions by ratifying and signing a three-year contract at Hearst's Albany Times-Union and Knickerbocker News without permission of ANG's Contracts Committee will be heard by the International Executive Board June 14.

The settlement was disapproved by the Contracts Committee for insufficient money—\$20 in wages and \$2 in fringes over its three-year term at the top reporter level—and four other grounds.

The charges, filed by ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlak, Jr., at the board's April meeting, said a local membership meeting directed a ratification vote and instructed President Frank Jaquinto to sign the contract despite information that the Contracts Committee considered it "inadequate and unprovable."

The ANG Constitution forbids locals to submit contracts to ratification or to sign them without permission from the Contracts Committee. In addition to accusing the local of violating these provisions, the charges cite violation of a provision requiring specific permission of the IEB (or its Contracts Committee) for contracts of more than two years' duration.

The IEB, on a motion by Vice President Joe Holt Anderson, Jr., voted unanimously to find the charges sufficient for a hearing at its June 14 pre-convention meeting.

The officers charged that the membership meeting acted in the face of a warning by International Representative John K. Sloan that ratification and signature would violate the Constitution. The con-

tract was subsequently ratified and signed.

The Contracts Committee disapproved the settlement for inadequate protection against transfers, inadequate protection of jurisdiction, inadequate protection of job security in automation and inadequate provision for processing grievances, in addition to insufficient money.

The settlement provides a basic key minimum of \$160.50 and general increases ranging from \$7 for those earning less than \$60.25 a week to \$20 for those over \$130.

The company's contribution to health insurance is increased \$2 a week to cover increased premiums and improved coverage, raising contributions to a total of \$11.10 to \$11.75. Employees will receive lump-sum payments of \$2 a week in lieu of the increased contribution for the period from last May through the beginning of January.

The settlement creates "super" reporter, copyreader, ad-salesman and circulation-manager categories.

The basic top minimum for reporters and display salesmen is increased \$20, to \$160.50, after five years' experience. But a new category of senior reporter is established for those with eight years' experience, with a minimum of \$165.50, up \$25.

And higher categories of master reporter and advertising-sales co-ordinator, to consist of no less than 10 percent of those in the old categories, will provide minimums of \$168, up \$27.50.

Similarly, a category of circulation group director, consisting of 10 percent of present district managers, will have a minimum of \$160.50, up \$35.50. A new

class of master copyreaders will have the same \$168 minimum as master reporters; other copyreaders are upgraded to a top of \$165.50, up \$25.

The addition of three years to the top-minimum experience requirement will raise the top for outside classified salesmen to \$122 and that for inside solicitors to \$116 after five years, both up \$18. An increase of one year to the top requirement for district managers will raise that minimum to \$145.50, up \$20.

The service requirement for a fourth week's vacation is reduced from 20 years to 15 and that for a third week from five years to three, both effective in May 1969.

Editorial employees whose material is sold for reuse will receive a percentage of the profit under a new clause.

CLC Delegates Hit CNTU Bill

Toronto, Ont. — The Canadian Labour Congress's biennial convention this week pledged CLC opposition to any attempt to reintroduce a bill that would threaten to fragment national bargaining units, including the Canadian Wire Service Guild's unit at the Canadian Broadcasting Corp.

The delegates directed CLC officers to continue their campaign against the measure, which died with the dissolution of Parliament last month. They warned that the bill, backed by the Quebec-based Confederation of National Trade Unions, could do damage to labor-management relations.



No Free Rider

Reporter Evelyn Kipness, newest member of the North Jersey Guild's Elizabeth Daily Journal Unit, hitches a ride with Chris Williams, who uses his motorcycle to cover his beat.

'An End To Tokenism'

IEB Calls For Negro-Job Drive

Initiative must replace the "talk and tokenism" that too long have characterized equal-employment opportunity in the newspaper industry, the International Executive Board declares in its report to next month's ANG convention.

The IEB's Human Rights Report, adopted last month, affirms that "the initiative to reach, recruit, hire and promote must be undertaken immediately by both the Guild and the publishers who employ our members."

The board cited the conclusion of the National Advisory Commission on Civil Disorders that "the press has contributed to the black-white schism by its failure to adequately portray the Negro and its failure to employ him."

The commission's admonition to the press to "make a reality of integration" applies to the Guild as well as the publishers, the board said, declaring that "few will dispute that the Guild's words have outstripped its actions."

Lindsay-Schaub Co. Invades Michigan

Midland, Mich.—The Lindsay-Schaub Newspapers, owner of the Metro East Journal in East St. Louis and six other newspapers, acquired its first paper outside Illinois last month.

The chain purchased the Midland Daily News, whose stock was acquired by two new companies set up for the purpose. The stock was purchased from the Rich Publishing House Inc., owner of the 14,000-circulation daily.

The board cited a number of recent Guild actions in the human-rights area, including the prospective publication of a third printing of ANG's "Careers for Negroes on Newspapers" pamphlet, and ANG's offer to serve on a New York State committee to promote the employment of minority groups in the news media.

It also cited recent advances in employment, including the St. Paul Pioneer-Press and Dispatch's hiring of the first two Negroes in key editorial and advertising jobs (one on the Guild's reference), the Seattle Times's hiring of its first Negro city-side reporter and the Washington Post's employment of 13 Negro reporters, photographers and copy readers.

But the board declared: "The commission's findings and recommendations should serve to renew the determination and dedication of the Guild to the advancement of equal opportunity in our jurisdiction through reactivated and intensified pursuit of the policies and programs Guild conventions have advocated over the past five years."

The board recommended that Guild locals give the goal of equal-employment opportunity "the same attention they give to other areas of employment conditions" and that they initiate or strengthen contacts with publishers to develop joint programs for fair-hiring practices.

It urged locals to encourage upgrading qualified Negroes and members of other minority groups by negotiating or bolstering anti-discrimination clauses to cover

promotions as well as hiring. And it recommended the establishment of scholarship programs to "help interested but deprived young men and women get the newspaper training necessary to become qualified for editorial and noneditorial jobs."

The establishment of "functioning human-rights committees to carry out meaningful, down-to-earth equal-opportunity programs, consultation with ANG's Research and Information Department on development of such programs, co-operation in ANG's annual human-rights survey and observance of Human Rights Week next Dec. 10 through 17 were also recommended.

