

Convention Mounts Ad Boycott, Buttresses Fund For Hearst Fight



IEB members who took to the Cleveland Convention floor to collect funds for the Los Angeles Herald-Examiner strike count the \$630 garnered. From left, International Vice Presidents James H. White of Memphis, Barney Peterson of San Francisco-Oakland, Noel L. Wical of Cleveland and George M. Muldowney of Wire Service. At right, Jerry Goldberg, Los Angeles Guild president.

Assessments Raised To Bolster Defenses

Cleveland, Ohio—The Guild's 1968 Convention last month called for a nationwide boycott of advertisers in Hearst's struck Los Angeles Herald-Examiner and bolstered ANG's International Defense Fund for the Hearst strike and other present and prospective emergencies by adopting an increased and more equitable assessment schedule.

The 35th Annual Convention, attended by 208 delegates from 66 locals, was held June 17 through 21 at the Statler Hilton Hotel in the city where the Guild's Local No. 1 was founded 35 years ago.

In other major actions, the convention authorized a pilot organizing project, made government information employees specifically eligible for membership and recommended further unity talks with other unions.

It raised the Guild's wage goals to \$340.50 and \$170.25, called for contract protection against hazardous work and urged locals to initiate training programs for minority-group members. In the only election, Joseph Eisenberg was named international vice president for the New York metropolitan region.

Finances

Declaring that the past year's experience has "illuminated the inadequacy of our Defense Fund machinery," the convention voted to replace the present assessment schedule of from \$1 to \$6 a month with one based on the Guild's Model Dues Schedule, with a range of from \$2.75 to \$8.75 a month.

It extended top brackets of the Model Dues Schedule to provide for an \$11.25 maximum in October 1969 and a \$12.50 top in October 1970.

Prolonged strikes during the past year have demonstrated the necessity of strengthening the Defense Fund "and strengthening it now," the convention declared, adding:

"To do otherwise would be to abandon our commitment to our members now on strike and to those who may be compelled to mount new picket lines elsewhere in pursuit of a better life through better contracts."

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Boycott

In addition to calling for a nationwide boycott of firms advertising in the Herald-Examiner, the convention pledged "the full financial support" of the Guild to the strikers for "as long as it is necessary."

"If Hearst wants a battle of endurance the Guild will demonstrate as much staying power as it takes to win," the convention declared, adding:

"To our Los Angeles brothers and sisters, we say: The American Newspaper Guild, its locals and members pledge their full financial support as long as it is necessary."

The convention also pledged continuing support to Guild members in Detroit, where it said the publishers also have launched a "relentless attack" on all newspaper unions.

In calling for the nationwide boycott of Herald-Examiner advertisers, the convention exhorted Guild locals to "take immediate

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Canada's 1st \$200 Minimum Won In Pact At Toronto Star

Toronto, Ont.—The Toronto Guild last month achieved the Guild's first \$200 key minimum in Canada in a three-year settlement at the Toronto Star that will raise minimums by up to \$41.

Top minimums of \$200 and over will be reached in March 1970 by a percentage of employees in key advertising, business-office, circulation, editorial and promotion classifications. Their minimums will go up \$10 more than the \$31 increase negotiated for other employees in the key classifications.

A similar settlement of \$31 at key top minimums was negotiated at the Toronto Telegram, but there is no higher-paid group in key classifications of that contract. The top minimum will go to \$190.

The Star settlement was reached a week before the Guild would have been free to strike at the expiration of a waiting period following a conciliation officer's report. The Guild estimated that it contained \$500,000 more than

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THE GUILD REPORTER

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

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Pact Set In Detroit Strike, But Guild Talks Collapse

Detroit, Mich.—Agreement on an economic package to end the 234-day Detroit newspaper shutdown was reached June 25, but a new impasse was reached this week when the Guild broke off negotiations with both the Detroit News and Free Press.

A tentative settlement averaging \$33 a week over 34½ months was negotiated with the striking Pressmen, Paper Handlers, Typographical Union and Photo-

gravers. Two other striking unions, the ITU Mailers and the Stereotypers, and the Guild, which is not on strike, indicated the package was acceptable.

But Guild negotiations were broken off with the Free Press July 1 when the company refused to grant vacation credits for the 7½ months that members have been locked out, and with the News the next day when manage-

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Pilot Organizing Project Approved; Wage Goals Raised To \$340, \$170

Cleveland, Ohio—Establishment of a pilot organizing project under the full-time leadership of an international representative was authorized by the Cleveland Convention.

Adopting the recommendations of a special interim policy committee authorized by last year's convention, the delegates paved the way for a test program in a limited geographical area where newly organized groups could either be formed into a new local, linked in a servicing arrangement or attached to an existing local.

The convention authorized ANG officers to detach at least one international representative from the present staff for full-time assignment to

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Cleveland, Ohio—Calling for continued concentration on collective bargaining with emphasis on higher wages, the Cleveland Convention raised the Guild's wage goals to \$340.50 and \$170.25 and added double pay for vacations and double time for overtime to the Guild's Collective Bargaining Program.

"Upcoming negotiations will be conducted in a time of inflation and increasing newspaper profits," the convention declared. "They must produce settlements far surpassing those of recent years."

