Half-Day Strike Wins $20 Raises In Brockton

The GUILD REPORTER

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

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Pact Reached After Paper Loses Edition

Brockton, Mass.—A 12½-hour strike at the Brockton Enterprise & Times April 17 won the Brockton Guild wage increases of up to $20 over two years.

The paper missed its first edition as 85 Guild members set up picket lines following expiration of a strike deadline at midnight. Craft-union members did not cross the lines.

It was the first strike in the paper's 88-year history.

Picketing was carried out with almost military co-ordination as walkie-talkies were pressed into service to maintain communications between the strikers.

Round - the - clock negotiations with the aid of state and federal mediators failed to produce a settlement by the deadline. But an accord was reached at 12:30 p.m. and ratified a short while later, enabling the paper to publish its second edition a few hours late.

The settlement provides wage increases averaging $8.50 a year over the two-year term. The company's best offer before the strike was $6 the first year and $6.50 the second at the top.

The top minimum for head of the society department is increased $64, to parity with copyreaders at $161.

Ten-dollar increases each year will raise the top for reporters and display salesmen to $160.50 in the second year of the contract next April 23. The district-manager top is increased $20, to $13

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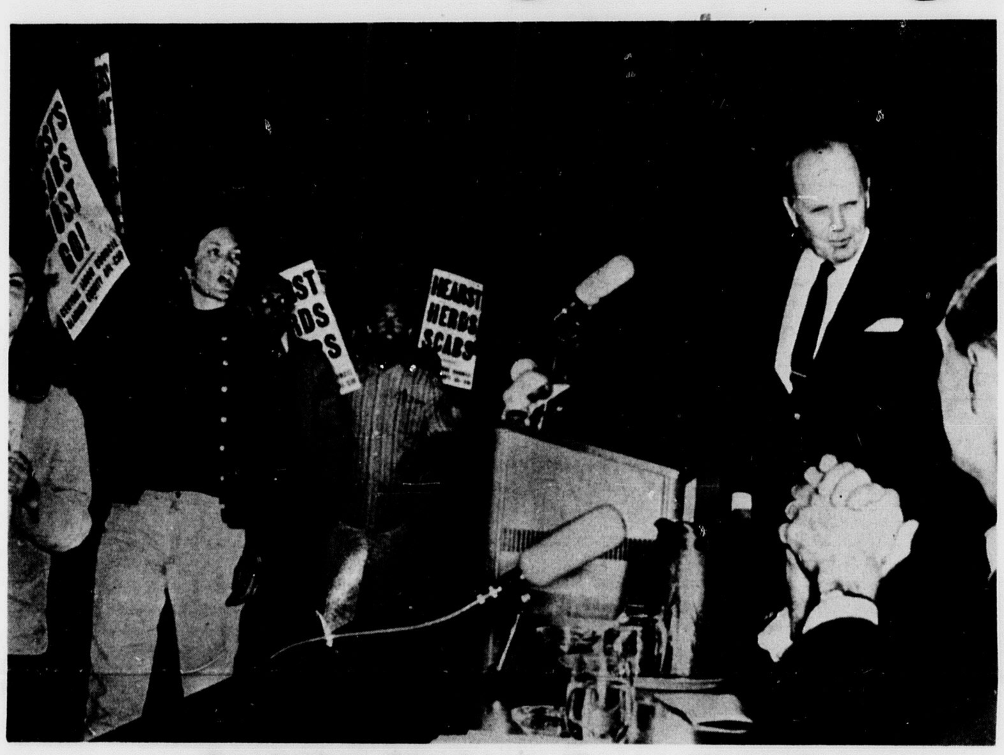
Interim Committee Urges A Pilot Organizing Project



Berkeley Students Greet Hearst

William Randolph Hearst, Jr., appears to be looking for the nearest exit as University of California students rise from the audience with picket signs at the start of an address by the Hearst editor in chief. About half of the predominantly student group joined the procession and then walked out.

Step Is Seen As Test For Major Drive

The special interim policy committee authorized by last year's ANG Convention recommended this week that the Guild undertake a pilot organizing project as the forerunner of a more extensive organizing program when financial resources permit.

The committee, in its report to the 1968 Convention June 17 through 21, urged a pilot project in a limited geographical area where newly organized groups could either be formed into a single local, linked in a servicing arrangement or attached to an existing local.

The committee, in a seven-page report:

► Declared that the Guild "must plan and build for an organizing breakthrough" as it has for its wage breakthrough but in a manner that does not endanger bargaining gains or create "self-defeating" servicing problems.

► Concluded that "units on papers of 50,000 circulation and over" are the Guild's prime organizing prospects.

► Warned that "the gap between the high minimums we've achieved on large papers and the low ones on the large mass of small and medium-sized papers must be bridged" by continued bargaining gains if efforts to organize these medium-sized papers are to succeed.

► Found that money to finance an enlarged organizing program "is not now available . . . nor does reallocation of existing funds for this purpose offer a solution" and declared that ultimately the Guild must be prepared to pay "for what it wants to do."

► Opposed the diversion of funds from "other essential services" to hire additional field staff

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2 Cities To Get Press-Negro Pilot Councils

The Mellett Fund for a Free and Responsible Press last week awarded a $9,486 grant to two universities to establish pilot press councils of news-media and Negro representatives in Seattle and St. Louis this summer.

Awards of $5,000 were made to the University of Washington and $4,486 to the University of Missouri to administer the councils, which are designed to facilitate the increased "communication across racial lines" called for by the National Advisory Commission on Civil Disorders.

The two universities plan to have both Negro moderates and militants serve on the council, along with representatives of newspapers and broadcasting stations. Black militants have already agreed to serve on both councils.

The councils will function from late spring through early fall, with the universities reporting and

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Hearst Refuses To Permit Scabs To Talk To Guild Without Guards

Los Angeles, Calif.—The Los Angeles Guild this week charged Hearst's Herald-Examiner with an unfair labor practice after management, which had agreed to allow the Guild to interview strikebreakers, refused to remove an armed guard from a room provided for the interviews.

ANG International Representative Robert J. Rupert, interim local administrative officer, charged that the company's refusal to remove the guard and a plainclothes "investigator" had "effectively intimidated" the strikebreakers and prevented the Guild from securing employe information it is entitled to under the law.

The company had agreed to allow Rupert and ANG International Representative Charles Dale to interview strikebreakers in Guild jurisdiction after it refused a Guild demand for payroll data—complete with names and addresses of the strikebreakers—necessary to Guild negotiations.

Herald - Examiner labor - relations counsel W. O. McCarthy, who insisted that the company had to "guarantee the security" of the building and the people in it, "including you people," later rejected Rupert's demand that the guard be replaced with a police officer whom the city agreed to provide.

McCarthy also refused a demand that Rupert and Dale be allowed to inspect working conditions inside the struck plant and declined to post notices on Guild bulletin boards that the Guild was canceling the interviews because of the guards.

Dale reported that a number of strikebreakers came by the room to which he and Rupert were ushered for the interviews May 9 but continued on their way after a Pinkerton sergeant, stationed outside the door with a pistol on one hip and a truncheon on the other, told them that the "union people" were inside.

"They obviously weren't about to come in with those two guys watching their every move," Dale said. The "plainclothesman" identified himself as an "investigator but refused to say what he was investigating," Dale reported.

Meanwhile, 400 miles up the coast at the University of California in Berkeley, William Randolph Hearst, Jr., editor in chief of Hearst Publications, was suddenly confronted by more than 100 student pickets as he was about to address a group in the Student Union Building. They hoisted signs proclaiming "Hearst Herds Scabs" and "Hearst Scabs

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Guild Gains Unit Of 25 In Ontario

Toronto, Ont. — The Ontario Labour Relations Board this month certified the Toronto Guild as bargaining agent for 25 editorial employes at Thomson's Peterborough Examiner.

Certification came without an election on the basis of Guild cards signed by an overwhelming majority of affected employes. The employes sought Guild representation less than a week after Thomson purchased the paper.

The Examiner is the second Thomson paper on which the

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San Francisco Monopoly

Suit Seeks To Upset '65 Merger

San Francisco, Calif. — The 1965 merger of Hearst's two San Francisco papers with the San Francisco Chronicle is being challenged in a 90-million-dollar antitrust suit brought by a former classified - advertising representative at the Chronicle.

The civil suit asks the U.S. District Court here to undo the merger and award triple damages for lost earnings to the 2,000 Hearst and Chronicle employes and agents who it says lost their positions as a result of the consolidation.

The action was filed by Blanche Streeter, a former San Francisco-Oakland Guild member at the Chronicle who lost her job when Hearst's Examiner and News Call Bulletin were merged and all but their editorial departments consolidated with those of the Chronicle.

A second suit accusing the publishers of violating the antitrust laws by fixing wholesale and retail prices was filed last week by an independent distributor who said he was terminated after raising his retail prices for the Chronicle and the merged Sunday paper.

The distributor, William F. Wyman of Richmond, asked that the papers be enjoined from fixing wholesale and retail prices and from pooling the profits resulting from their publication.

Wyman said he was given 30-day notice of termination May 13

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IFJ Urges Action Against Mergers

Dublin, Ireland—The International Federation of Journalists this month urged its affiliates to "intervene rapidly and effectively" against newspaper mergers and concentration as a threat to freedom of the press.

The IFJ, at its biennial congress here, declared that "no takeover, in whatever press medium, can be tolerated when it results in the suppression of competition and in arbitrarily limiting the citizen's right to information and the journalist's freedom of expression."

At the meeting, held April 29 through May 4, ANG's Canadian division and the Canadian Alliance of Journalists' Unions, an affiliate of the Quebec-based Confederation of National Trade Unions, were both accepted into IFJ membership.

ANG Executive Vice President William J. Farson was re-elected vice president for North America, and President James B. Woods was elected to the IFJ executive committee, succeeding former President Arthur Rosenstock.