The board said "it is time for initiative in the promotion and accomplishment of equal opportunity" in Canada, as well as the United States, citing charges of discrimination against Indians and Eskimos as well as Negroes.

The board warned that discrimination based on age and sex also continue "to resist total eradication." It noted "a new aspect of sex discrimination" in a report that some editors, while eager to hire Negro men in newsroom jobs, were refusing to consider applications from Negro women.

ANG's Research and Information Department sent out its human-rights questionnaire last week, urging that it be returned well in advance of next month's convention. With it went a list of eight young Negro journalism students at Atlanta University Center available for newspaper jobs.

Board Cites Threat Of Antilabor Laws

"A fresh assault on the rights of workers through restrictive new antiunion legislation" is in the offing if Congress's "conservative coalition" is strengthened in the fall elections, the International Executive Board warned last week.

The board, in its report to ANG's 1968 Convention next month, said it is imperative that Guild members "pay as much attention to the drama in the wings—the Congressional races—as they do to the spotlighted center stage—the Presidential race."

The conservatives have already halted the advance of social programs in the 90th Congress and have given "little more than lip service" to the nation's "long-unmet needs" in such areas as education, bargaining for farm workers and small farmers, housing, jobs for the unemployed and the urban crisis, the board noted.

Among bills introduced in the 90th Congress "which give us an idea of things to come" if the conservatives win in November, said the board, are measures to outlaw multiunion bargaining, to forbid union certification by card checks, to prohibit unions from collecting voluntary political contributions and to abolish the National Labor Relations Board.

And legislative proposals in store, it added, are measures to ban the union shop unless a state specifically permits it and to make it an illegal conspiracy for a union to secure wage increases "in ex-

cess of the gain of productivity."

To help meet the threat the board recommended that U.S. Guild locals and district councils "make every effort to fulfill and surpass" the Guild's 1968 quota of \$3,045 for the AFL-CIO Committee on Political Education, urging both treasury contributions to COPE's voter-registration and education funds and COPE dollar drives.

The IEB voted an ANG contribution of \$610, half the Guild's quota, to COPE's voter-registration campaign and pledged the other half "when financially feasible."

Noting that 1968 is also an election year in Canada, the board recommended that Canadian locals continue to oppose "oppressive labor legislation," guard against efforts to fragment national bargaining units, support attempts "to further unify labor and back efforts to eliminate the use of injunctions in labor disputes."

It urged locals in both Canada and the United States to work for enactment of antistrikebreaking legislation at all levels of government.

The board recommended that all locals appoint and maintain active political-action committees and act on their reports, conduct voter-registration drives on plant premises where possible and urge their members to express themselves on "publicly significant issues, regardless of individual or group attitudes toward political activity."

N.Y. Achieves \$310 Top At Standard & Poor's

New York City—A top minimum of \$310.25, the highest in any Guild contract, has been won by the New York Guild in a three-year settlement at Standard & Poor's Corp., McGraw-Hill's financial publishing company.

The minimum, covering an associate manager's position, is increased \$47.25 over the three-year period under a general increase formula of seven percent the first year and five percent in each of the second and third.

The top for rewrite reporter is increased \$27.50, to \$180.25;

that for associate editor \$36.50, to \$239; that for clerks \$15.25, to \$100.75, and that for secretaries \$18.50, to \$120.50.

Severance pay will be funded for the first time under the new agreement, and a new provision allows retirement at 62 with 90 percent of pension and at 63 with full pension.

The Guild also won accidental death-and-dismemberment insurance of twice annual salary with a floor of \$25,000 for employees killed or injured while traveling on company business.

\$14 Raises Won In Lynn Contract

Lynn, Mass.—Increases of \$7 a year in all but office-boy minimums have been negotiated in a two-year contract between the Lynn Guild and the Lynn Item-Telegram News.

The increases will raise the top minimum for reporters and display salesmen to \$160 retroactive to April 1 after an initial \$7 increase retroactive to April 1, 1967.

The top for social reporters goes to \$137 and that for classified salesmen to \$117.50. The flat minimum for office boys is increased \$4 a year, to \$78. General increases are \$4 a year.

The night differential for the first night of work a week is raised \$1, to \$3, and pensions for employees retiring at 65 after 25 years' service are raised from \$20 a week to \$25.

Arbitrators Rule CBC Can't Deny Plum Jobs To Guildsmen

Toronto, Ont.—The Canadian Wire Service Guild has won a precedent-setting arbitration award against the Canadian Broadcasting Corp., defeating a CBC attempt to deny promotion opportunities to Guildsmen.

An arbitration board upheld the Guild's complaint that the appointment of a nonmember of the bargaining unit to a senior position contravened a contract clause stipulating that qualified members of the bargaining unit receive preference in appoint-

ments to higher positions.

The board's two-to-one award directed the corporation to appoint Guildsman William H. Curtis of Halifax to a position that CBC had previously given to a nonmember, Donald (Paddy) Gregg.

The promotion clause states that a member of the bargaining unit shall be given preference over candidates from outside the bargaining unit provided that the applicant has the qualifications for the position.

CBC argued that possessing the qualifications could only be obtained through occupying the position and that therefore all applicants should be considered equal, giving the corporation unilateral power to make the selection.

The board majority rejected this argument, stating, in effect, that it would deny latent qualifications that an applicant might possess but have had little chance to exercise in a lower-slotted position.

The Guild nominee on the board, Murray Tate of Toronto, joined the chairman, former Canada Labour Department conciliation officer F. J. Ainsborough, in the majority award. The Wire-Service Guild's case was presented by Loyd Bulmur, local treasurer.

"We've had half a dozen cases of the CBC 'parachuting' outsiders into plum jobs," said Bulmur. "This sets a precedent and stops the CBC cold in its recent attempts to circumvent a long-standing provision of the local's contract at CBC."

"As far as can be determined, there is no previous arbitration award that guarantees the right of preference promotion."

Gregg, ironically, is a former president of the local, having left the Guild several years ago to accept a position in an unorganized department. Gregg said he may have had a hand in drafting the contract language under which the grievance against his appointment was fought.

ANPA Preparing Scholarships To Increase Negro Newsmen

New York City—The American Newspaper Publishers Association Foundation is preparing to establish a \$300,000 scholarship fund to help bring more Negroes into journalism.

Howard Wood, retiring ANPA president, told the association's annual convention last month that the Robert R. McCormick Charitable Trust has offered to contribute \$100,000. Robert L. Taylor, president of the foundation, said another \$105,000 has been pledged by six newspapers and newspaper foundations.