The convention found that increases in prices and productivity had made it necessary to revise

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AFL-CIO's \$25,000 Sets Up L.A. Fund

The AFL-CIO Executive Council last week established a special Los Angeles Herald-Examiner Strike Fund with a contribution of \$25,000 and called on all national and international unions to "contribute as generously as you can."

Noting that Herald-Examiner strikers have been defending themselves against a "vicious antiunion campaign" by the Hearst Corp. for more than six months, AFL-CIO President George Meany said in a letter to affiliates that "the AFL-CIO intends to help them in every way that it can."

Rapping Hearst's use of strike-breakers, "protected by police and court injunctions," Meany told the presidents of all AFL-CIO unions that a Hearst victory in the strike would open unions in the printing industry "throughout Southern California . . . to similar attacks."

"We simply cannot allow this to happen," Meany declared.

Stating that the Herald-Examiner strikers "seek only standard West Coast newspaper conditions," Meany noted that "Hearst has refused the pleas of many responsible groups and individuals outside the labor movement" that he bargain in good faith and has rejected Federal Mediation Service offers "to help conduct sincere negotiations."

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BULLETIN

Alexandria, Va.—Editorial employees of the suburban Alexandria Gazette voted nine to one for representation by the Washington-Baltimore Guild in a National Labor Relations Board election July 3.

McCarthy Visits, Humphrey Writes Convention . . . Page 2

McCarthy Praises Press In Convention Speech

Cleveland, Ohio—Sen. McCarthy addressed the Guild's Cleveland Convention and Vice President Humphrey sent it a message, but Gov. Rockefeller, after flirting with an appearance, did neither.

McCarthy carried his campaign for the Democratic presidential nomination to the convention as part of a busy Cleveland visit in which he sought to win over Ohio delegates to the Democratic convention in August.

Addressing the Guild convention, he declared that the press has served the country and his cause "rather well" in reporting the current political campaign.

Humphrey, like McCarthy, had been invited to address the convention, but he was unable to attend. The vice president, who spoke to the Guild's convention in Washington two years ago, sent a message praising the Guild. So did President Johnson (story below).

Rockefeller, who visited Cleveland the day after McCarthy, also had been invited to address the convention.

But when Guild officers discovered that Rockefeller political ads had been run in Hearst's struck Los Angeles Herald-Examiner, they sent word to the governor that the invitation would be withdrawn unless he apologized for the ads and discontinued them.

Rockefeller aides at first indicated the governor would do so, then reported he couldn't fit the convention into his schedule after all.

The next week the Los Angeles unions reported that Rockefeller

was withdrawing all further advertising from the Herald-Examiner.

McCarthy was accompanied by an army of reporters and photographers, a battery of television cameras and a youthful staff spangled with miniskirted girls. He appeared at a session scheduled only four days earlier when final acceptance of an invitation to address the convention was received.

McCarthy complimented press coverage of the campaign after conceding that "it has been a difficult year in which not just to report my campaign but to report politics, because politics has been rather difficult to read."

But McCarthy declined to let the press off scot-free.

"I had a press secretary resign," he recalled, "and they said my organization had collapsed. I think it showed their natural prejudice towards the power of the press—if I lost the press secretary, why everything would come to an end."

"An older campaigner said that in a national campaign you always have to feed one press secretary to the press early. He said after they have satisfied themselves in a kind of cannibalism . . . you go on peacefully for the rest of the campaign, and it has worked out that way."

More seriously, McCarthy said his campaign appeared to have changed a disposition by many people "to try to act outside of what we call the institutions or the rather orderly processes of what we call American democracy and American society."

"For the most part," he said,



McCarthy Meets The Press

Sen. Eugene J. McCarthy encounters a photographer and a larger-than-life portrait of Guild founder Heywood Broun on his way to the podium to address the Cleveland Convention.

"people are now beginning to believe that the system still has in it the potential to bring about orderly reform, that you can have participation in politics, participation in economic decisions, participation on the part of the people who are affected. . . ."

He said recent developments have tended to refute the judg-

ment that "there was no spirit of independence, no spirit of revolt, or that if there was such spirit" it could not be effective in the political, economic or social arena.

Of his own prospects, McCarthy said "the possibility is that much can be done" before the Democratic convention in Chicago "and, I think, even after the Chicago convention."

McCarthy disputed the idea that Democratic convention delegates might be "more difficult to educate than the general public."

It was said earlier that "we couldn't move the general public to the position or to the point to which they have been moved," he recalled, "and I am still prepared to say in public that I think delegates chosen by Democrats around the country are just as subject to education and subject to influence."

Asked during a question period what it would do to his strategy if Vice President Humphrey makes "a mad dash for the left side of the road on Vietnam," McCarthy first replied that it wouldn't make any difference, then added with a smile: "I suppose we could take credit for having moved him to the left side of the road."

Asked whether he would support Humphrey in such an eventuality, the senator replied that he hasn't "gone that far." But he added, "It would make it easier."

McCarthy's appearance came at

a special session Tuesday, a day normally set aside for committee deliberations. He received standing applause as he entered the convention hall, flanked by an escort of International Executive Board members and ever-present Secret Service men.

ANG President James B. Woods introduced the senator as the man without whom the 1968 campaign "would have been pretty damned dull."

Woods noted that McCarthy had appeared on the Los Angeles Herald-Examiner picket line, displaying a Guild Reporter picture of his visit.

"Without being political here," Woods added, "I might say that an ad of another candidate appeared in the Herald-Examiner."