The congress's resolution on mergers asserted that they are "not always inevitable."

"Better management, better knowledge of the market and of technical developments, a high-grade and properly paid editorial staff, could often avoid them," it declared.

"Such takeovers," it said, "concentrate in the hands of a few the means of undesirably influencing public behavior; for the reader they result in a narrowing of the range of opinion and in less complete information, notably in areas where there is little or sometimes no competition."

The resolution was adopted following a report on press concentration in which it was noted that the vast majority of U.S. cities have only a single newspaper, or two owned by the same company.

It quoted the Guild as reporting that "except for a few outstanding examples to the contrary, concentration has resulted in a lethargic attitude of editors towards keeping the people fully informed, especially of local and regional events."

It noted that the Guild is presently fighting an attempt to exempt newspaper mergers and semi-mergers from the antitrust laws.

The congress resolution, in addition to urging affiliates to oppose newspaper concentration, called for a continuation of the IFJ's study of the problem.

The resolution declared that in dismissals resulting from merger, newspapermen should obtain "compensation of at least one month's pay for each year of service, together with the complete maintenance of their pension rights."

The IFJ's report on press concentration noted that severance-pay provisions of two weeks for each year of service in most U.S. contracts is at the lower end of the prevailing worldwide scale. In most countries a month's pay is provided for each year.

Dubliners

ANG representatives and officials of other newspaper unions are greeted by Irish Prime Minister Eamon de Valera at International Federation of Journalists congress in Dublin. In front, from left to right, are ANG Executive Vice President William J. Farson, IFJ President H. J. Bradley and De Valera. Behind them, second from left, is ANG President James B. Woods.

Howard Publications Buys 2 More Papers

Hammond, Ind.—Howard Publications, owner of the Guild-covered Hammond (Ind.) Times and three other papers in Indiana, California and Wyoming, has bought the Twin Falls (Idaho) Times-News and the Carlisle (Pa.) Sentinel.

The Times-News was bought from Jared How, publisher of the Mankato (Minn.) Free Press, and the Sentinel from local owners.

Detroit Talks Switch To Mailers After Pressmen Make Progress

Detroit, Mich.—Bargaining in Detroit's 192-day newspaper strike was begun with the ITU Mailers last week after the publishers and the Pressmen's Union resolved all but four of 27 noneconomic issues.

Negotiations with the Pressmen were suspended May 17 after both sides agreed that no further progress could be made on the remaining noneconomic issues until economic issues were put back on the table.

The Pressmen asked the publishers to make a "wrap-up" economic offer and the companies responded by offering $28 over three years from the date of publication resumption—$2 less than they had settled for with the Teamsters.

Press reports yesterday said Mediator Nathan P. Feinsinger had announced that the publishers and international officers of unions involved in the shutdown would meet May 30 on unresolved strike issues, but as of late yesterday ANG officers had not been informed of such a meeting.

ANG Executive Vice President William J. Farson and representatives of the other unions met in Washington at the suggestion of Acting Teamsters' President Frank E. Fitzsimmons May 20 to review the strike situation.

The Detroit Guild announced this month that it had received $6,502 in lockout contributions in the past four months from Guild locals and district councils, as follows:

Toronto Guild	$100
Albany Guild	150
Washington-Baltimore Guild	350
Stockton Guild	100
San Diego Guild	322
Wire Service Guild	700
Vancouver-New Westminster Guild	100
Chicago Guild	200
Cleveland Guild	350
Lake Superior Guild	35
St. Louis Guild	600
Seattle-Tacoma Guild	600
Middle Atlantic District Council	150
Wilkes-Barre Guild	150
Peoria Guild	50
North Jersey Guild	200
Portland Guild	25
Canadian Wire Service Guild	50
Denver Guild	150
Kingston Guild	75
Woonsocket Guild	50
Terre Haute Guild	50
Scranton Guild	50
San Antonio Guild	100
POI District Council	100
Sheboygan Guild	25
Memphis Guild	50
Pawtucket Guild	50
Lansing Guild	50
Sioux City Guild	100
Cincinnati Guild	100
Hawaii Guild	100
Pittsburgh Guild	50
Boston Guild	150
Victoria Guild	25
Hudson County Guild	50
Ottawa Guild	50
Toledo Guild	100
Akron Guild	100
Columbus Guild	100
Buffalo Guild	50
Rochester Guild	200
Twin Cities Guild	100
Bay City Guild	200

A total of $8,465 has been received to date.

Labor Board Cites Yonkers Papers

New York City—The National Labor Relations Board's regional office this month issued an unfair labor-practice complaint accusing Gannett's Yonkers Herald Statesman of failing to bargain in good faith with the New York Guild.

The complaint charged the company with "engaging in a course of surface bargaining with the Guild, with no good-faith intention of concluding an agreement."

The Guild filed charges against the Yonkers daily after a year of fruitless negotiations for an initial contract covering circulation employes.

$30 Pay Hike, Fringes Won In Duluth Pact

Duluth, Minn. — Increases of $30 in key top minimums have been won by the Lake Superior Guild in a three-year contract at the Duluth Herald and News Tribune.

The Guild also won increases of $9 a month in health insurance and $5 a week in pension benefits.

The top for reporters and display salesmen is increased $7.35 retroactive to Nov. 1, $3.15 effective May 1, $5.25 next Nov. 1, $4.25 next May 1 and $6 Nov. 1, 1969, when it will reach $174.

The top for outside classified salesmen is increased a total of $18.69, to $108.54; that for circulation representatives $24.67, to $143.28; that for janitors $17.01, to $98.80, and that for clerks and telephone operators $15.95, to $92.65.

The company's monthly contribution to health insurance is increased $5 per employe effective April 24 and $4 Nov. 1 to a total of $23, with the Guild receiving the option of having the company pay that amount or 100 percent of the cost for individual coverage and 75 percent for family coverage.

The $5 increase in pension payments will increase weekly benefits to $20 for pensioners whose average earnings over their last five years exceeded $100 a week and $15 for others.

The service requirement for a fourth week's vacation is reduced from 25 years to 22 and that for severance pay on death from eight years to six.

The Guild won a prohibition on automation dismissals. Employes whose jobs are eliminated will have the option of resignation with severance pay as an alternative to retraining or transfer.

IT SEEMS TO US

Buckley Clarifies Stand On Increased Levies

PAWTUCKET, R.I.

Editor:

This is not intended as criticism of the Guild Reporter.

However, I want to clarify a May 10 story concerning IEB action in recommending a three-point money-raising program—including bringing the present assessment rate in line with the Model Dues Schedule, authorizing the IEB to impose two assessments monthly and extending the Model Dues Schedule cutoff to $245.

Unfortunately, the impression was given that the six vice presidents who voted for the program went along with the administration proposal like docile little lambs, without any protest. Such was not the case.

I clearly stated during IEB debate that I strongly opposed the two-a-month assessment provision but—since there was no dispute additional money was needed to bolster a near-broke Defense Fund—favored the more equitable assessment schedule as a fairer and sounder answer to the problem.

Since the administration proposal was presented as a package and I knew an effort to knock out the double-assessment provision would fail, I voted for the whole program only to save the equitable-assessment proposal.

I will further detail my position in letters to Region I locals but feel all Guild members should understand my motivation.

THOMAS M. BUCKLEY, JR.
Region I Vice President

'Positive Results' Cited At Long Island Press

FOREST HILLS, N.Y.

Editor:

The Committee To Enforce The Guild Shop wishes to express deep thanks to its fellow Guildsmen for their interest and support and to announce to them with pleasure and pride that:

► Charges brought by two committee members against six Long Island Press Unit members have been upheld by the International Executive Board's Appeals Committee.

► The six accused men will therefore be tried by a Guild trial board.

The Appeals Committee agreed with the New York Local's executive board that five counts should be dismissed for "lack of specific information." However, the IEB committee made provision for reinstatement of the same five charges by the accusers.

On one of the most important points of Charge 6—involving violation of the Guild Shop at the Press — the Appeals Committee sustained the accusers and ordered a trial.

The following positive results have also been achieved as a result of the publicity and exposure the Committee To Enforce The Guild Shop has given to glaring contract violations at the Press:

► The New York Local's exutive board has appointed an administrator to tighten up enforcement of Guild-shop provisions in all contracts.

► Nine formerly non-Guild Press editorial employes have joined our union.

JOAN NASH
Chairman
Committee To Enforce The Guild Shop

Editor's Note: The IEB Appeals Committee, like the New York Guild executive board, did not rule on the merits of the charges but only on whether they were sufficiently specific to warrant trial. In so doing, it pointed out that, under the ANG Constitution, the unsustained charges could be reinstituted if made more specific.

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Target: One Photographer

A host of policemen descend on Chicago Sun-Times photographer Jack Lenahan after he tried to take a picture during peace march on State Street. Lenahan is obscured from view by the ring of policemen, one of whom has night-stick raised for action (circle). Lenahan was knocked down and beaten.

Police Attack On Chicago Lensman Under Probe After Guild Protest

Chicago, Ill.—The beating of a Chicago Sun-Times cameraman while photographing police attacks on participants in a peace march is under investigation by the Police Department following a demand by the Chicago Guild.

Witnesses said the photographer, Guildsman Jack Lenahan, was attacked by 14 policemen after a police motorcycle tried to run him down as he was taking a picture.

A reporter for the City News Bureau was also beaten, and police repeatedly ordered photographers and television crews to "get those cameras out of here," it was reported.

Police Superintendent James B. Conlisk, Jr., promised to order a probe of the incident following a meeting with Guild President Lloyd Green and representatives of the city's four major dailies.

Green said the attack was the latest in a long series of cases in which police have "roughed up" Chicago reporters and photographers.

Lenahan was beaten while attempting to photograph a shopper who had been knocked down during police action against participants in an April 27 peace march on State Street.