Wood, who is publisher of the Chicago Tribune, told the convention that the scholarship program "will be the answer to the Kerner Commission's complaints about us." The commission had said the press must lose its "white image" by bringing more Negroes into journalism and giving them positions of responsibility.

The convention received a glowing picture of the industry's economic prospects from Charles T. Lipscomb, president of the ANPA Bureau of Advertising. But a journalism-school dean warned that newspaper salaries are so low "you are not getting your share of graduates prepared to enter newspaper work."

A feature of the convention was a debate on the Hayden Failing Newspaper Bill, in which San Mateo Times Publisher J. Hart Clinton opposed ANPA support for the measure because "I don't want my dues to be used against my own interests."

Cameron Gregory, personnel director of Landmark Communications Inc., publisher of papers in Norfolk and Portsmouth, Va., urged publishers to "actively recruit qualified Negroes and other minority elements," warning:

Bay Pact Seen Ideal Pattern

New York City—The San Francisco newspaper settlement—which increased Guild top minimums \$40.75 over 29 months—should be a pattern for the newspaper-publishing business in general, the mediator who helped negotiate it told the American Newspaper Publishers Association last month.

Sam Kagel told the annual ANPA convention that it was absurd for publishers to play one union against the other and ask themselves, "How cheaply can I get by with the contract?" Kagel said he also couldn't understand why publishers wait until a contract has expired and sometimes up to a year after its conclusion—as happened in San Francisco—before getting down to serious bargaining.

"If any significant progress is to be made in opening employment opportunities to Negroes and other segments of our population which heretofore have had few opportunities, substantially more training on and off the job than we've done in the past is necessary."

Whitney M. Young, Jr., executive director of the National Urban League, called on the publishers to launch a massive campaign to combat the "racism which is at the root of America's crisis."

He said editors must understand that the publisher has "decided that your newspaper has actually enlisted in the struggle for equality for the duration and

has not confined itself to just a beautiful editorial about Martin Luther King after his assassination."

Lipscomb, in his report on economic prospects, predicted that advertising revenue in 1968 will be close to 5.5 billion dollars, a 10-percent increase over 1967, and that "the future for newspaper advertising is bright."

But Norval Neil Luxon, acting dean of journalism at North Carolina University, decried the fact that journalism graduates must expect salaries \$700 to \$2,000 a year lower than those offered graduates of business and technical schools.

Starting salaries last June averaged \$120 a week in journalism, \$134 for graduates of general colleges, \$144 for business graduates and \$166 for technical graduates, he reported.

Kenneth Brown, president of the Lithographers and Photoengravers Union, cited government statistics showing that corporation profits had risen 77 percent between 1960 and 1967 while wages and salaries had gone up only 56 percent. Take-home pay was up only 25 percent, and buying power 11 percent, he added.

Clinton, who was pitted against four supporters of the Hayden Bill, criticized the ANPA for financing the appearance of its general counsel, Arthur B. Hanson, to support the bill at hearings before the Senate Antitrust Subcommittee. Hanson said Sen. Carl Hayden, the bill's principal sponsor, had called him as "an independent expert" but that in the end the ANPA "picked up the tab."

At another ANPA discussion session, Joel C. Leuchter, general manager of the Vineland (N.J.) Times-Journal, advised publishers they could get rid of competing shoppers by publishing their own shoppers at a loss.

And Mark K. Arnold of Gannett's Westchester Rockland Newspapers said his company's ad salesmen persuade merchants to use a schedule under which "the advertiser's budget becomes tied up in newspapers and there is less of it left for the shopper."

37 Pensioners Form Guild Unit In N.Y.

New York City—A new unit of the New York Guild with a present potential of more than 1,000 members was organized last month—the Retired Members Unit.

A nucleus of 37 retirees set up the unit, elected veteran Guildsman Magnus Bredenk, 84, as temporary chairman and made plans for future activity. As retired members, they will have a vote on unit matters only.

"A retired members' unit can be a very important link between the generations, between the old members and the new," Executive Vice President Thomas J. Murphy told the group's first meeting. "I look forward in the near future to joining you myself," he added jocularly.

Bredenk, formerly a chairman of the Guild's old Journal-American Unit and a charter member of the Guild, said he saw "great things ahead for the Guild."

"When we started we had no power," he said. "Now we have what we might call Guild power."



Battle Dress

Award-winning Washington Star Guildsman Bernard Boston demonstrates what the wisely-dressed riot photographer will wear. Boston went into action clad in flak jacket, helmet and face protector.

D.C. Local Will Present Labor Award To SCLC

The Washington-Baltimore Guild announced last week that its annual Arthur D. Riordan Memorial Award for service in the field of labor relations will go to the Southern Christian Leadership Conference for its actions on behalf of striking Memphis sanitation workers.

SCLC, which is leading the current Poor People's Campaign in Washington, rallied to the support of the Negro garbage men's local in a campaign for union recognition that achieved success only after the Rev. Dr. Martin Luther King was assassinated in Memphis last month.

The award will be presented at an award luncheon May 17. At the same time Local President Robert Asher will receive the Guild's major award for service as "Guildsman of the Year." Asher is a reporter for the Washington Post.

A new Nadine Grindler Memorial Award for shop steward of the year will go to Gary James, unit chairman at the Baltimore Sun-papers. The award is in memory of a Washington Post steward who died in February.

The local's two major awards for newspaper work will go to William Raspberry, a Negro columnist whose "Potomac Watch" column in the Post was cited for "bridging the gap between the races," and Bernard Boston, Washington Star photographer, for a picture taken at last fall's Pentagon demonstration.

North Jersey Hits Lensman's Ouster

Elizabeth, N.J.—The North Jersey Guild protested to New Brunswick officials last month over the eviction of a news photographer from New Brunswick High School during unrest that followed the assassination of the Rev. Dr. Martin Luther King, Jr.

William Gainfort of the New Brunswick Home News was blocked by a police captain en route to the principal's office and escorted from the building.

The Guild, in action authorized by a local membership meeting, asked city officials for assurances that "similar denial of newsmen's rights will not be repeated."

Stereotypers Inaugurate New Talks On Merger

The Stereotypers' Union, whose members last year failed to ratify a merger with the Lithographers' and Photoengravers' International Union, has launched new merger talks with the LPIU and two other craft unions.