Rockefeller Drops Ads

Los Angeles, Calif.—Gov. Nelson A. Rockefeller late last month canceled all his political advertising in Hearst's struck Los Angeles Herald-Examiner.

Victor Borella, the head of Rockefeller's labor division, notified the Joint Strike-Lockout Council that all scheduled advertising had been withdrawn following a protest by the unions.

Rockefeller had been the only presidential candidate advertising in the struck paper.

Social Security Inequity

Anti-male Bias Rapped

Cleveland, Ohio—The Cleveland Convention, in addition to scoring discrimination against minority groups and women, aimed its fire at one federal law that discriminates against men.

The convention cited "an obvious inequity in Social Security legislation" that allows a woman retiring at 62 to receive a higher benefit than a man with the same earnings retiring at the same age.

"This inequity exists," a convention resolution explained, "because, in computing benefits, the recipient's five lowest years of earnings are eliminated. For a woman this would be the five lowest years up to age 62. For a man, however, this would be the two lowest years prior to age 62, with a 'zero' for ages 63, 64 and 65."

"The Guild takes issue with this inequity, which amounts to discrimination against men. The inequity should be resolved through congressional action by lowering the official retirement age for men to 62."

Johnson, Humphrey Hail Guild

THE WHITE HOUSE
WASHINGTON
June 13, 1968

There were at least two bright spots in the depression year 1933. One was the inauguration of Franklin Roosevelt; another was the founding of the American Newspaper Guild.

Otherwise, 1933 was bleak. Almost a fourth of the labor force was unemployed, and those who did have jobs earned little. Before the founding of the Guild, reporters averaged only \$29.47 a week.

Today, as you meet for your 35th Anniversary Convention, you may well be proud of the social and economic progress our Nation has known since then.

In the past seven years alone, we have enjoyed an unprecedented economic upsurge that has pushed employment, income, profits, and production to all-time highs. In your own Guild, the average top minimum for a reporter is now more than \$165 a week.

In recent years, we have also enacted a wide range of humanitarian legislation to train our unemployed, raise minimum wages, provide better health care for our elderly, rebuild our cities, improve health and educational facilities and end discrimination.

By serving the best interests of both your members and the American public, the American Newspaper Guild has made vital contributions to this progress.

My best wishes to all the delegates attending your 35th Anniversary Convention. May your meeting prove fruitful in advancing the aims of your members and our Nation.

President Johnson's Message To The Convention

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'Silent Violence' More Brutal Than Riots, Gilligan Declares

Cleveland, Ohio — "Silent violence" in our society is more devastating than the kind of violence that "results from the hurling of a Molotov cocktail," John J. Gilligan, Ohio Democratic candidate for the U.S. Senate, told the Cleveland Convention.

If the nation attempts to rid itself only of Molotov-cocktail violence without eradicating the silent violence—"economic injustice and exploitation, deprivation of political and human rights"—it is "writing a prescription for disaster and failure," Gilligan said.

Gilligan, the sole Democrat on Cincinnati's city council and a former congressman who defeated two-term Sen. Frank Lausche for the senatorial nomination in May, said passage of anti-riot laws alone is as sensible as passing laws to "forbid the Ohio River to flood."

"I believe all necessary measures should be taken to bring violence under control," Gilligan declared, "but this does not mean the senseless and indiscriminate use of counterviolence . . . even though it be cloaked in legal sanction."

"This can produce violence more hideous than that produced by the criminal. No society that encourages or allows heavy-handed repression can claim success for itself in seeking justice."

"Controlling crime and violence, while essential to the success of our society, is only the beginning. We must move to eliminate the sources of violence, which enforcement alone will not accomplish."

Gilligan advocated replacement of "a humiliating and self-defeating welfare system" with an approach "that confers at least a minimum of dignity on those who cannot work" and refashioning U.S. schools to combine education, training and work into a system "that leads to stability and security in life."

Racial discrimination, "whether practiced by an employer or trade union," is a kind of violence that turns "hope to hatred, expectation to embitterment and respect into rebellion," Gilligan said, crippling men "perhaps more than the violence of looting."

"The press," he concluded, "has a special obligation to search out the truth, to report fully and accurately not only the events of the day but, as the Kerner Commission recommended, the causes and consequences of civil disorders and the underlying problems of race relations."

Citing stories "I have seen in

Too Ambitious?

Cleveland, Ohio—John J. Gilligan feigned amazement in his convention address at "what you people are up to in California, tangle with that great Hearst organization."

"Some of you may think you're getting to the status of pipefitters or bricklayers . . . with the kinds of salaries you're looking for," Gilligan chided, adding that in Cincinnati, his home city, "press people" have raised their salaries "almost" to those of the city's garbage workers.

"I think it's only fitting that those who put the newspapers out should be paid as much as those who collect the newspapers out of the garbage cans and take them out to the incinerator," he said.



JOHN J. GILLIGAN
"Prescription For Disaster"

recent weeks" about "when—not if but when—" violence starts in Resurrection City, Gilligan said that such stories "share a common guilt in the silent violence," adding: "Enough of that talk will precipitate violence."

Rep. Charles A. Vanik, Cleveland Democrat, told the convention earlier that voters "should reject or refuse to elect congressmen or governors who fail to produce concrete, redeemable" pro-

posals for resolving our "greatest problem . . . the problem of urban America."