The police motorcycle roared down on him from behind as he leveled his camera, witnesses said. After leaping aside he tried to get the cyclist's name from his identification badge, but the policeman called for help and 14 officers descended on Lenahan.

He was clubbed, knocked to the ground and kicked, the witnesses said, suffering severe bruises on the back and legs.

The Guild immediately demanded an investigation. Conlisk, promising to make one at his May 2 meeting with Green, publisher representatives and Matt Anderson, president of the Chicago Press Photographers Association, also said he would remind police commanders that there is a departmental order to cooperate with newsmen.

Conlisk said he would also look into the possibility of police-approved press armbands for newsmen covering demonstrations.

But opinion on that suggestion was mixed at a subsequent meeting of the Guild's executive board. Several members argued that armbands might make the wearers targets for attack rather than provide immunity from it and would identify them too closely with "the Establishment."

The Guild this week initiated a series of meetings with management of the Sun-Times and Daily News to discuss ways of insuring newsmen's safety and the extent of the company's financial responsibility for injury to newsmen or damage to their property while covering disorders.

News Interference?

CBC Unions Ask Probe Of Firing

Montreal, Que.—The Canadian Wire Service Guild and seven other unions at the Canadian Broadcasting Corp. last week asked Secretary of State Jean Marchand to investigate CBC's dismissal of its news supervisor at Moncton, N.B., and the threatened dismissal of three Moncton reporters who protested the firing.

The unions met here May 16 and voted unanimously to seek an immediate inquiry into the Moncton situation. They accused the station manager of interfering in news operations.

The supervisor, who is exempt from Guild coverage, was dismissed earlier this month for failing to follow the "dictate" of the manager, the Guild said. The manager recommended dismissal of the reporters after they threatened to stop work in protest over the supervisor's discharge.

The unions accused Marcel Ouimet, vice president in charge of CBC's French Network, of dereliction of duty for failing to restrain the manager from interfering in news operations.

Meanwhile, CBC this week notified the Guild that it will appeal in Ottawa Civil Court against an arbitration board decision requiring it to promote a Guildsman to a senior position rather than give it to a nonmember.

The Guild, terming the action "unwarranted," warned CBC that it would initiate an unfair labor-practice charge unless the company complied with the arbitration board's directive to effect the promotion by June 1.

St. Louis Gets Belated Dues

St. Louis, Mo.—The St. Louis Guild has received a $1,000 bequest from a St. Louis Post-Dispatch financial editor who declined to become a Guild member throughout his career on the paper.

The bequest came from the $134,500 estate of the late Lee D. McCarthy, who died Feb. 1 at the age of 84. McCarthy, who had retired in 1961, never joined the Guild, choosing to pay an agency fee when that alternative to Guild membership became a requirement.

But he was always sympathetic to the Guild, joining members in contributing the first week of a wage increase to the local's defense fund—anonymously.

N.Y. Initiates Suit To Collect Fines

New York City — The New York Guild this month initiated court action to collect fines ranging from $50 to $1,280 imposed on 64 members who crossed Guild picket lines at the New York Times in 1965.

The Guild went into New York County Civil Court after all 64 ignored a formal demand that they pay the penalties by April 12.

Gilligan To Address Convention Session

Cleveland, Ohio—John Gilligan, Democratic candidate for the U.S. Senate, will address ANG's 1968 Convention here June 17 through 21, the host Cleveland Guild announced this week.

Gilligan, who ran with labor support in upsetting Sen. Frank J. Lausche in this month's Democratic primary, will address the convention's closing session June 21. A former member of the House of Representatives, he is presently a Cincinnati city councilman.

Other convention speakers, scheduled are Sen. Robert F. Kennedy, Cleveland Mayor Carl B. Stokes and City Council President James V. Stanton. Vice President Hubert H. Humphrey and Sen. Eugene J. McCarthy both have indicated they also may appear.

Kennedy is tentatively scheduled to address the convention banquet on Tuesday, June 18. Stokes is tentatively listed for Thursday, while Stanton will extend the city's greetings at the opening session Monday.

ANG President James B. Woods, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., will deliver their reports to the convention at the opening session.

Convention committees will begin their deliberations Monday afternoon, and clinics on organizing, bargaining and political action and human rights will be held Monday evening.

An elaborate entertainment program has been planned by the Cleveland Local for delegates' families. It will start Monday with a tour and lunch for wives at the Bonne Bell cosmetics plant while children ride an excursion boat on the Cuyahoga River.

On Tuesday wives will visit the Cleveland Art Museum while their children tour the Thompson Auto Museum. They will join later for a tour and lunch at the Hough Catering Co.

On Tuesday both will visit the Blossom Center in Peninsula, under construction as a summer home for the Cleveland Orchestra, and then travel to the Jonathan Hale Homestead, part of an historical village at Western Reserve, for a tour and lunch.

Preconvention activities will begin June 14 with a meeting of the International Executive Board at the Statler Hilton Hotel, where the convention will be held. The Conference of District Councils is scheduled to meet June 16, when a panel of circulation and classified-advertising delegates will also be convened.

The traditional forum for freshman delegates will be held that afternoon, and a similar briefing for wives and other guests will be held the following morning as a convention innovation. An opening cocktail party is scheduled for the evening of June 16 at the Cleveland Garden Center, and a closing cocktail party will be held on the convention's final day at a place yet to be announced.

ANG counsel Irving Leuchter and pension consultant Joseph Daoust will be on hand for consultation during the week.

Mailing of convention Officers' Reports will begin May 27, ANG Secretary-Treasurer Charles A. Perlik, Jr., has notified locals, urging delegates to bring their copies with them.

Perlik said copies of resolutions to be submitted to the convention should be mailed to ANG headquarters for receipt no later than June 10. Resolutions may also be submitted at the convention.

CONVENTION DELEGATES

The following have been elected delegates to ANG's 1968 Convention June 17 through 21 in Cleveland:

BAKERSFIELD—Arthur P. Kay.
BROCKTON—James H. Orcutt.
BUFFALO—John R. Fleming, Jr., Gerald J. Allan, Paul T. Covert, Raymond C. Hill, Robert Giambelluca and Richard E. Baldwin.
CANADIAN WIRE SERVICE—Jean-Marc Trepanier.
CHATTANOOGA—Joe Gossett and Ed Baker.
CINCINNATI — Ben Schilmeister and William H. Rotert.
DENVER—Jack Shannon, Richard E. Wanek, Tony Malinowski and Irvin Moss.
INDIANAPOLIS—Leon Good and Vladimir L. Posvar.
KINGSTON—Robert Bain, Jr.
KNOXVILLE—J. Harold Harris.
LEHIGH VALLEY—Paul D. Lowe and Robert M. Golden.
LYNN—James W. D. Steadman.
MANCHESTER—Roland Drouin and John R. Clarey.
NORTH JERSEY—Donald W. Rosselet, Anthony Andriola, Jean-Rae Turner and Robert R. Johnson.
PAWTUCKET—Thomas M. Buckley, Jr., and Paul A. LaBreche.
PITTSBURGH—Nick Wallace.
PORTLAND—Elwood B. Bigelow, Jr., and David C. Langzettel.
PUEBLO—Gerald C. Skelton.
SACRAMENTO — Ronald E. Blubaugh and Robert J. Creelman.
ST. LOUIS — William R. Balota, Charles W. Beintker, Rollin Everett, Charles Owen, Robert A. Steinke, Frank Suroff, Barney Wippold and James B. Woods.
SAN DIEGO—J. David Farmer and Omer M. Sumpter.
SAN FRANCISCO-OAKLAND—Fred D. Fletcher, William E. O'Brien, Barney Peterson and Edward J. O'Conner.
SAN JOSE—Jose Stell, Gilbert Bailey and James Choate.
SCRANTON—Thomas Clark.
SEATTLE-TACOMA—Hugh H. Harrison, George W. Lambert, Sally G. Mahoney and Charles M. Kohler, Jr.
SHEBOYGAN—Elsie Brager.
SIOUX CITY—Harvey M. Sanford and Glenn Olson.
STOCKTON—G. R. Pattison.
TOLEDO—William R. Lee, Forest LaPlante, James Huth, James Richardson and Chester Sewgan.
TORONTO—Glen Ogilvie, Orval R. McGuire, Ross Miller, Isabel Greenwood, Jack Dobson, Murray Tate, Nada Bozinoff, Joe Serge, Eileen Craig, Jean Pakenham and Ray Biggart.
WILKES-BARRE — Carl Schwab, Carl Pesavento and Edward Schrode.
YOUNGSTOWN—Michael W. Taylor and John E. Kennedy.

Farson, Perlik Back Humphrey

ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., are among more than 150 trade-union leaders making up the newly formed National Labor Committee for Humphrey.

The committee, headed by Steelworkers' President I. W. Abel and Joseph D. Keenan, secretary of the International Brotherhood of Electrical Workers, has been organized to help Vice President Hubert H. Humphrey win the Democratic Presidential nomination and the Presidency.

Abel and Keenan emphasized that members of the committee are serving as individuals and not as representatives of their organizations.

Abel and Keenan voiced their belief, which they said is "shared by the overwhelming majority of our brother and sister trade unionists," that Humphrey's election is "vital to the unity of our country and to the welfare of the entire nation."

This week the committee, in a full-page ad appearing in the Washington Post and the New York Times, urged "the working men and women of America and their families" to give "unstinting support" to Humphrey. It said:

"His record over two decades of public service clearly demonstrates his ability to anticipate our nation's needs. Equally important, it demonstrates his ability to formulate constructive and workable programs to meet those needs. . . .

"It is a record that covers the entire range of governmental problems, including urban affairs, labor legislation, civil rights, peace, national security, agriculture, education, youth and help for older people."

12-Hour Strike Wins $20 Brockton Pact

Command Post

Brockton Guild President James H. Orcutt mans a walkie-talkie as pickets march at the Brockton Enterprise & Times. The two-way radio was used to maintain contact with a picket line elsewhere at the plant and with strike headquarters.