A special committee composed of the union's executive board and representatives of 10 locals has met with the LPIU, the Pressmen and Bookbinders. It also plans to discuss merger with the International Typographical Union.

The committee, which includes representatives of locals opposed to the merger in last year's referendum, was authorized to study merger possibilities anew in a subsequent referendum among

the Stereotypers early this year.

A convention resolution to create the committee was approved by a vote of 6,448 to 1,589. It instructs the committee to seek an officer structure in any merged union that will guarantee representation of all crafts.

The committee is also required to obtain a guarantee in any merger agreement that even after a referendum approves merger in principle there will be no binding commitment until a constitution and bylaws are ratified.

Last year's proposed merger with the LPIU was approved by a majority of the Stereotypers but failed to win the necessary two-thirds vote required under the union's constitution.

ANPA Complains NLRB Takes Publisher 'Rights'

An attorney for the American Newspaper Publishers Association complained to a Congressional committee last week that National Labor Relations Board policies have constituted an "encroachment on management's right to manage."

Lee C. Shaw, representing the ANPA at a hearing before the Senate Subcommittee on Separation of Powers, cited three areas of what he termed "developing NLRB law which have a serious impact on the newspaper business in particular."

One was a series of decisions he charged have negated "the clear intent of Congress" to exempt "independent contractors such as newspaper boys and news vendors" from labor-law coverage. The board has held that a

number of so-called independent contractors are actually employees eligible for Guild representation.

Shaw also cited NLRB decisions "allowing unions to unilaterally and without justification" withdraw from multiemployer bargaining units while "compelling employers to bargain with multi-union bargaining committees."

The board, in recent cases involving Detroit and New York, has granted unions the same right to withdraw from multiemployer bargaining that employers had previously been accorded.

A third group of decisions, Shaw charged, have imposed "burdensome bargaining obligations" during the term of contract agreements before employers can install new processes and equipment.

LOCAL ELECTIONS

Buffalo

President, John R. Fleming, Jr.; vice president, Ray Hill; secretary, J. Edmund Kelly; treasurer, Paul Covert.

Harrisburg

President, Robert J. Evans; first vice president, Earl Weirich; second vice president, John Cotter; treasurer, Wilbur Z. Pennewill; secretary, Francis J. Fanucci.

Lake Superior

President, Davis Helberg; vice president, Richard Pomeroy; secretary, Sharon Goldsworthy; treasurer, John V. Zimski.

Montreal

President, George Light (Light, 98; William Clements, 38; Harry O'Brien, 15); first vice president, Brendan Timmons (Timmons, 81; Alan Farrow, 47); second vice president, Roy Hyde; secretary, Fred Dunham; treasurer, Alfred T. Saunders.

Peoria

President, Bernadine Martin; vice president, Jerry Klein; secretary, Eleanor Russell; treasurer, Willard Johnson.

Wire Service

Secretary-treasurer, Margaret Wilson (Wilson, 35); A. E. Maloof, 186; Jack Robinson, 150—interim election).

Medium Daily: Mammoth Profits

Profits Before Taxes						Profits After Taxes				
Year	Annually In \$	% of Revenue*	% Increase Over Prior Year	% Increase Over 1958	Cumulative Since 1958	Annually In \$	% of Revenue*	% Increase Over Prior Year	% Increase Over 1958	Cumulative Since 1958
1958	468,000	21				218,000	10			
1959	560,000	22	20	19	1,028,000	260,000	10	19.27	19	478,000
1960	538,000	20	—4	15	1,566,000	248,000	10	—4.60	14	726,000
1961	509,500	18	—5	9	2,075,500	236,500	8	—4.64	8	962,500
1962	589,900	18	16	26	2,665,400	273,600	9	15.69	26	1,236,100
1963	660,400	20	12	41	3,325,800	302,000	9	10.74	39	1,539,100
1964	689,700	19	4	47	4,015,500	325,900	9	7.56	50	1,865,000
1965	915,800	23	33	96	4,931,300	453,400	11	39.12	108	2,318,400
1966	1,209,300	27	32	158	6,140,000	598,600	14	32.02	174	2,917,000
1967	1,263,900	27.5	4.5	170	7,403,900	625,600	14	4.51	194	3,542,600

* OPERATING REVENUE: Revenue (from advertising and circulation) increased from \$2,250,000 in 1958 to \$4,587,900 in 1967, an increase of 103 percent.

* OPERATING REVENUE: Revenue (from advertising and circulation) increased from \$2,259,000 in 1958 to \$4,587,900 in 1967, an increase of 102 percent.

Source: Editor & Publisher

Philadelphia To Hear L.I. Accusations

The International Executive Board last month directed that a charge against six members of the New York Guild's Long Island Press and Star-Journal Unit be heard by the Philadelphia Guild's trial board.

The board acted on a change-of-venue request by both the New York Local and two members who filed the charge.

The charge accuses the six of informing against Guild members who took "a strong Guild position in contract negotiations" and of responsibility for contract violations.

It was one of six charges originally dismissed by the New York executive board as insufficiently specific. The IEB Appeals Committee supported dismissal of five of the charges last February but ordered a trial on part of the sixth.

The New York executive board subsequently asked for the change of venue in view of the fact that it had voted to dismiss the charges. The two accusers, Joan Nash and Anne Estock, also asked for a trial elsewhere.

The board suggested that the Philadelphia panel conduct the trial wherever it would have been held by the New York Guild, with resulting expenses to be borne by the New York Local.

The IEB deferred action pending further information on a request by Miss Nash for continuation of her Guild membership past the year in which such continuation is normally allowed for unemployed members. She asked for the continuation under a constitutional clause providing membership for those "determined by the IEB to have suffered unemployment as a penalty or reprisal for activity on behalf of the Guild."

Miss Nash said she had been unable to find employment in the industry because of "severe reprisals" by the Newhouse organization for testimony at a National Labor Relations Board hearing and other Guild activities.

Supreme Court Bars Carrier-Case Review

The U.S. Supreme Court last month refused to reconsider its ruling that the St. Louis Globe-Democrat was guilty of antitrust violations in forcing carriers to sell the paper at a fixed price.

The case was remanded to the Eighth Circuit Court of Appeals, which had originally upheld a decision favoring the Globe-Democrat in a \$340,000 damage suit brought by a carrier who was terminated for charging more than the paper's stipulated price.