"If we can spend 1.7 billion dollars to help King Cotton, 11 billion dollars to help the wheat farmer," 10 billion on "feed-grain farmers" and "retire 200 million acres of land at \$12 an acre . . . isn't it reasonable that we should be able to do something more substantial about the urban problem?" Vanik asked.

"We cannot eliminate crime in the streets by simply eliminating the people in the streets or perhaps by removing the streets," he declared in calling for "compassionate laws which manifest the concern of all America for those who are restricted to central-city life."

On the convention's opening day Cleveland City Council President James V. Stanton, who is currently running for Congress, told delegates that the Guild's remaining a strong union grows more important to protection of press freedom as the number of newspapers serving metropolitan areas declines.

"It is extremely important that what is written and what is disseminated into the homes of America is done by free men through a free will . . . unfettered by the controls and restrictions that could be placed there without a strong union," he declared.

And Patrick J. O'Malley, president of the Cleveland AFL-CIO Federation of Labor, said that teachers and municipal employees are today becoming aware of what newspapermen discovered 35 years ago: "You get dignity" and "security . . . with belonging to a union."



Welcome On Board

International Vice President Harry Ryan of New York pins officer's badge on Joseph Eisenberg following latter's election as international vice president from Region 5, embracing the New York area.

N.Y.'s Eisenberg Wins Region 5 IEB Position

Cleveland, Ohio—Joseph Eisenberg, second vice president of the New York Guild, was elected to the International Executive Board at the Cleveland Convention to succeed Bernard Stein, who resigned as vice president for the New York metropolitan region last December.

Eisenberg, whose candidacy had been advanced by the New York executive board, was unopposed for the regional post, the only IEB seat to be filled at this convention. Regular biennial elections to the 15-seat board will be held next year.

Eisenberg, four times chairman of the Guild's New York Times Unit, was named coveinor of ANG's Guild Service Award in 1966 in recognition of extensive local-union service culminating in his leadership of the Guild's successful Times strike in 1965.

Former ANG President Arthur Rosenstock, noting in nominating him that Eisenberg was one of the "chief architects" of the Times strike, said that "the idea that the great citadel, the Times, could be struck and brought to terms will be of value to the Guild for many years to come."

Rosenstock, who also cited Eisenberg's union activities in civil rights and education, said that, for all his service, Eisenberg "is young in years and gives us a transfusion of young blood in the Guild."

Stein, also an employee of the Times, resigned from the IEB Dec. 1 after having been elected to his third term on the board.

The convention reappointed for another year the five members of the International Election and Referendum Committee: Roberta Bailey of Philadelphia, George Holmes of New York, Edward Gilbreth of Chicago, Philip Feldman of Rochester and Fred Seguin of Ottawa.

Boston in '71

Cleveland, Ohio—Boston will be the site of the Guild's 1971 Convention.

Delegates to the Cleveland Convention accepted an invitation from the Boston Guild to meet in the home of New England's largest Guild local. There were no other bidders.

The 1969 Convention will be in San Antonio, the 1970 Convention in Seattle.

Locals Urged To Help Set Up Minority Training Programs

Cleveland, Ohio—The Cleveland Convention, in a move to facilitate the entry of minority groups and the hard-core unemployed into newspaper jobs, called upon locals to encourage training programs for them.

Traditional Guild contract guarantees against discrimination are "no longer enough," the convention declared in its Collective Bargaining Report.

"The Guild, through training programs, either initiated by itself or in co-operation with enlightened publishers, must accept its responsibility to seek out and to help find employment for minority groups and the poor of all races and creeds," the report declared.

Such programs, to be meaningful, must "contemplate a permanent job when the training period is concluded and offer real opportunity for promotion to higher-paying jobs," the report added. It urged locals to consult with ANG for guidance in initiating or participating in such programs.

In other action to make "integration become a reality within the industry for which we work," the convention called on locals to "intensify" their efforts for "joint Guild-publisher programs for reaching, recruiting, training and hiring Negroes and members of other minority groups."

The convention, in adopting a report of its Human Rights Subcommittee, headed by Leonard A. Weeks of New York, noted that the Guild has "never hesitated to call for equal opportunity." But it added: "A look at our industry

Delegates Back March Of Poor

Cleveland, Ohio—The Cleveland Convention, in a special report of its Human Rights Committee, voiced its "general support" of the Poor People's Campaign and its "particular support" for the campaign's employment-opportunities aims. It recommended that all U.S. Guild locals give "all possible support to those employment objectives."

The report, adopted on the day of the Washington solidarity march in support of the campaign, was wired to campaign headquarters in the capital.

is graphic proof that we have not done enough to transform our objectives to reality."

"The Guild and the publishers who employ the members of our union," the convention said, "must take the initiative to reach recruit, train, employ and promote those people — Negroes, Indians, Puerto Ricans and other Latin Americans — who are the victims of poverty, discrimination and the lack of opportunity to improve their lot."

The report also called for locals to:

► Encourage promotion and upgrading of qualified Negroes and members of other minority groups by obtaining or strengthening fair-employment-practices

clauses to cover both hiring and promotions.

► Establish functioning human-rights committees to carry out "meaningful and practical equal-opportunity programs" and consult with ANG's Research and Information Department on developing and executing them.