(Continued from Page 1)
the top for telephone operators $14, to $88; that for ad takers $14, to $86, and that for janitors $12, to $80.

Increases of $10 a year go to employes earning over $110, while those earning $75.01 to $110 receive $8 a year and those at $75 and below receive $6.

The Guild also won a reduction in the service requirement for a fourth week's vacation from 20 years to 15 and the elimination of a 25-year service requirement for employes receiving full severance pay on retirement at 65.

The company also agreed to pay the full cost of hospitalization insurance, increasing its monthly contribution by $3.97 per employe.

A guarantee of a full day's pay at time and one half for work on a day off was also achieved.

Robert E. Bruner, administrative officer of the Boston Guild, led the Brockton negotiators. ANG International Representative Ed Allen helped set up the strike.

Toronto Guild Gains 2nd Thomson Group

(Continued from Page 1)
Guild has gained recognition. The Toronto Local currently has a contract with Thomson's Oshawa Times.

Although the labor board granted the Guild certification, it rejected the Guild's request to include the district editor and summer employes in the unit.

The Guild began bargaining with the Examiner May 15, with representatives of the Typographical and Pressmen's unions on its negotiating committee. Both unions are currently in bargaining, with the Typographical Union having moved to the conciliation stage.

NLRB Election Slated At Canton Repository

Canton, Ohio—Some 135 employes of Lord Thomson's Canton Repository will vote June 3 on a representation bid by the Cleveland Guild.

The election was called after the National Labor Relations Board this week rejected a company request for review of a regional director's decision establishing a single unit for the vote.

Gazette Says: 'Nobody Here But Us Bosses'

The Alexandria Gazette contended at a National Labor Relations Board hearing this month that six of 14 editorial employes whom the Washington-Baltimore Guild is seeking to represent are supervisors.

Four of the six—the society editor, the religious and art editor, the television editor and the education editor—have no one working under them, it developed at a hearing in the NLRB's Washington office May 8 and 9. The Gazette is seeking to exempt all six from the unit.

A decision is being awaited from the board.

Washington Guild Fights Firing At Chalk Weekly

The Washington-Baltimore Guild is asking the National Labor Relations Board's general counsel to overrule a regional director's refusal to issue an unfair labor-practice complaint against O. Roy Chalk's Washington Examiner.

The Guild has charged the fledging weekly with dismissing an employe engaged in attempting to organize the paper's editorial employes. He was fired on grounds of "incompetency" in February despite 30 years' experience as a copyreader on major newspapers.

The copyreader was fired on the night after a Guild organizing leaflet was circulated among the staff. Regional Director John A. Penello accepted the company's contention that it had decided to dismiss him before the leaflet was issued.

Interim Committee Report

Pilot Organizing Project Urged

(Continued from Page 1)
at this time" and said it "understands" the International Executive Board's conclusion that if the appointment of an organizing director is a "desirable goal," it is "not practical at present."

The report was signed by all seven members of the committee, but one, Rollin Everett of St. Louis, attached an addendum affirming that "contrary to the doubt which seems to be cast by the report, I feel strongly that we do need a director of organizing."

Following is the text of the report:

THE SPECIAL Interim Committee on organizing, bargaining and finances authorized by the 1967 American Newspaper Guild Convention found itself dealing with a paradox.

On the one hand, it could take pride in the historic dimensions of the union's collective-bargaining achievement and progress.

On the other, it could not ignore the obvious fact that membership levels have remained on a plateau in recent years.

The former has its seeds in a collective-bargaining program whose concept, scope and development were well formulated, tested and already in motion when the current economic climate provided the atmosphere for the sweep to the largest wage gains our members have enjoyed in 20 years.

The latter has its seeds in an era of newspaper mergers, suspensions and failures that have swept jobs and members out of the Guild's jurisdiction by the thousands and offset its membership gains.

This static level of membership is the concern of all of us—the interim committee, ANG leadership, conventions, locals—indeed, the entire membership.

And it is this concern that produced the committee's overriding conclusion: that just as the Guild planned and built a program for a wage breakthrough, so it must plan and build a program for an organizing breakthrough.

As a first step toward this end, it proposes a pilot organizing project which can be staffed and financed within the ANG's present limited resources and at the same time provide a "laboratory test" of how best to initiate organization of new groups so they can be self-sustaining and not create servicing problems that will be self-defeating.

Organizing

BECAUSE OF ANG's limited resources, throughout Guild history organizing necessarily has resulted largely from spontaneous interest rather than ANG initiative.

Unorganized newspaper workers who find their personal or job security suddenly threatened, by the arrival of a new boss or owner, or their wages and hours increasingly intolerable, decide they want, right now, benefits and protections they could have had long ago.

Dependence on such motivation provides irregular and unpredictable opportunity for membership growth. It has been productive but not productive enough.

As the 1967 Officers' Report noted, ANG lost 4,500 member-jobs through 21 suspensions and mergers in the preceding seven years. In the same time, 87 new bargaining units were organized and bargaining rights obtained for the 3,300 employes in them, although not all employes became Guild members and not all units achieved contracts.

Membership during the period remained virtually level at 31,500; the difference between members lost in mergers and suspensions and members gained in new organizing was made up by the steady growth that occurs in units whose communities, and newspapers, are expanding and, of course, in those units whose contracts contain union-security clauses.

Increased "initiative" organizing now must be undertaken if membership growth is to be accelerated. One objective of the concentration on bargaining begun half-a-dozen years ago was to improve our contract wages and thereby equip our organizers with the most irresistible appeal possible to demonstrate the value of the Guild to the unorganized—respectable salaries, not as a goal or a dream but as a reality they can expect to achieve in a Guild contract of their own.

But where, and amongst whom, should such increased initiative organizing be undertaken?

Editor & Publisher's 1967 Yearbook shows us that:

► There are 1,415 daily newspaper operations in the United States and 87 in Canada, a total of 1,502, unorganized by the Guild.

► 51.4 percent, or 773, of these have circulations of less than 10,000.

► 65.9 percent, or 990, have circulations of less than 15,000.

► 80.09 percent, or 1,230, have circulations of less than 30,000.

► 89.2 percent, or 1,341, have circulations of less than 50,000.

Only 161, or 10.7 percent, have circulations of more than 50,000, and a part or all of a number of these operations already are organized in some kind of union.

ANG's own records show us the number of members newspapers in various circulation categories will produce. These are maximum figures and presume the complete organization of the Guild's entire jurisdiction under a Guild-shop contract.

► Up to 10,000 circulation, up to 15 to 20 members.

► 10,000 to 15,000 circulation, up to 20 to 25 members.

► 15,000 to 25,000 circulation, up to 40 members.

► 25,000 to 40,000 circulation, up to 65 members.

► 40,000 to 50,000 circulation, up to 100 members.

► 50,000 to 75,000 circulation, up to 140 members.

► 75,000 to 100,000 circulation, up to 210 members.

► 100,000 to 150,000 circulation, up to 320 members.

► 150,000 to 200,000 circulation, 335 members.

► 200,000 to 300,000 circulation, 475 members.

These relationships brought the committee to this conclusion: Taking all factors into consideration—the Guild's present and prospective staff and financial position, the integrity of its bargaining program and achievement, the ability of the group to assure its survival—units on papers of 50,000 circulation and over are the Guild's prime organizing prospects. Units on smaller papers, in areas where protection can be given by larger and/or established Guild locals, can become useful and vital segments of such going and growing existing locals.

Some small units have made it as separate locals, of course, but the hard fact is most didn't.

ANG has 85 actively chartered locals. The latest, the Yakima (Wash.) Newspaper Guild, received charter No. 227. That means 142 charters have disappeared, some representing locals that became units of larger locals but the vast majority representing locals that dropped by the wayside.

Most of these were small, partially organized, isolated groups whose promise the Guild, with its limited resources, could not fulfill.

If there is one thing this committee seeks to discourage, it is repetition of this pattern. Taking on organizing projects indiscriminately, simply for the purpose of being able to say we're doing something, not only offers no real promise to anyone—existing locals, ANG or prospective members themselves—but also inevitably and needlessly enlarges the money and manpower problems already facing the union.

Accordingly, the committee believes that, to be effective, the Guild's organizing program must concentrate on these three objectives:

1. Organization of single groups large enough to provide reasonable assurance to those involved that they can survive and prosper as separate local unions.
2. Organization of somewhat smaller, contiguous groups which can be chartered as a single local or associated in a servicing arrangement that will permit them to draw upon the strength—financial, moral and physical—of each other as well as the ANG.
3. Organization of small groups as units of larger existing locals capable of supporting and servicing such additional units, or as units of other locals where such additions will make the locals self-sustaining.

Put simply, an enlarged organizing effort should be conducted in such a way as to enhance, not endanger, the bargaining gains ANG already has won for its present members and to strengthen its capacity to protect and benefit those new members it embraces.

But an enlarged organizing effort must not divert our attention from two sources of membership potential most easily reached: free riders under existing contracts and employes in departments not yet organized at newspapers where the Guild already has a contract.

ANG records show:

► 5,000 members, at least, could be added if free riders, many of whom need only to be asked, were signed up. For example, there are 3,783, or 74.8 percent of our 5,057 free riders, in just 17 of our 225 bargaining units.

► Membership could be doubled, at a minimum, if the unorganized departments were brought under contract.

At the 134 daily-newspaper operations where the Guild has contracts, 56 percent (75 of the 134) of the outside circulation departments are not Guild-represented; 53 percent (71 of 134) of the business offices; 44.8 percent (60 of 134) of the maintenance departments; 41.8 percent (56 of 134) of the advertising departments.

The fact that in the 134 daily-newspaper operations the Guild represents only the editorial department in 34 of them best points up the potential.

Collective Bargaining

DELEGATES to this convention will find a complete and extensive analysis of ANG's collective-bargaining progress in the Officers' Report, and for purposes of this discussion the committee joins in the conclusion that it has been substantial, successful and very gratifying.