6th Record Year

Average Daily Has 27.5% Profit

(Continued from Page 1)

since E&P began surveying the paper's operations in 1958. The 14-percent figure after taxes matched its previous record set in 1966.

The paper has almost tripled its profits since 1958, when they were \$468,000 before taxes, \$218,000 after.

Advertising revenue of \$3,410,800 was up 2.36 percent from 1966 despite a 6.9-percent decrease in lineage. A rate increase more than made up for the lost volume.

Circulation income rose 9.5 percent to \$1,177,100 as circulation increased from 50,700 to 51,650.

In the 10 years since E&P began chronicling the paper's progress its revenue has increased 103 percent and its profit 170 percent before taxes and 194 percent after. Total profits after taxes in the 10-year period have amounted to \$3,542,600.

In that time the average reporter top minimum in Guild contracts has risen 32 percent, from \$122.55 in December 1958 to \$162.07 in December 1967.



Keller in the Wall Street Journal

"Our record profits are eating up our valuable tax losses!"

'66-67 Organizing Gains Seen Best Since '59-60 Fiscal Year

(Continued from Page 1)

A 12th election, covering another 72 employees, was won in the first week of the new 1968-69 fiscal year.

And, as the new fiscal year began, two other groups, totaling another 168 employees, were awaiting determination of requests for recognition made during the last fiscal year.

In the last fiscal year, also, the IEB noted, the Guild lost the opportunity to obtain bargaining rights for another 120 employees, at a government-owned San Juan TV-radio station, when its petition was dismissed and the employees denied an election on the ground that, as public workers, they are not permitted union representation.

Since the new fiscal year began April 1, the board reported, recognition already has been sought for four new groups comprising 47 employees.

In its report, the IEB, at the suggestion of its Organizing Committee, made no recommendations with respect to the Guild's organizing program pending completion of a staff analysis of organizing potential and receipt of a forthcoming report by the interim committee authorized by last year's convention to study the Guild's organizing and bargaining programs.

The committee's report to this

year's convention is expected to be issued well in advance of the IEB's pre-convention meeting.

The IEB did recommend, however, that a series of regional week-end institutes on organizing tools and techniques be conducted this year by the Research and Information Department. It called upon locals and district councils to co-operate with the department in arranging "these important institutes" for maximum attendance.

With respect to last year's convention recommendation that a director of organizing be appointed "as early as possible and feasible," the board said that careful study of the Guild's financial condition indicates that such action is not feasible at this time.

The board said it also had studied, as recommended by last year's convention, the possibility of assigning a bilingual international representative to Canada and found that the "vast majority" of French-speaking newspaper employees there already have union representation and have shown no immediate disposition to affiliate with the Guild. Should circumstances change, it said, it will review the question again.

Noting that ANG officers recently have held exploratory unity talks with the Communications Workers of America, the IEB directed the officers to pursue discussions with the CWA further

and reinstitute similar discussions with other unions as well.

Recalling that last year's convention called for equal emphasis on organizing and bargaining, the board reported that, despite unusually heavy strike requirements, 41.6 percent of ANG field-staff time in the last fiscal year was devoted to organizing.

Thirty percent was devoted to strikes, 28.3 percent to servicing and .1 percent to other activity.

The board noted that four international representatives were added to the field staff during the year, all of them with extensive local or international Guild experience. As a result, the IEB said, it had not been necessary to undertake the training program for new staff contemplated by last year's convention.

Of the 11 groups in which representation elections were won during the fiscal year, two were at papers in cities without existing Guild locals (Yakima and Waterbury), five were new units in existing locals, and four were new departments in organized units.

During the fiscal year representation elections were lost in six new groups comprising 180 employees. One Guild unit successfully defended its bargaining rights in a decertification election, but in other elections three small units comprising 20 employees lost their bargaining rights.

Record Pact Nets \$40 In San Jose

(Continued from Page 1)

cisco pattern were opened by all unions last month. The Mercury and News had been bargaining with the Mailers after their negotiations were severed from those in San Francisco at the time of the settlement there.

Early last month the San Francisco-Oakland-San Jose Newspaper Publishers Association was dissolved, leaving only the San Francisco portion of the association in existence.

Settlements were reached quickly with all but the Typographical Union, which settled last week. The unions bargained jointly at the beginning and end of negotiations but separately in between.

The contract provides for general increases of five percent immediately, five percent in June 1969, 8.2 percent in May 1970 and 3.8 percent in October 1970, less the \$3.50 deductions for fringes.

In addition to wage increases, the Guild won \$1.50 in health and welfare and \$2 to be diverted to either pensions or other fringes. New contributions of 50 cents to health and welfare June 15 and \$1 May 24, 1970, will raise total publisher contributions to \$6.70.

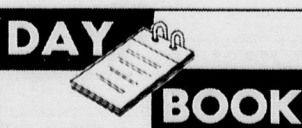
The company also agreed to pay pension benefits at least equal to those paid under a Guild-publisher plan in San Francisco and to bring its pension plan into the contract.

New top minimums under the contract include \$156.18 for inside classified employees, up \$25.68 over the final contract figure in the old agreement; \$115.26 for general clerks, up \$18.01; \$120.14 for telephone operators and janitors, up \$18.89, and \$100 for copy boys, up \$15.25.

Increases above those under the old contract become effective immediately, with reporters and display salesmen going to \$198.75 instead of \$188.75 and outside classified salesmen going to \$181.25 instead of \$171.25.

The mileage allowance is increased one cent a week, to 11, and the weekly guarantee \$1, to \$13.50.

And for employees called to jury duty the contract provides up to two weeks' pay, less jury compensation.



Middle Atlantic District Council, spring meeting, May 25 and 26, Harrisburg.
International Executive Board, pre-convention meeting, June 14, Statler Hilton Hotel, Cleveland.
Thirty-fifth Annual ANG Convention, June 17-21, Statler Hilton Hotel, Cleveland.

3-Point Plan Is Urged To Bolster Defense Fund

(Continued from Page 1)

average of 28,500 regular-member and agency-fee per capita, 500 more than estimated for last year. "Absent large strikes and mergers," the board noted, "a 29,000 monthly average should be readily achieved and maintained."

The budget contains funds to fill a combined Guild Reporter-Research and Information position left vacant last year to help meet the financial pinch and provides for the addition of a bookkeeper to the ANG clerical staff, a position heretofore combined with that of office manager. The personnel are necessary, the board said, to restore and maintain essential services.