► Establish or redirect scholarship programs to help deprived youths become qualified for both editorial and noneditorial jobs on newspapers and magazines.

► Participate "to the fullest extent possible" in the 20th anniversary of the United Nations Declaration of Human Rights, which culminates with Human Rights Week Dec. 10 through 17.

The convention urged Canadian locals to co-operate to the fullest extent with the Canadian Labour Congress's programs for the advancement of human rights for Canada's minority groups.

The convention declared that while the Guild is seeking to make the employees of the industry "mirror the diverse peoples which it serves—and thus make the Guild's membership more truly reflect that same diversity—the leadership of the labor movement must utilize all machinery available to it to assure that none of labor's elements engage in or permit the denial of equal opportunity in employment or training for employment."

The convention also called the attention of U.S. locals to a new federal law that bars discrimination because of age in hiring, conditions of employment and retention on the job.

Woods



Cleveland, Ohio — Describing the Los Angeles Hearst strike as a "fight to the death," ANG President James B. Woods in his opening address to the Cleveland Convention called for a nationwide boycott of advertisers utilizing the struck Herald-Examiner.

"Those gutty people in Los Angeles, who have been on the picket line for over six months

'Guild Accepts Hearst's Challenge'

now, need and deserve every assistance, monetary and moral, that we can furnish them," Woods told the convention delegates.

Declaring that the strike in Los Angeles, where Hearst continues to publish with professional strikebreakers, is a challenge to the entire labor movement, he said:

"We accept Hearst's challenge. But we must gear up for the fight."

Citing the May Co. department stores as an example of a national advertiser that continues to advertise in the Herald-Examiner, Woods listed Guild cities which have May Co. stores and asserted that "we can make a boycott succeed—and we can make the effect felt—against the May Co."

"When I get home from this convention I plan to cancel my charge account with Famous-Barr Co., the May Co. outlet in St. Louis, for as long as they

advertise in the struck paper," he said. "I hope this convention will call on all members to do the same with all such advertisers and on the entire labor movement to join hands with us."

Woods, making his first annual report as ANG president, said the past year had been a "momentous" one for the Guild—"a year of triumph and a year of trouble."

"So it is fitting that we should meet this year in Cleveland," he observed. "This, in a large sense, was the birthplace of the Guild. And it was the scene in 1962-63 of one of our longest strikes up to that time. Again, triumph and trouble."

Citing "tremendous" bargaining gains in the past year, Woods noted that while the Guild has come a long way since the \$35 salaries of 30 years ago, our goals continue to "dance ahead of us like a will o' the wisp."

"But," he continued, "our goals aren't visionary—as some would have us believe. Newspaper workers never have achieved the relative place in the wage picture that they deserve."

Even today, Woods pointed out, others are meeting the same "interesting people" as newspapermen and getting paid better for it.

As examples, he cited local radio-television newscaster minimums of \$338 in Washington, \$260 in San Francisco and \$240 in St. Louis, where Woods himself works.

"Now, what does he read on the air there?" Woods asked. "Copy written by a newsman, represented by the Guild at one station, with a top minimum of \$207!"

Declaring that the "crusading spirit" is not dead in the Guild (although "the ardor may have cooled"), Woods called upon

Guild members to pursue their objectives today with the same "determination exhibited by our early leaders" when they founded the union 35 years ago.

"And why not a crusade by publishers, too?" he asked. "For too long they have whimpered and moaned about rising costs and growing competition, despite fat profits. Why shouldn't they take the offensive against competitive media?"

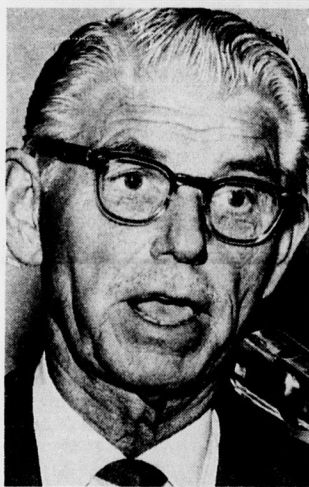
"Why have they struggled along so long with seven-cent papers and comparatively low advertising rates? They have a good product to sell. Let them be more aggressive and sell it at a proper price."

"Just let them remember, though, that we expect to share equitably in the merchandise we produce."

Emphasizing that the success of a boycott of Herald-Examiner

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Farson



Cleveland, Ohio—The Guild has never received better co-operation from the rest of the labor movement than it has during the Los Angeles Hearst strike, ANG Executive Vice President William J. Farson told convention delegates in his annual report.

"Co-operation of the other

'Unions' Solidarity Never Better'

plant unions has been excellent," Farson said, adding:

"The Los Angeles County Federation of Labor, under the direction of Sigmund Arywitz, its secretary-treasurer, has rallied all labor behind the strikers and assigned one of his staff full-time as strike co-ordinator."

"In February, the AFL-CIO Executive Council, upon receiving a report from the international officers of the unions involved, voted full support to the Hearst strikers."

Noting that interunion co-operation also had played "a major role" in other Guild emergencies in the past year, Farson recalled that combined union efforts defeated management attempts to break strikes in Vancouver and Hilo with professional strikebreakers.

"I am convinced that continued

interunion co-operation also will carry the day in Los Angeles and Detroit," he declared.