The 1967 Convention gave this committee the mandate to recommend to the 1968 Convention "an integrated program to promote and finance the organizing and collective-bargaining programs of the ANG." We believe any such integrated program must assure continued bargaining progress as well as stimulate renewed organizing progress.

The two are equally essential to the union's growth and well-being.

Every newly organized unit means one more contract must be negotiated and renegotiated, one more grievance after another to be fought and won, one more prospective strike threat for which sound defenses must be maintained. It takes money and manpower, locally and internationally, to do these things.

To accept every organizing invitation from any source, no matter how small or isolated the group, could lead the Guild down paths of wastefulness and disappointment and dissipate energy and resources that can better be devoted to more productive organizing and bargaining activities.

Its achievements to date notwithstanding, the Guild's collective-bargaining job is not done and indeed never will be.

The Guild must now extend the wage gains negotiated with the giants and captains of the industry to the not-so-giant papers where the bulk of newspaper workers, organized and unorganized, earn their living.

Of the Guild's 135 newspaper contracts, only six of less than 150,000 circulation have achieved a $200 minimum for the key classification—and among these the first such minimum won't be reached until March 1969.

Twenty-five contracts on newspapers above 150,000 have achieved a $200 minimum, actually or prospectively, and some have progressed to the point where a plus-$300 minimum is as close to realization as $200 was half-a-dozen years ago.

The point is, the large unorganized potential in the newspaper industry today lies in the medium-sized newspapers. It is to their employes that our bargaining achievement holds out its greatest appeal and promise.

But if our efforts to bring them into the Guild are to have meaning or success, the gap between the high minimums we've achieved on large papers and the low ones on the large mass of small and medium-sized papers must be bridged by a continuation of the bargaining progress that has marked the Guild's program since 1962.

Finances

THE CONVENTION specifically directed the committee to study the financing of an integrated organizing and collective-bargaining program as well as its substance. What it came down to was whether money could be found to support an enlarged organizing program.

Our conclusion: not immediately.

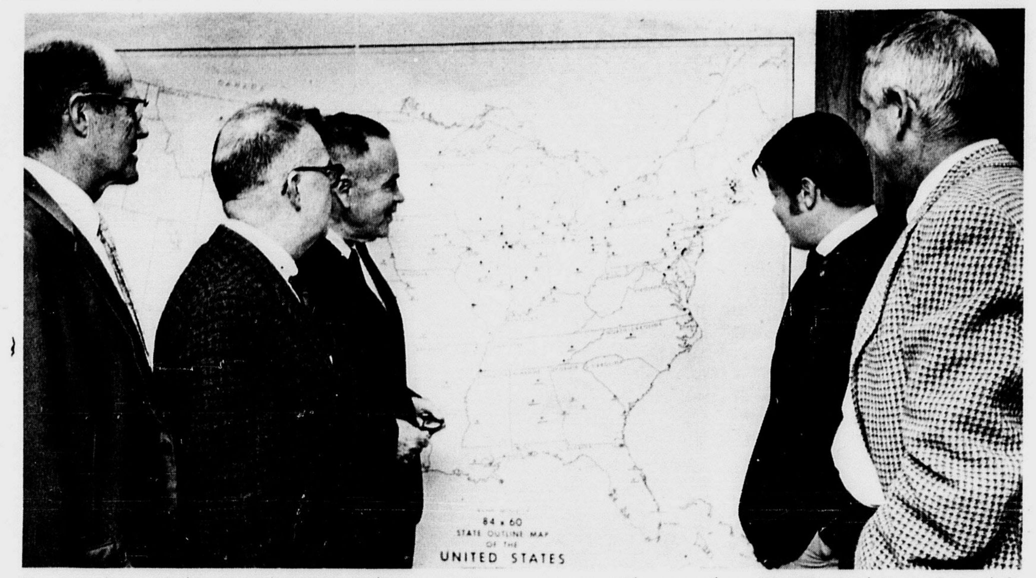
There are, however, encouraging signs.

The ANG General Fund deficit was eliminated in the 1967-68 fiscal year ending March 31, 1968.

More importantly from the long-range point of view, regular-member per-capita averages for the fiscal year exceeded convention estimates by 772 per month—28,772 instead of 28,000.

And during the fiscal year 16 groups totaling 749 newspaper workers voted to come into the Guild or were awaiting such votes. In that period approximately 41.6 percent of field-staff time was spent on organizing. (An additional 30 percent was spent on strike and other emergency duty, 28.3 percent on servicing and .1 percent on miscellaneous activity, including vacation, convention, sick leave, etc.)

But new money to support an enlarged organizing program is not now available, nor as a practical matter does reallocation of existing funds for this purpose offer a solution.



Five members of the special interim policy committee on organizing and bargaining survey map showing location of existing Guild locals and unorganized papers with more than 50,000 circulation. From left, Rollin Everett, Daniel A. McLaughlin, Thomas J. Murphy, Brian Flores and Fred D. Fletcher.

Strikes in Detroit, Vancouver, Los Angeles and San Francisco since the last convention render moot the method some found appealing last year, diverting Defense Fund monies to other purposes.

Nor does the committee think it makes any sense, with a staff the size of ANG's to reassign to organizing alone personnel normally engaged in organizing, bargaining and servicing.

Nor is the time right to increase per-capita to hire more organizers.

Nor is it wise to divert funds now being used for other essential services and activities to the hiring of more field staff. The ratio of headquarters to field staff is at an absolute minimum now, and as the field staff is increased, more, not fewer, employes will be needed at headquarters to provide supporting assistance.

For these reasons, the committee understands the conclusion of the International Executive Board that, if the appointment of a director of organizing is a desirable goal, it is not practicable at present.

In any event, no special financial measures are indicated now in light of the committee's conclusion that a pilot project should be launched as the forerunner of more extensive and intensive organizing activities in the future.

Dramatic new organizing gains will not automatically flow from dramatic new assessments or per-capita increases, of course. Money alone will not buy new members.

But by the same token, without dramatic new increases in money and manpower, and lots of both, there can be no dramatic organizing gains.

Either Guild members must provide such funds or the Guild must look or go elsewhere.

Faced as it was with the realization that much of our organizable potential is isolated and inaccessible and that staff and financial resources are not now available in sufficient quantity to overcome these obstacles, the committee examined the possibility that one alternative might be in enlarging ANG's jurisdictional base.

For example, the Guild might enter into some sort of association—merger, servicing arrangement, divisional status, co-ordinated organizing and bargaining—with one of several unions in the communications field having locals, units and sizable staffs spread across the continent.

The committee believes ANG should continue to explore this possibility, but, as we have learned from experience, such negotiations necessarily are difficult and protracted, and any such association is likely to involve changes in structure, a break with tradition and policies, and other problems unforeseeable at present.

Ultimately, the committee is convinced, the Guild should be prepared to provide funds itself, if necessary, to pay for what it wants to do, and it should begin thinking now how best to do so.

Pilot Project

MEANWHILE, the committee urges the convention to authorize a pilot organizing project as the most feasible accommodation to conditions as they exist in the Guild today.

The project should be started in an area, chosen by the officers, where a sufficiently large number of groups of acceptable potential and proximity can reasonably be expected to be organized into one of the several combinations discussed above to assure their stability, growth and progress.

ANG personnel should be detached from regular assignment to concentrate full time on the project. Regular and extensive reports and recommendations would be made to the officers as a guide in shaping long-range policy for implementation when money and manpower become available.

Testing new techniques and theories would be possible and desirable, but the project's overriding objective must be creation of a combination of locals and/or units whose over-all physical and financial strength will augment, not jeopardize, ANG's bargaining power.

The committee envisions this approach as a sound method of producing guidelines for a broader, more ambitious future course, utilizing the lessons learned in the laboratory as the basis for committing more of the union's resources to an enlarged organizing program.

The committee, therefore, recommends that the convention authorize the officers to:

1. Establish a pilot organizing project among contiguous groups in a particular geographical area which, because of their size and proximity, could be chartered as a single local or associated in a servicing arrangement, or in an area where such units could be attached to a larger nearby existing local which already is or would then become self-sustaining.
2. Detach at least one international representative from the present staff for full-time asignment to the project, augmenting this assignment with additional personnel if need demands or other requirements of the union permit.
3. Prepare materials compiled from reports and recommendations of personnel assigned to the project in such form as will enable future conventions to analyze the results and use them as the basis for establishing similar projects or alternative courses of action.
4. Continue their explorations of possible fraternal relationships with other unions in the communications field whose structure offers the prospect of broadening the Guild's base of jurisdiction.
5. Schedule organizing, as the IEB recommends, as the topic for this year's ANG regional weekend training institutes to give local leaders incentive and knowledge that will enable their participation in organizing projects along with the international.

The committee, consisting of the following, was appointed by the International Executive Board at its Oct. 30-Nov. 2, 1967, meeting: Rollin Everett, St. Louis; Thomas J. Murphy, New York; Fred Fletcher, San Francisco-Oakland; Brian Flores, Washington-Baltimore; Robert Gilson, Erie; David Manley, Vancouver-New Westminster, and Daniel A. McLaughlin, North Jersey. It met at ANG headquarters November 28-29, 1967, and March 19-20, 1968.

Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., Director of Collective Bargaining J. William Blatz and Director of Research and Information-Guild Reporter Editor Ellis T. Baker participated in all committee sessions.

All committee members concur in the report, and Rollin Everett of St. Louis adds this addenum:

Everett Addendum

CONTRARY TO the doubt which seems to be cast by the report, I feel strongly that we do need a director of organizing.

I believe we need someone who will devote undistracted thought and energy to the approaches and techniques of organizing in the Guild jurisdiction. He should gather and assimilate the thinking of leaders throughout the Guild, produce leaflets and other literature to help IRs and to aid local Guilds in their organizing efforts. And ultimately he should lead a staff of organizers.