In voting seven to six to ask the convention to approve the Defense Fund proposals, the IEB pointed out that the Los Angeles, Detroit and San Francisco strikes were the "most extensive emergencies the Guild has seen since the New York shutdown of 1962-63."

"So extensive were these emergency conditions that the IEB is persuaded our Defense Fund machinery is still inadequate to cope with a situation of this magnitude," the board said.

The three major strikes "plus a handful of less expensive ones precipitated the second largest outpouring of cash in the Defense Fund's history, \$1,219,582.22," in the 11-month fiscal year, the IEB reported, making it the "second successive year" expenditures "exceeded one million dollars."

The seven weeks in January and February when 2,400 Guild members were on strike or locked out in Los Angeles, Detroit and San Francisco required Defense Fund payments "in excess of \$100,000 per week," the board reported.

At the end of the fiscal year the Defense Fund balance was \$694,209.05, the board reported, but it cautioned that "little comfort can be taken from that figure" since the strikes in Los Angeles and Detroit are costing ANG "\$2 for every \$1 received from membership sources"—\$60,000 a week against \$30,000 a week.

"That the Guild can be faced with a massive emergency in a form other than a New York strike was fully demonstrated," the board declared.

The IEB noted that ANG officers, following its authorization, had started "to look outside the Guild . . . to provide for the present emergency," but it declared that "to assure less erosive consequences in any future emergency of comparable size . . .

the convention must look inside the Guild."

Its three-point program, the IEB declared, would begin development of an assessment schedule "responsive to the excellent wage gains of recent years, especially in the higher-paying categories." And it would remove "all but minor elements of inequity" in the present schedule by placing assessments "on a basis equal to" model dues, the board said, while enabling the Guild to meet its "more massive emergencies, especially in the early days of such emergencies."

The ANG Constitution provides that monthly dues shall be fixed by locals at not less than either the Model Dues Schedule, five percent of one week's pay up to \$10 a month or a schedule that will yield "substantially equivalent" dues income.

The Model Dues Schedule begins at \$2.50 a month for members earning less than \$50 a week and increases in 25-cent steps at \$5 intervals to a current top rate of \$8.75 a month for members with salaries of \$170 or more a week.

On Oct. 1 the schedule will be extended, under an action taken by the 1965 Convention, to a top of \$10 a month for members whose weekly salary is \$195 or more.

The board proposed that effective Oct. 1, 1969, the Model Dues Schedule's top brackets be extended as follows:

Weekly Salary	Monthly Dues
\$195 to \$199.99	\$10.00
200 to 204.99	10.25
205 to 209.99	10.50
210 to 214.99	10.75
215 to 219.99	11.00
220 and over	11.25

On Oct. 1, 1970, the cutoff would be extended to \$245, as follows:

Weekly Salary	Monthly Dues
\$220 to \$224.99	\$11.25
225 to 229.99	11.50
230 to 234.99	11.75
235 to 239.99	12.00
240 to 244.99	12.25
245 and over	12.50

ANG's present assessment schedule is as follows:

Weekly Salary	Monthly Assessment
Up to \$ 49.99	\$1.00
\$ 50 to 74.99	2.00
75 to 99.99	2.75
100 to 124.99	3.50
125 to 149.99	4.25
150 to 174.99	5.00
175 to 199.99	5.75
200 or more	6.00

Strike Voted At El Mundo

San Juan, P.R.—Puerto Rico Guild employees in all departments of El Mundo voted 262 to 0 May 5 to authorize strike action. The negotiating committee, headed by Local President Luis Montanez, Jr., was authorized to call a strike at its discretion.

Wages, pensions, holidays and vacations are at issue. The company has offered increases ranging from \$3 to \$14 over three years; the Guild is seeking parity with wages at the San Juan Star, which would require increases of up to \$70 in some cases.

"Equity alone," the board stated, "has long demanded that the present assessment schedule be modified to make sure each member bears only his proportionate share, not only of the Guild's day-to-day operations but of its crises, too."

Under the present assessment schedule, the board noted, "many of our members, and most of them the higher-paid ones, pay between one half and one percent of salary less in assessments than their fellow members in the same assessment bracket."

The proposal to make assessments equal to model dues would produce monthly assessment revenue of about \$200,000 a month, the board said, a 65-percent increase over present assessment income.

ANG President James B. Woods of St. Louis, Secretary-Treasurer Charles A. Perlík, Jr., and Vice Presidents James G. McMahon of Detroit, Robert D. Nordin of Vancouver-New Westminster, James H. White of Memphis, Hugh H. Harrison of Seattle-Tacoma and Thomas M. Buckley of Pawtucket voted in favor of the Defense Fund proposal.

Vice Presidents Glen Ogilvie of Toronto, Harry E. Ryan of New York, Barney Peterson of San Francisco-Oakland, Noel Wical of Cleveland, George Muldowney of Wire Service and Joe Holt Anderson, Jr., of Washington-Baltimore voted against it in the roll-call vote.

Executive Vice President William J. Farson, the 14th member of the IEB, who spoke in favor of the proposal, was not present for the vote, having left for the biennial congress of the International Federation of Journalists,

of which he is vice president for North America.

Before approving the Defense Fund recommendations the board approved without dissent an amendment by Ryan making the double-assessment authority contingent on the Defense Fund's being "in danger of depletion."

An amendment offered by Wical and seconded by Peterson to delete the proposal to make the assessment schedule equal to the Model Dues Schedule was rejected nine to four in a show of hands.

And a subsequent amendment offered by White to authorize the board to levy assessments proportionately smaller than the rates in the Model Dues Schedule "when it feels the full amount is not necessary" was rejected eight to four, with one abstention, in a similar vote.

Most of the debate took place around Wical's amendment.

Perlík, when questioned by Peterson about the necessity of what Peterson called "this drastic increase," said he thought it was demonstrated when San Francisco, Los Angeles and Detroit members simultaneously were receiving strike-lockout benefits from the Defense Fund.

Ryan said he was in favor of deleting the model-dues assessment proposal, suggesting that if all three points of the proposal are approved the Guild might consider eliminating its Defense Fund floor in favor of meeting all demands on the Defense Fund as they arise, with assessments.

Ogilvie said he felt all three points were "too much" to ask of the membership. He said the double-assessment authority should be dropped.