In Los Angeles, Farson said, "George Hearst, Jr.—in a manner reminiscent of his grandfather's fight against the Guild 30 years ago—is conducting the most ruthless attack on newspaper unions in a decade with the help of imported professional strikebreakers, private police and injunctions limiting strike activity and restricting demonstrations of support by Los Angeles-area unions," which twice have rallied by the thousands around the struck paper.

In view of Hearst's "cavalier" attitude, he noted, the unions are determined to intensify their strike effort and have written AFL-CIO President George Meany requesting financial assistance from both the AFL-CIO and its

affiliated unions and councils.

Turning to a review of the past year, Farson said that while the Guild was recording impressive bargaining and organizing gains, the industry continued to "enjoy a healthy and growing prosperity."

"The president of the American Newspaper Publishers Association told his annual meeting this spring," Farson recalled, "that 'the future for the newspaper business never looked brighter.'"

"Last year advertising and circulation revenues in both the United States and Canada continued their climb, hitting new record highs."

"In the U.S., profits before taxes averaged 8.3 percent of sales for all manufacturing corporations, excluding newspapers, which until now have not been included in the government's tab-

ulations. The 'average medium city newspaper' analyzed annually by Editor & Publisher magazine reported a profit on sales of 27.5 percent before taxes, more than three times the national average for manufacturing corporations."

Noting that Federal Trade Commission Chairman Paul Rand Dixon has promised that average newspaper-profit rates will soon be included in the government's quarterly reports, Farson said that "poor-mouthing the property used to be a standard publisher ploy at the bargaining table."

"However," he declared, "Mr. Dixon's statement and the fact that an increasing number of papers have 'gone public' has had a salutary effect on the public's right to know about newspaper finances."

Allen H. Neuharth, executive

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Perlik



Cleveland, Ohio—A strengthened International Defense Fund is necessary not only to finance current strikes in Los Angeles and elsewhere but to insure effective support for forthcoming bargaining in other cities, ANG Secretary-Treasurer Charles A. Perlik, Jr., told delegates to the

'Stronger Defense Fund Benefits All'

Guild's Cleveland Convention.

Without increased Defense Fund income, Perlik emphasized, the fund's "readily usable" assets would be exhausted by the end of July at the June rate of expenditures and even the end of the Detroit strike "would not put an end to outgo exceeding income."

"That's serious enough," he declared in his annual report, "but what about the bargaining position of the rest of the Guild?"

"One of our major Puerto Rico units is bargaining right now under a strike vote."

"This morning a 50-member unit of the New York Newspaper Guild [at the Amsterdam News] went on strike."

"By the end of the year contracts in major units in Honolulu, Philadelphia, Washington, Memphis, Buffalo, St. Louis and the Associated Press will expire."

"I don't believe this convention will do other than provide the reassurance our valiant members in Los Angeles are looking for as they pursue their fight against one of the most ruthless employers this or any industry has ever encountered."

"I don't believe this convention will fail to arm our units that have expiring contracts with the backing and strength they need to extract all their contract renewals are capable of producing."

Reviewing demands made on the Defense Fund by strikes and lockouts during the past year, Perlik told the convention delegates:

"You'll not be surprised to learn that the Fund spent more in the first six months of 1968 than during any similar period in its history."

"Nor that it's getting very close to the point where there's no more to spend."

"Nor that the time has come to enlarge and strengthen the Fund in line with what the history of the past year has taught us."

"For here is what happened, what I've described in many forums around the Guild as a more penetrating crisis than the 1962-63 crisis precipitated by the New York and Cleveland strikes."

"Recall, if you will, that as we met in Ottawa last year the Defense Fund was nearing the 1.5-million-dollar milestone. Indeed, it was so close that we could foresee achievement of that goal by December, obviating the use of assessments to get there."

"Then, in November and December, the Detroit and Los Angeles strikes started, followed quickly by the San Francisco

strike in early January. Well before assessment machinery could be set in motion the Defense Fund was meeting a benefit bill of \$100,000 per week."

"Considering the slow reaction-time inherent in our assessment machinery, the wisdom of the 1964 Convention decisions that produced Defense Fund assets of nearly 1.5 million dollars before these strikes started has been fully demonstrated. It's a blessing the money was there."

While no one can be certain that emergencies of such magnitude will recur, Perlik said, "we all can recall the widespread prediction following the 1962-63 New York strike that there wouldn't be another for a long, long time."

"But despite those predictions there have been two New York

(Continued on Page 14)

Pay Supplement For Needy Urged In Stokes Speech

Cleveland, Ohio—"A national system of income supplements" for those below the poverty level was urged by Cleveland Mayor Carl B. Stokes at the Guild's Cleveland Convention banquet.

Stokes estimated it would take from 11 to 25 billion dollars a year "to do the job." He termed the nation's present eight-billion-dollar welfare program "sorely inadequate."

Stokes noted that he had introduced a resolution adopted at a national mayors' conference in Chicago the week before calling for both income supplements and "legislation that will make it possible for any American who is able to work to get the kind of training necessary."

He urged a government incentive program "so that private employers can be encouraged to take on the hard-core unemployed, to give them jobs and train them for these jobs."

The nation's present welfare program, Stokes said, "reflects our true lack of understanding of what are the causes of poverty and of unemployment."

"People on welfare become involved in a cycle of bureaucracy and poverty that is not only self-defeating," he said, "but almost destroys anyone's will to break away from it."