It is my hope that there will be assigned to the pilot project, if the committee's approach meets the approval of the convention, an IR who through this project will develop into this kind of a leader for the Guild's organizing effort's whatever title may finally be accorded him.

Guild Combats Pay Docking In Waterbury

Waterbury, Conn.—Waterbury Guild members are picketing the Waterbury Republican and American to protest lack of bargaining progress and the company's docking of negotiating committeemen for time lost while bargaining.

The Guild posted informational picket lines early this month after two months of bargaining failed to produce agreement on more than a handful of clauses in an initial contract. The Guild won bargaining rights for 70 editorial employes in February.

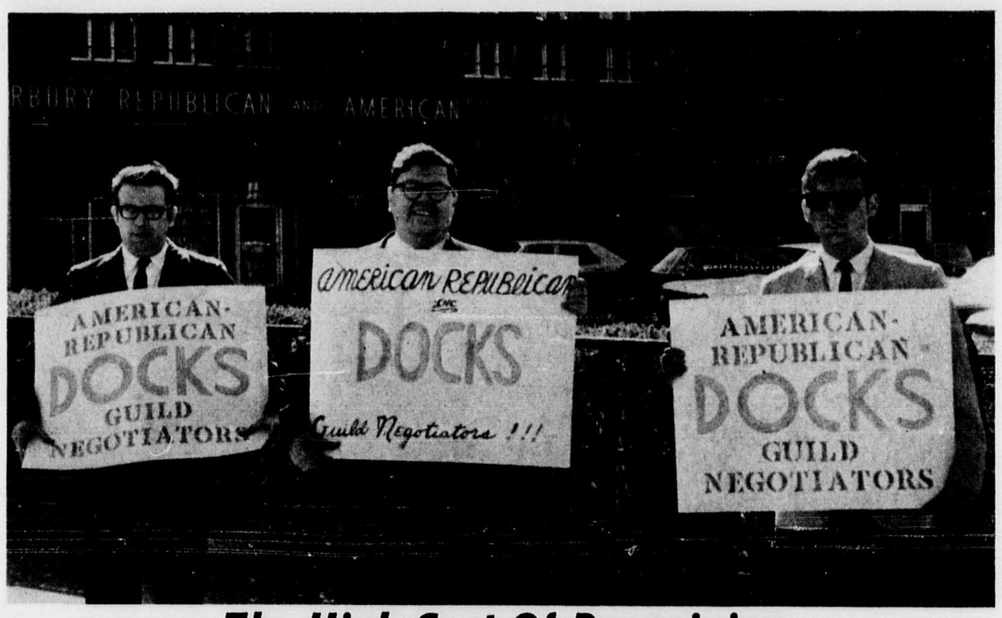
Last week, in protest against management's refusal to pay committeemen for bargaining on company time, members wore large buttons to work announcing how much the Republican and American had docked committeemen "for negotiating."

When they refused to take off the buttons they were told to remain in the office and cover their assignments by telephone.

Committee members also refused to work overtime in protest against their docking.

On May 18 management announced that it would start paying time and a half for work over 7½ hours a day and would "consider" paying committeemen for time spent in bargaining.

ANG International Representative Ed Allen, in response, announced that members would refrain from wearing the buttons on assignments and that committeemen would work overtime on any day they had not been docked for negotiating.



The High Cost Of Bargaining

Three members of the Waterbury Guild's negotiating committee tell how the Waterbury Republican and American deals with its employes' representatives. From left to right, feature writer John P. Conway, editorial writer John P. Tchakirides and reporter George B. Gudauskas.

Suit Seeks To End '65 Merger

(Continued from Page 1)

after he notified the joint printing company he was raising both his wholesale and retail prices. The suit asks a preliminary order enjoining the company from terminating his dealership or refusing to sell him papers at the previous rate of five cents daily and 21 cents Sunday.

The Streeter suit accuses Hearst, the Chronicle and their jointly owned San Francisco Newspaper Printing Co. of a conspiracy to monopolize the San Francisco and Northern California newspaper markets in violation of the Sherman and Clayton acts.

The Chronicle, it charges, used "extensive profits" from its television station, KRON-TV, in the three years before the merger to finance "highly expensive and often unprofitable newspaper circulation in outlying geographical areas . . . for the purpose and intention of destroying the Examiner as a competing morning newspaper."

The result, it said, was to "overcome the established pre-eminence of the Examiner" as the area's leading morning paper, "causing advertisers and subscribers to the Examiner to change their patronage to the Chronicle" and bringing about "the demise of the News Call Bulletin."

The suit said that the Examiner, hitherto "a highly profitable newspaper," was able to sustain the resulting losses only because the "highly profitable" Hearst Corp. was able to write them off "by profits derived from other Hearst publications."

The 1965 merger constituted "an unlawful combination and conspiracy in restraint of trade," it charged, citing the Examiner's withdrawal from the morning field to give the Chronicle "an exclusive monopoly" and the News Call Bulletin's replacement in the afternoon field by the Examiner.

Hearst and the Chronicle eliminated competition in printing and publishing their papers and in soliciting advertising and circulation, it charged, by combining these functions in the new joint-printing company.

The suit said the Chronicle and Examiner have fixed advertising rates, both for separate and combined ads, at "high, arbitrary and noncompetitive levels."

On the other hand, it said, while maintaining similarly high circulation rates for the Chronicle in the morning field, "where there was no effective competition from other newspapers," they have fixed circulation rates "at low and destructive levels in the afternoon Examiner market, where competition from independent and neighboring newspapers did exist."

The suit also accuses Hearst and the Chronicle of entering into "agreements, understandings, combinations and conspiracies" with wire and news services to deny their services to competing papers.

The Chronicle's advertising rates were "substantially raised" after the merger although the Chronicle "did not acquire a comparable increase in circulation," the suit said. Examiner rates were similarly raised although that paper's circulation actually declined, it declared.

Combined-advertising rates were set at a level substantially higher than separate advertising cost prior to the merger, the suit said. Circulation rates of both papers were also raised, it added.

The suit estimated lost earnings since the merger at a total of 30 million dollars for the 2,000 employes and agents it said were severed. It asked damages triple that sum, plus court costs.

And it asked the court to order the joint-printing company to "divest itself of the assets" it acquired as a result of the merger and to direct Hearst and the Chronicle "to resume the status quo ante the combination" and "resume competition."

The divestiture request parallels the terms of a recent Federal Court ruling ordering the Tucson Citizen to relinquish the Arizona Star and modify a joint-production agreement between them. The court, acting in an antitrust suit brought by the Justice Department, did not require the two papers to eliminate joint printing but is expected to require separation of their advertising and circulation departments.

2 Pilot Press-Negro Councils Set

(Continued from Page 1)

evaluating their results to the Mellett Fund at the end of the year.

The grants were made from a bequest to the Guild by the late Lowell Mellett, Scripps-Howard columnist, to study ways of furthering press responsibility without impairing press freedom.

The Mellett Fund, an independent corporation established to implement the bequest, had previously awarded grants to establish pilot press councils currently operating in Bend, Ore., Redwood City, Calif., and Cairo and Sparta, Ill., with representatives of the press and the community as a whole.

The new Seattle Press Council of Negro Citizens and Newsmen will be administered under the direction of Dr. Lawrence Schneider, an assistant professor at Washington University's School of Communications and a former Guildsman at the San Francisco Examiner.

Executives of the Seattle Times and Post-Intelligencer and NBC, CBS, ABC and NET television outlets have agreed to serve on the council, Schneider told the Fund. So have leaders of the Student Nonviolent Co-ordinating Committee, the Black Student Union at Washington University and the Panthers of Seattle.

Walter R. Hundley, director of the Seattle Model Cities Program, and a former head of Seattle CORE, will also be a member. Schneider said representatives of the Seattle Urban League and other Negro moderates are also expected to serve.

The St. Louis Community Communications Council will operate under the direction of Dr. Earl J. Reeves, associate director of Missouri University's Center for Community and Metropolitan Studies in St. Louis.

Dr. Reeves said representatives of the St. Louis Post-Dispatch and Globe-Democrat, the city's television-network outlets and "a representative sample of Negro leaders, both militant and moderate," will be invited to participate. Representatives of the newspapers and broadcast stations have agreed to co-operate, he reported, and at least two militants have agreed to join.

As outlined by Reeves, the council would be "a forum in which the difficult questions concerning relations between the news media and the Negro community could be discussed freely and candidly."

The Mellett Fund's board of directors acted on the proposals at a meeting in Washington May 13. The board also received proposals for similar projects in Milwaukee, Philadelphia and Washington from Marquette, Temple and American universities.

Guildsmen Aid Poor People's D.C. March

New York City—New York Guild members, stimulated by an official local memorandum, are giving volunteer help to the Southern Christian Leadership Council's Poor People's Campaign.

Among them is Local President George McNickle, who heads the press section of the campaign's New York City Co-ordinating Council.

Guild members were urged to volunteer for committee work in a memorandum from Executive Vice President Thomas J. Murphy. They were asked to assist in public relations, typing, clerical duties and switchboard operation.

New York Guild members have contributed $1,614 to SCLC in memory of the Rev. Dr. Martin Luther King. The sum was gathered in collections among seven units and the Guild staff; management of Consumer Reports matched its employes' contribution of $368 to raise the total to $1,981.

A contribution prompted by King's assassination also has been made by the Philadelphia Guild, whose executive board sent $100 to the Memphis garbage collectors on behalf of whose strike King had come to Memphis.

Bulmur Resigns

Ottawa, Ont.—The Canadian Wire Service Guild has announced the resignation of Loyd Bulmur as treasurer of the local and chief negotiator for forthcoming contract negotiations with the Canadian Broadcasting Corp. Bulmur cited health and domestic reasons for his decision.

Court Awards Back Dues To Madison Guild

Madison, Wis.—The Madison Guild last month won a court judgment for $414 from three photoengravers who stopped paying dues two months after the Guild negotiated their initial contract.