Anderson, announcing that he would vote against Wical's amendment, said that if it were to pass he would seek a revision of the assessment schedule even more equitable than the Model Dues Schedule.

In reporting the improved condition of the General Fund at the end of fiscal 1967-68, the board noted that unanticipated miscellaneous income—"principally the repayment from the Defense Fund of salaries and expenses of staff personnel assigned to strike and

lockout situations"—played a greater role than the unanticipated number of per-capita payments in producing the operating surplus.

The proposed budget also restores money trimmed last year from funds the Guild annually sets aside to pay for its conventions and provides for a 10-percent hike in employee health-and-welfare costs, increases in Guild Reporter printing and mailing costs and staff wage increases bargained two years ago.

In a separate action the IEB authorized Perlík and Farson to propose to the Federation of Guild Representatives that the staff-union contract be reopened.

Other recommendations of the IEB's Finance and Administration Report to the convention call for:

► Substituting bimonthly membership-status reports from locals to ANG for the monthly reports now required, to ease the clerical burden on both locals and ANG. (Per-capita and assessment remittances would continue to be made monthly, however.)

► Increasing convention registration fees by \$5 per delegate or alternate to \$30, with the host local and ANG sharing the fee equally instead of the present division of \$6.50 to the local and \$18.50 to ANG.

► Referring back to the IEB, for study and report to the 1969 Convention, the subject of automatically adding per-capita increases to membership dues.

The board, in commenting on a study the 1967 Convention asked it to make on convention financing, especially of social functions, said it found "no great disposition" either to greatly increase convention registration fees or to obligate ANG to "subsidize" convention social and entertainment functions.

The board also voted contributions of \$125 to the Leadership Conference on Civil Rights, the Washington-based coalition of labor and civil-rights organizations active in behalf of civil-rights legislation, and \$25 each to the United Negro College Fund, the Fair Campaign Practices Committee and the City of Hope.



St. Louis Guild Photo by Lloyd Spainhower

Transition In St. Louis

Rollin Everett, long-time executive secretary of the St. Louis Guild, confers with ANG International Representative Robert A. Steinke after the latter's appointment as his successor. Steinke will join the St. Louis staff in advance of Everett's retirement this summer.

IEB Cites Record Wage Gains

(Continued from Page 1)

creases following World War II. The average stood at \$165.61 as of April 1, compared to \$157.15 on April 1, 1967.

The largest previous annual increase over the past two decades was \$6.53 in 1965-66. The \$8.46 increase was the biggest since 1946-47, when the average rose \$12.10.

Reporting settlements "record-making in every respect," the board cited a record key minimum of \$250 and a record starting minimum of \$221 at the New York Times, key minimums of \$200 a week or better in 35 contracts on 43 newspapers and parity for outside classified salesmen or circulation district managers in 23 contracts on 28 newspapers.

The number of contracts with \$200 minimums increased by five during the year and the number

of newspapers by six, it reported. The number of contracts with parity rose by three and the number of newspapers by four. Since the close of the fiscal year March 31 minimums over \$200 have been negotiated at three more papers, including the small San Mateo Times & Daily News, and parity at two.

The board's recommended increase in Guild wage goals to \$335 and \$167.50 would raise them \$19.50 and \$9.75 from those adopted by the 1967 Convention.

The board made these other recommendations:

► That locals be urged, "when-ever practical, to set up coordinated bargaining and organizing efforts for the greater success of both programs."

► "Continued efforts—at all levels—to build interunion cooperation."

► "Continued efforts to establish parity for all employees in key classifications in the editorial, advertising, circulation and business-office departments."

► "Continued efforts to wipe out discrimination against women, usually most apparent in pay for women's-news reporting."

► "Continued efforts to achieve job protection through adequate jurisdiction clauses, including protection against contracting out work, and bans on dismissals resulting from introduction of automation and other methods, for notice of such introduction and for job retraining at employer expense."

► That locals "bring new or existing pension plans under ANG's Commingled Pension Trust for higher return on investments which this fund can bring and for lower costs of administration."

Editorial

'Fair And Realistic'?

Events of the past few weeks have dispelled any lingering doubts about Hearst's intentions in the Los Angeles Herald-Examiner strike.

Hearst has made it clear that if it cannot eliminate the unions from its plant entirely, creating an open shop in the Los Angeles Times tradition, it is determined to destroy their effectiveness as bargaining representatives of its employees.

Publisher George Hearst, Jr., first declined to even meet with a mediation panel appointed by Mayor Sam Yorty—a former Hearst attorney—at the unanimous behest of the City Council. The panel, including its management representative, placed responsibility for its failure squarely on Hearst's refusal to cooperate.

Hearst gave the participation of federal and state mediators in attempts to settle the dispute as its reason for snubbing the panel, although those mediators made it clear they welcomed the panel's participation.

Hearst then proceeded to demonstrate its scorn for the established mediators by turning the next session they called into a farce. After agreeing to exchange proposals with the Guild, the company instead dispatched a letter through the mediators stating that a "reappraisal" of its position had convinced it that its pre-strike offer was "fair and realistic" and declining to improve it by so much as a penny.

What was that "fair and realistic" offer? Thirteen dollars at the top over two years, raising the top minimum for reporters and advertising salesmen to \$187.80. That final offer came after the smaller Long Beach Independent and Press-Telegram 30 miles away had raised its key top minimum \$34, to \$208.80, over three years, \$26 over two. Hearst's refusal to improve it came after the Los Angeles Racing Form raised its key top minimum the same \$34, to \$201.55.

Does Hearst itself really believe that \$13 over two years and a \$187.80 top minimum are "fair and realistic?" In settlements at major Hearst papers since the start of the Los Angeles strike it has raised key top minimums \$45, to \$197, over three years in Baltimore, \$40.75, to \$240.75, over 29 months in San Francisco, and \$35, to \$215, over three years in Seattle.

Hearst wants its Los Angeles employees to settle for increases averaging \$5.16 a year less than the lowest of those settlements—or less than half.

Little wonder that the labor member of the Los Angeles mediation panel concluded that Hearst "wants to destroy these unions" and "is not looking for a fair and just settlement."

Hearst has remained stiff-necked despite severe losses suffered by the ghost of a paper he has been putting out with the assistance—such as it is—of professional strikebreakers.