"The welfare system, designed to save money instead of people, tragically ends up doing neither."

"First it excludes large numbers of persons who are in great need. Secondly, for those who are included it provides assistance at such a below-minimum level necessary for a decent level of existence that that person is never able to maintain himself as any kind of proud, self-sufficient person in our society."

Endorsing the Poor People's Campaign, Stokes declared:

"I think that they are right when they plead for minimum income."

"I think that they are right when they object against the fact that we have a multimillion-dollar foreign-aid package while Americans right here at home go hungry."

"I think that they have a right to object when we are able to

'Proud Heritage'

Cleveland, Ohio — "Local Number 1 is a proud figure, and we have a proud heritage," Cleveland Guild President James M. Naughton told the convention in his welcoming address, "but we do not wish to celebrate it in words so much as in deeds."

Declaring that "there are those among us who fear we are becoming so mired in the problems of keeping alive as a union that we may be overlooking some of the reasons for being alive as a union," Naughton told the delegates:

"We issue to you only one challenge as this convention begins: Let us make 1968 the year and Cleveland the place for adoption of a program that will do honor to 1933 in Cleveland, where it all began."

go into Vietnam and to build permanent installations costing billions of American dollars, off of which profiteers make all sorts of ugly, almost criminal profits."

"I think it's right for them to insist upon the right of every American to have a job."

"I think it's right for those Indians to be there, to petition in 1968 for the wrongs that were done them in 1898 and later."

"I think it's right for the Mexican-Americans to be there, to petition against the wrongs that were done to them in taking land from them that had been traditionally held in their families."

Stokes had been scheduled to address the banquet on "Violence in America," but the mayor said he preferred to defer comment on the subject pending a study by the President's Commission on Violence in American Life.



One Founder To Another

A "Heywood"—bust of the Guild's first president, Heywood Broun—is presented to Cleveland Guild founder William M. Davy by ANG President

James B. Woods at ceremonies following Cleveland Convention banquet. Ten other founders of the Cleveland Local also received "Heywoods."

Cleveland Guild Cites 11 Founders In 35th Anniversary Observance

Cleveland, Ohio—Eleven men who put their jobs, money and time on the line for the Guild when there was no Guild were honored at a special Founders' Ball during ANG's 35th Anniversary Convention.

But a spokesman for the 11 founding members of ANG Local 1 in Cleveland refused to indulge in reminiscences of the early days during recognition ceremonies following the convention banquet.

Instead, William M. Davy, who was ANG's first paid organizer and for 30 years the Cleveland Guild's executive secretary, had this to tell more than 300 delegates and others gathered for the ceremonies:

"People in the labor movement today don't give a damn about the early days. What they are concerned about is not yesterday — they are concerned about tomorrow."

"All I can say about the early



Cleveland's 'Heywood'

days is that it took time and energy and money and sacrifice.

"It takes the same things today. We had to have it in the early days to put the Guild together. You have to have it today to keep the Guild together."

Davy decried the existence of "12 or 13 or 14 or 15 separate unions" in the newspaper industry. If they don't merge into a single union, he said, "then I think it is high time that the American Newspaper Guild takes a damned good look at what they can do about merging with some other organization under conditions entirely satisfactory to the officers

and membership."

ANG President James B. Woods presented a bust of Heywood Broun, ANG's first president, to Davy and the other Cleveland founders: Robert Bordner, Jack B. Clowser, Mike Lapine, William H. Ritt, David H. Dietz, and Laird Landis, all of Cleveland. I. L. Kenen and Eugene Kelly of Washington, Al Roberts of Philadelphia and Elmer Fehlhaber of Brookline, Mass.

A resolution read by Cleveland Guild President James M. Naughton and greeted with standing applause during the ceremony cited the founders "for the risks you took, for your sacrifice and foresight that make us today a strong, vigilant 32,000-member guardian of the newspaper industry's employees."

The convention program book contained a profile of Davy and a reprint of an article by Bordner from the 25th anniversary issue of the Guild Reporter that traced the role of the fledgling Cleveland Local in ANG's founding in 1933.

The convention, in concluding, voiced its thanks to the Cleveland Guild "for hosting an assembly which, hopefully, by its fruits, will have proven to be a fitting celebration of Local No. 1's own 35th anniversary."

Beware Of 'Frank' Talks, Guild Warns AP Staff

Cleveland, Ohio — The Wire Service Guild's executive committee last month warned Associated Press staffers to "be on guard" against AP personnel executives who invite them to speak freely on morale problems.

In a memorandum approved at a pre-convention meeting here June 15 and 16 the committee cited a case in which, despite promises of no recriminations, "an employee's frank discussion with a New York personnel executive resulted in an assessment of his personal records that could do irreparable damage to his career."

"In fact," the committee said, "the employee was told to look elsewhere for a job."

The interviews have been part

of a management inquiry into slumping morale. The committee said they had boosted morale in some cases, and it encouraged co-operation by Guild members while urging them to maintain caution.

The committee named Malcolm Barr of Washington AP as strike-strategy chairman in preparation for forthcoming negotiations with both wire services. It scheduled sectional conferences for San Francisco Sept. 21 and 22, Chicago Sept. 28 and 29, Washington Oct. 5 and 6 and Atlanta Oct. 12 and 13.