Madison Newspaper Inc.'s four photoengravers had sought Guild representation two years ago after withdrawing from the Lithographers and Photoengravers International Union. The Guild won certification and negotiated a contract giving the engravers larger increases than those won by the newspapers' other crafts.

A short while later, however, three of the four submitted verbal resignations from the Guild and stopped paying dues. The Guild rejected the resignations and went into Small Claims Court to collect the unpaid amounts.

It argued that since the photoengravers had joined the Guild on their own initiative to obtain a contract they were obligated to pay dues for at least the two-year span of the bargaining agreement.

Dane County Small Claims Judge Robert Bjork upheld the Guild, ordering payment of dues from October 1966 through December 1967, the date of the Guild's last amendment to its suit. He held that the engravers had made "no effective withdrawal from the Guild pursuant to the Guild Constitution."

The Guild was decertified as the photoengravers' representative in a National Labor Relations Board election in March.

Guild Averts Dismissals At El Imparcial

San Juan, P.R.—Management of El Imparcial last week abandoned an announced economy cutback of nine employes after the Puerto Rico Guild argued that the dismissals could be avoided.

The company agreed to review its position and to dismiss only a single employe on the announced date, May 31.

El Imparcial had notified the Guild that six employes in accounting and circulation and three in editorial would be discharged for economy reasons. But the Guild met with management May 16 and convinced it that money might be saved elsewhere.

As a result, only the paper's obituary columnist will be dismissed.

Buffalo Pensions Increased 25%

Buffalo, N. Y. — Maximum benefits are increased 25 percent under a revised pension plan negotiated by the Buffalo Guild with the Buffalo Evening News.

The revised plan also increases employes' maximum life-insurance coverage without medical examination from $25,000 to $50,000.

The increase in pensions is accomplished by raising the maximum years of service according to which benefits are computed from 20 to 25 at the rate of one year during each of the new agreement's five-year span.

The plan will allow disability retirement at full pension for the first time. And the company agreed to supply actuarial information annually.

Hearst Refuses To Let Scabs Talk To Guild Without Guards

(Continued from Page 1)

Must Go."

Hearst, Frank Conniff and Bob Considine, who make up Hearst's special reportorial "Task Force," had to pass through more than 100 anti-Hearst pickets from 15 Alameda County unions to enter the hall.

Then, as he rose to speak to the group inside, some 100 students and several unionists occupying the first three rows pulled picket signs from under their seats, and marched past the flabbergasted publisher, around the room and out the door.

Their departure reduced the Task Force's audience by about half, according to the East Bay Labor Journal, which reported that the pickets received a round of applause from many of those who remained.

With bargaining suspended as the strike continued through its 23rd week, the striking and locked-out unions continued to expand their boycott of Hearst publications and their advertisers.

The Herald-Examiner Joint Strike-Lockout Council mailed boycott information to several thousand local unions, including all Guild locals, as well as to city, state and regional central labor bodies around the nation.

A day of handbilling outside Dodger Stadium to protest sale of the Herald-Examiner there brought quick results, the unions reported, when Dodger officials agreed to bar the paper from the ball park and its approaches.

Handbilling coupled with taped "Don't Buy" messages broadcast over loudspeakers outside the Broadway Department Store in downtown Los Angeles during a special sale cut the store's patronage by more than half, the unions reported.

And the East and West divisions of the Writers' Guild of America approved a resolution labeling Hearst's actions in Los Angeles "primitive and blatant union-busting" and calling on the public and advertisers to boycott the struck paper.

Monthly Media Records reports printed in Editor & Publisher show that the Herald-Examiner's ad linage for the first three months of the year was off 2,051,653 daily and 674,684 Sunday from linage sold during the first three months of 1967.

The greatest loss occurred in March, according to Media Records, with the daily paper down 928,162 lines from March 1967. The February daily linage was off 568,046 and January daily linage off 555,445 from the corresponding months in 1967.

Union tabulations show that the strikebreaker-produced paper was down by 24 pages and 3,774 inches of advertising in the six days from May 12 through May 17 compared to the six-day period from May 5 through May 10.

The Hearst Corp. this week had yet to serve officials of the striking and locked-out unions, the Los Angeles County Federation of Labor, the AFL-CIO Los Angeles-Orange County Organizing Committee and 5,000 "John Does" with a $513,877 damage suit it filed against them last month.

The suit, filed in Los Angeles Superior Court, according to press reports, claims that the defendants conspired to stage a mass demonstration outside the Herald-Examiner plant Jan. 26. It reportedly asks $13,877 for replacement of 58 full-story plate-glass windows, allegedly broken during the demonstration, plus $500,000 in punitive damages.

The unions reported that four pickets were attacked by strikebreakers without provocation at the struck plant in recent weeks and that a fifth was run down by a truck.

One of those attacked was Guildsman Mike Schwartz, 18, a circulation driver. He was struck in the right eye and the camera equipment he was using as a picket photographer was damaged May 13 when a strikebreaker, whom police identified as Ralph Robert Sanders, objected to having his picture taken as he left the plant with three other men and three women.

Sanders, the unions reported, has worked as a strikebreaker in at least eight other strikes, including the 1964 Toronto strike.

Earlier this month a proposed antistrikebreaking law was killed in the California Assembly's Industrial Relations Committee, headed by Walter Powers, Sacramento Democrat. It had been opposed by spokesmen for the state's publishers.

A Los Angeles City Council committee has completed hearings on a proposed antistrikebreaking ordinance. It asked the city attorney for an opinion on the constitutionality of the measure after it was challenged by a spokesman for the California Newspaper Publishers Association.

Meanwhile, the Los Angeles Guild reported $4,315 in additional contributions to its strike fund, bringing total contributions to date to $54,308.67. Among the latest contributions:

L. A. Racing Form Unit	$ 259.80
Long Beach Unit	40.00
Boston Guild	110.00
Chicago Guild	100.00
Cincinnati Guild	50.00
Columbus Guild	75.00
Detroit Guild	6.10
Empire State District Council	200.00
Hawaii Guild	75.00
New York Guild	1,000.00
Philadelphia Guild	200.00
Pittsburgh Guild	100.00
Pueblo Guild	50.00
Sacramento Guild	200.00
St. Louis Guild	250.00
San Francisco-Oakland Guild	324.50
San Jose Guild	400.00
Seattle-Tacoma Guild	101.50
Toronto Guild	50.00
Washington-Baltimore Guild	200.00
Wire Service Guild	200.00
Western District Council	66.10

The Racing Form Unit and Sealttle-Tacoma Guild contributions were made up of individual members' donations of their first week's raises under recent contract settlements. Individual contributions were also included in the San Francisco-Oakland amount.

'Rat Patrol' Reports

ANG International Representative Robert J. Rupert, interim administrative officer of the Los Angeles Guild, describes for television and radio newsmen the 2½ hours he and International Representative Charles Dale (with sunglasses) spent inside the Herald-Examiner plant attempting to interview strikebreakers working in the Guild's jurisdiction. Rupert charged that the presence of Hearst guards "effectively intimidated" those who were to have been interviewed.

What Price 'Realism'?

Los Angeles, Calif.—Southern California Carpenters have won a wage-fringe package almost four times greater than the proposed money offer Hearst has pronounced "fair and realistic" for its Guild employes at the Los Angeles Herald-Examiner.

The settlement would give carpenters a $108 increase in wages and fringes over five years on the basis of the 40-hour week worked by Herald-Examiner employes, $48 of it in the first two years. Hearst is standing pat on $13 at the top over two years.

The journeyman's scale will go to $5.33 an hour in the first year, $213.20 for a 40-hour week. Hearst's proposed top minimum for reporters and admen would be $187.80 in the second year.

Bakersfield Guild Votes To Strike

Bakersfield, Calif. — The Bakersfield Guild voted 68 to 1 May 13 to authorize strike action against the Bakersfield Californian.

Several issues were resolved at a subsequent mediation session May 21, and ANG International Representative Robert J. Rupert asked the Kern County Federation of Labor to postpone action on a request for strike sanction.

The company improved its offer to $22.50 at the top over three years. The Guild is seeking a $57.50 increase.

Also in dispute is a company proposal to switch from motor routes to carrier delivery at the eventual expense of 17 or 18 circulation helpers' jobs. The company had planned to implement the change unilaterally last October but held off after the Guild warned it would file an unfair labor-practice charge.

The Scab Route

To Los Angeles Via San Quentin

Los Angeles, Calif.—The list of strikebreakers at Hearst's Herald-Examiner reads more like a police blotter than a newspaper roster, the unions' Joint Strike-Lockout Council has discovered.

The unions' daily strike bulletin, On The Line, gives the following examples of what Hearst calls "supervisory and nonunion personnel":

► A pressman arrested twice for bank robbery who served one year of a 20-year sentence before coming to the struck paper.

► A second pressman arrested for defrauding a hotel of $425 and deserting a wife and child in Portland, where he had previously worked as a strikebreaker.

► A machinist convicted of a smuggling offense in San Diego.

► A paper handler convicted of fleecing servicemen in a bar, for which he served a year and a half in San Quentin.

► Two composing-room employes arrested here for carrying concealed weapons while strikebreaking.

"This," observes On The Line, "is the Southland's *exciting* newspaper!"

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Hearst's editorial strikebreakers, who have been widely snubbed on their beats, are finding themselves increasingly unwelcome elsewhere.

Theta Sigma Phi, national honorary organization for women in journalism, dropped political-writer Philip Hanna from a panel at its annual writers' conference at the University of Southern California May 11 after protest letters from dozens of Guildsmen and others. It voiced "deep regret" that he had been invited in the first place.

And Long Beach City College canceled a May 14 journalism lecture by Robert Epstein, assistant managing editor of the struck paper, after protesters visited the school board with documentation of Hearst's refusal to negotiate in good faith.