The Herald-Examiner's circulation has fallen from a prestrike circulation of 700,000 to 250,000, the unions report, and its monthly advertising linage from 2,800,000 to 1,800,000. Advertising rates have been slashed by 60 percent to help stem the flight of advertising money, the unions report.

Further losses are in store. The unions are intensifying their pressure on Herald-Examiner advertisers, and the Los Angeles County Federation of Labor has asked the AFL-CIO to help strengthen a nationwide boycott against all Hearst publications.

Hearst's determination to turn back the clock is matched by the unions' determination to move it forward. ANG's International Executive Board made this clear last month when it reiterated the Guild's determination to "stand behind these determined members" and recommended that ANG's 1968 Convention authorize increased assessments to "enable the Guild to satisfy its commitments" to all its members "who set out to win respect, decency and good contracts."

The Guild has won long strikes before. It has every intention of winning this one.

'How Fair And Realistic Can You Get?'



DATeline: WASHINGTON

Primaries' Sound And Fury Signifies But Little

By WILLARD SHELTON, Washington Guild



THERE IS NOTHING in the hand of Presidential primary results so far that points clearly to the probable winners in the party conventions in August, nothing that indicates decisively the probability of a first-ballot victory for anybody.

Maybe there will be after the Nebraska, Oregon, California and South Dakota primaries, but maybe there won't be. New York Gov. Nelson A. Rockefeller and Vice President Humphrey aren't entered in any primaries, and only a rash prophet would say their nominations are impossible.

The best to be said about the Indiana primary is that the serious contestants seemed to come out alive.

Richard M. Nixon made a good showing, rolling up more votes in an uncontested race than he won in 1960, also uncontested.

A nagging memory haunts Republicans: It has been 20 years, in a California senatorial race in 1948, since Nixon won an election on his own power, and the GOP most desperately wants a winner this year.

seems perfectly possible that Robert Kennedy could win the rest of the primaries, as well and yet be denied nomination by the convention.

He somehow evokes a deep-rooted hostility among many party leaders—something his brother did not have to struggle against eight years ago.

If there was a loser in Indiana it would have to be Sen. Eugene J. McCarthy. It is difficult to see how his candidacy can survive a succession of primary elections in which Kennedy tops him, if that happens. His striking victories have been in New Hampshire and Wisconsin, both somewhat freakish states which haven't picked many eventual convention winners for many years; Indiana is more typical.

McCarthy himself put his finger on one source of his troubles in the Indiana campaign. He was having difficulty, he said, with "identification." Put another way, it means simply that he hasn't been nationally celebrated as a potential President, that few people had thought of him in such terms. Another defeat, or two more losses to Kennedy, and contributions could dry up fatally.

Kennedy and Nixon may very well win most primaries. But each of them needs a first-ballot or a second-ballot convention victory. In the absence of such early-ballot victories, they can very well lose to Humphrey and Rockefeller.

whole job. The states and private enterprise aren't going to rebuild whole cities; they aren't going to upgrade whole school systems in the city ghettos. They can't find enough money out of tax credits to play more than a supplementary role.

How about an all-out program to use public funds to finance a million new jobs, right now, this summer, in publicly desirable improvements of parks, streets, buildings, recreational facilities?

Such a program is proposed in the pending bill introduced by Rep. James G. O'Hara, Michigan Democrat. The program is framed to make a substantial dent in the joblessness rate of 10 to 15 percent among adults in city slums, 40 to 50 percent among minority group teenagers, 18 percent joblessness or underemployment in rural poverty areas. It would cost four billion dollars.

Anyone who thinks private enterprise and local governments can or will pour four billion into such a program is dreaming: anyone who thinks it isn't an urgent program simply refuses to face reality.

Congress is hell-bent for economy. But the cities are exploding. We shouldn't have to say to a Democratic presidential aspirant that the use of federal funds to meet a serious social crisis is perfectly proper.

Bluecoats Beat N.Y. Newsman

New York City—New York Times Guildsman Robert McG. Thomas, Jr., was severely beaten by police as they cleared students from five seized buildings at Columbia University April 30. Thomas required 12 stitches to close a head wound after a plainclothesman slugged him with handcuffs used as brass knuckles and flung him down a marble staircase in Avery Hall. Thomas, who was holding his press card high over his head, was struck repeatedly by other policemen lining the stairs as he went flying down.

"I've been in Harlem and Bedford-Stuyvesant," said Thomas, "but I've never seen such savagery as I saw at Aver."

The Guild Reporter

ELLIS T. BAKER, Editor
and
Director of Research & Information
DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month, \$5 per year. Single copies 25¢. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036: News, the Monday preceding publication; features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXV, No. 10

May 10, 1968

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036
Area Code 202-296-2990

PRESIDENT: JAMES B. WOODS

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

REGIONAL VICE PRESIDENTS: Region 1—Thomas M. Buckley, Jr., 225 Power Rd., Pawtucket, R.I. 02860; Region 2—Joe Holt Anderson, Jr., 1135 34th St., N.W., Washington, D. C. 20007; Region 3—Noel L. Wical, 7764 Dahlia Dr., Mentor, Ohio 44060; Region 4—Rugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Vacant; Region 6—Glen Ogilvie, 399 Spruce Ave., Oakville, Ont.

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. 11781; 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, Fred Jones, Robert J. Rupert, John K. Sloan, Robert A. Steinke.

Brockton Votes Strike Deadline

Brockton, Mass.—The Brockton Guild voted this week to strike the Brockton Enterprise & Times at midnight May 16 if no contract settlement is reached by the deadline.

The strike authorization was voted by 49 to 4 after Robert E. Bruner, administrative officer of the Boston Guild and chief negotiator for the local, reported no improvement in the company's last offer of from \$3.50 to \$5 in each year of a three-year agreement. Union security is also at issue.

Officers of the Brockton Typographical Union, which has strike sanction from its international, pledged full support to the Guild at the strike-vote meeting May 6.

SOME KENNEDY doctrine pronounced in Indiana, one must say, sounded passing strange. The young New York senator made repeated attacks on big government programs, suggesting that the genius of private industry should be harnessed by tax credits in job training and in rebuilding the city slums.

There is nothing wrong with that, per se. A goodly portion of American industry is showing a new awareness of its social responsibilities. A tax credit for training the so-called hard-core unemployed, for matching them with jobs, for actually hiring them thereafter, for employing new crash remedial schooling techniques, would seem unexceptionable.

But let's not kid ourselves into the delusion that the states and private enterprise can do the