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Hearst is demanding equal time under the Federal Communications Commission's "fairness" doctrine to answer paid announcements by the striking and locked-out unions on a Glendale radio station. Commented On The Line:

"We'll *pay* for its equal time on the radio if it will apply the fairness doctrine to itself and grant the aggrieved unions equal space on the front page of the Herex to reply to the distorted and direct attack contained in its infamous 'And Now, Murder' front-page editorial."

●

It was hands across the border this month when the Los Angeles Guild informed the Vancouver-New Westminster Guild that the British Columbia Tourist Bureau was advertising in the Herald-Examiner.

In barely a week William H. McLeman, executive secretary of the Vancourver-New Westminster Local, notified Los Angeles:

"The British Columbia Tourist Bureau manager has notified his ad agency to cancel all ads in the Los Angeles Herald-Examiner for the duration of the strike. Please advise if there are any other menial chores I can look after for you."

Somewhat less gratifying was a letter from an income-tax service announcing it was discontinuing all advertising in the struck paper as of April 14—the day before the tax deadline.

Labor Board Rebuffs Hearst, Dismisses Albany Charges

Albany, N.Y. — The National Labor Relations Board has rejected two unfair labor-practice charges against the Albany Guild by Hearst's Albany Times-Union and Knickerbocker News.

The NLRB's regional director refused to issue a complaint on either of the charges. One accused the Guild of refusing to bargain on the ground that it failed to execute a settlement reached with its negotiating committee in December but rejected by the membership, and the other accused Local President Frank Jaquinto of threatening a member with reprisals if he did not vote for a strike or pay his assessments.

The company is appealing the director's decision to the NLRB's general counsel.

Meanwhile, an arbitration hearing has been scheduled for July 11 on the company's refusal to check off assessments as a part of membership dues.

CLC, Quebec Affiliate Reach Accord On CNTU Talks

Toronto, Ont.—Bitterness dissolved into harmony and the Seventh Constitutional Convention of the 1,500,000-member Canadian Labour Congress wound up its five-day parley in a spirit of trade-union unity this month.

A sharp conflict was avoided between the Congress and its affiliated 200,000-member Quebec Federation of Labour soon after the 1,678 delegates assembled for the opening session.

At issue was the CLC administration's ruling that the Quebec federation had violated the CLC Constitution in entering into preliminary no-raiding talks with the Quebec-based Confederation of National Trade Unions, which is currently seeking for the second time to carve out Quebec units of the Canadian Wire Service Guild.

An open clash, which many feared might develop into a dispute along language lines, was averted when CLC and Quebec officers met in closed session and reached a compromise providing that both bodies jointly negotiate with the CNTU on a peace pact. It was unanimously approved by the delegates.

Frictions later surfaced when the Quebec Federation made an unsuccessful bid for a more autonomous role over trade-union education in the province, and on the last day of the convention it scored a major victory.

In the race for one of the Congress's two full-time executive vice presidencies, Gerard Rancourt, general secretary of the federation, defeated the administration's nominee, Romeo Mathieu, also of Quebec. There was widespread feeling that Rancourt's election would heal wounds and bring about a warmer relationship between the CLC and its Quebec affiliate.

Donald MacDonald, secretary-treasurer and acting president of the Congress, was elected to the top office by acclamation, succeeding Claude Jodoin, who has been incapacitated by a stroke. Former Executive Vice President William Dodge was elected secretary-treasurer without opposition, and Joe Morris was returned as an executive vice president.

Guild delegates to the convention were International Vice President Glen Ogilvie, ANG International Representative Fred Jones, Orval R. McGuire, executive secretary of the Toronto Guild, and John Lowe of Toronto.

The convention approved a code of union ethics, called upon Congress officers, affiliates and federations to "actively encourage" elimination of duplicating organizations and jurisdictions through agreement or merger and directed the Congress to initiate a study to determine the standards of efficiency and services that a union should provide for its members, with a view to the preparation of a code of efficiency.

The delegates heard a strong defense of international unions. A commission that studied the CLC structure said the internationals are needed in Canada to face the power of giant international corporations.

Every segment of the labor movement was called upon to help elect New Democratic Party candidates to office in next month's federal election.

A policy statement, firmly approved by the delegates, directed the Executive Council to maintain continuous liaison with the New Democratic Party on policy issues, urged the Congress and affiliated central labor groups to give priority to sponsoring political-education conferences and requested locals to affiliate with the NDP.

Thomas C. Douglas, leader of the NDP and the only national political figure to address the convention, was given a thunderous burst of applause when he told the delegates: "I'm here because I want the people of Canada to see what side I'm on."

He said labor would have to turn more to political action because many problems could not be settled solely at the bargaining table.

"Trade unions must be concerned with who holds the levers of power," he declared, "for these people, in a few days, can wipe out all the gains you have made at the bargaining table."

Organized labor, he pledged, will continue to get NDP support in its fight against antipicketing injunctions.

The delegates endorsed a statement on human rights that said legislation on the books was not enough but must be enforced by strong agencies.

Blunt CLC opposition was expressed to both wage "guidelines" related to productivity and to wage controls.

Talking It Over

Guild delegates to the Canadian Labour Congress convention discuss controversy between the Quebec Federation of Labour and CLC officers during a break in the proceedings. From right, International Vice President Glen Ogilvie, Orval R. McGuire, executive secretary of the Toronto Guild, and John Lowe, also of the Toronto Guild. International Representative Fred Jones was also a delegate.

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DATELINE: WASHINGTON

Congress's Record A Patchwork Of Action And Delay

By WILLARD SHELTON, *Washington Guild*

AFTER FOUR and a half months a somewhat chaotic and churning session of Congress has done precious little of the work laid on its agenda by the outgoing Johnson Administration. But it has shown a surprising tendency to move rather decisively in the areas where it has been willing to move at all.

The House of Representatives passed a rather namby-pamby civil-rights bill, but the measure was beefed up in the Senate by the addition of an open-occupancy section on the sale and rental of housing, and that's the way it finally passed.

The House, again, approved a truth - in - lending measure that originally seemed stronger than anything the Senate would accept, but the Senate suddenly decided to require department stores and other retailers dealing with that gruesome thing called revolving credit to tell buyers the facts about the annual interest rates they exact. The bill was in conference committee in late May.

The Senate even voted to prohibit the mail-order sale of handguns—the common weapon used in street crimes and in domestic disputes in which a husband or wife decides to dissolve a marriage by drastic measures—although it refused to prohibit loose sales of "long guns," the kind used to murder President Kennedy and Dr. Martin Luther King.

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THE LIST OF unfinished business nevertheless was long

Foreign aid appropriations were still up in the air. So were appropriations to finance future antipoverty measures. Nothing much had been done on housing and urban redevelopment, on continuation of rent supplements for families barely above welfare status, on model cities.

Hearings had been held by House and Senate committees on expansion of vocational education, but floor action was missing. Sen. Everett McKinley Dirksen of Illinois, the Republican floor leader, threatened a filibuster against an equal employment-opportunity bill that would allow cease-and-desist orders, after hearings, against employers who discriminate on racial grounds.

The key Johnson request for a 10-percent income surtax, approved by a conference committee only after it was coupled to a six-billion-dollar spending slash and another 10-billion-dollar cut in previously appropriated funds, had not even reached the floor of the House. Approval was menaced by liberal Democrats saying the spending reductions were too drastic and Republicans insisting they wouldn't support the tax hike without the spending cuts.

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THE MOOD OF Congress was perhaps accurately mirrored in the way the Senate handled a kind of catch-all so-called anti-crime bill sent to the floor by the Senate Judiciary Committee, which under the chairmanship of Mississippi Sen. James O. Eastland is not generally regarded as one of the most enlightened legislative units.

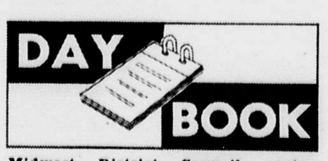
The committee bill, taking full advantage of the constitutional power of Congress to define the appellate jurisdiction of the Supreme Court, would have prohibited federal courts from issuing writs of habeas corpus designed to provide a review of state court procedures in criminal convictions. It would also have prohibited federal-court review of a state court's admission of a prisoner's confession provided that the trial court's ruling had been upheld by the highest state appellate court.

The Senate kicked these provisions out by decisive floor votes. But it refused to strike out other Judiciary Committee sections hitting directly at Supreme Court rulings in the cases known to the lawyers as Miranda, Wade and Mallory.

In these cases the high court had ruled that a suspect has a constitutional right to a lawyer, to prompt arraignment before a magistrate, to be advised that he can remain silent instead of confessing guilt under a barrage of station-house questions. The Senate said the Supreme Court majority was wrong.

The rise in crime rates—which is not the same, let it be emphasized, as city riots—has created a sometimes irrational public fear, marked in another way by the widespread purchase of guns in white suburbs that haven't been remotely threatened by either sporadic crime or riots.

It ought to be possible to combat street crime by increasing the size of police forces and paying better salaries, if Congress could be headed in the direction of such a solution. The unfortunate thing about the Senate bill is that it invites House refusal to concur, a presidential veto or possibly even another Supreme Court decision invalidating the whole thing.



Midwest District Council, spring meeting, June 2, St. Clair Hotel, Chicago.

International Executive Board, preconvention meeting, June 14, Statler Hilton Hotel, Cleveland.

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

Murphy Named To Antibias Unit

Albany, N.Y. — Gov. Nelson A. Rockefeller this month appointed Thomas J. Murphy, executive vice president of the New York Guild, to the Governor's Committee on Minority Employment Opportunities in News Media.

The appointment followed ANG Executive Vice President William J. Farson's offer of Guild representation on the committee, created to help minority groups obtain jobs on newspapers and in broadcasting.

"The record of leadership of the Guild" in promoting minority-employment opportunities is "well known," said Harry W. Albright, Jr., the governor's appointments officer, in announcing Murphy's designation.