The committee invited top officers of the Commercial Telegraphers Union to its next meeting in New York Oct. 19 and 20.



'And Now, His Honor...'

Cleveland Mayor Carl B. Stokes shakes hands with Cleveland Guild President James Naughton as he

prepares to address the convention banquet. Applauding at left, ANG President James B. Woods.

Constitutional Amendment

Guild Opens Door To Government Units

Cleveland, Ohio—The Cleveland Convention amended the ANG Constitution to specifically make units of government information and publication employees eligible for Guild organization.

The Guild's jurisdiction was extended to open the door to some 400 Canadian Government information-service employees whom the Canadian Wire Service Guild is currently seeking to organize.

Among other constitutional changes approved by the convention was an amendment expanding the time period for establishing eligibility to vote in international elections and referenda from one month to three.

The jurisdictional amendment extends Guild jurisdiction to "the informational and publication activity of a governmental agency, bureau or department." But it provides that admission under the new section shall be allowed "only to a unit of employees . . . by special permission of the International Executive Board."

The IEB, at its postconvention meeting, granted permission to admit the Canadian unit, for which the Guild is competing with other organizations.

The convention voted down a minority report of its Constitution

Committee that urged "a great deal more study" before making "such a major change in the Constitution."

A motion by Brian Flores of Washington-Baltimore to limit the new clause to Canadian government employees pending further study was also defeated.

The convention, in adopting the committee's majority report, pointed out that the Guild has steadily expanded its jurisdiction over the years to include media other than newspapers, noting that photographers employed by New York City are included in Guild membership.

"The Guild's decision to expand has never been regretted," it declared.

The report asserted that admission of the Canadian unit was consistent with the convention's Organizing Report, which said the Guild "is open to all" who work in our industry.

"To seek this group," the majority report declared, "is to help the Guild grow in size and strength."

Members of the group write and edit material for various government divisions, producing pamphlets, booklets, news releases and publications in magazine and newspaper format. Recently en-

acted Canadian laws make them eligible for union representation and give them the right to strike.

The minority report, presented by Orr Kelly of Washington-Baltimore, chairman of the Constitution Committee, voiced concern lest the amendment "open the door to admission of major groups of government propagandists whose goals are not always consistent" with ANG's constitutional objective of "constant honesty in the news."

"The only safeguard in this proposal against an influx of government public-relations employees—against the possibility, in fact, that they might even come to dominate the Guild—is the discretion left to the IEB," the minority said. "We felt this safeguard was inadequate because it is impossible to predict the makeup or the attitude of future members of the IEB."

The motion to limit the clause to Canadian employees was defeated after Orval R. McGuire of Toronto said the Guild's Canadian counsel had advised that such a limitation would probably lead the government's Public Staff Relations Board to disqualify the Guild for representation.

The board, which certifies union representatives for public

employees, requires that an eligibility clause in a union's constitution "must clearly embrace any group of public employees which the union seeks to represent," the majority report had pointed out.

ANG International Representative Fred Jones is in charge of the information-service organizing drive, against which two other organizations, the Public Service Alliance and the Public Service Professional Institute, are competing.

The election amendment is designed to prevent a repetition 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.

It allows a vote to any member in good standing in any one of three months preceding the balloting. Under the old provision only those in good standing in the month following that in which the election was ordered were eligible.

Good standing as of either the first of the month preceding the calling of the election, the month in which the election is called or the following month will henceforth entitle a member to vote.

Other election amendments approved by the convention pro-



ORR KELLY
Constitution Chairman

vide that no returns postmarked later than the second day after the close of the prescribed six-day voting period shall be opened and tabulated, and authorize the International Election and Referendum Committee to remove from voting lists the names of members who have died or terminated membership.

Another amendment will require locals to conduct secret-ballot elections for convention delegates only when there is a contest and will permit the ballot order of candidates to be determined by lot as well as by slate or alphabetically.

Premium Pay, New Safeguards Urged For Hazardous Work

Cleveland, Ohio—Guild contracts should provide "premium pay for the performance of hazardous work," the Cleveland Convention declared in adding such protection to Convention Recommendations on Collective Bargaining.

In "these days of turmoil and sometimes violence," the convention stated, premium pay, protection of Guild members "not only in riot conditions, but also on their way to and from their plants and jobs" and contractual confirmation of members' rights to refuse hazardous assignments or jobs are "necessities."

The convention also directed that the military-service section of ANG's Collective Bargaining Program be revised to "provide full protection, including pay, for employees performing emergency service" in disorders.

The ANG Constitution provides that locals bargaining "shall be guided by the Collective Bargaining Program and Recommendations of the Convention" and that the Collective Bargaining Programs' provisions "shall be included in all contract proposals."

als" made by locals.

To reflect the "increased hazards in connection with performance of work expected by our employers," the convention recommended that contracts confirm an employee's right to refuse:

► An assignment or job "he has reason to believe is hazardous, or which he has reason to believe is performed under hazardous conditions."

► "To report for work because he has reason to believe that travel to or from work or work at his place of work is hazardous."

The convention also called for contract bars to an employee's pay being docked because he exercises these rights or fails to report to work because travel facilities are paralyzed by floods, civil disturbances, fires, explosions or other disasters.

Additional bargaining recommendations by the convention call for employers to provide:

► "All possible protection and protective devices, including safe passage on streets, parking lots and other property near the

plant," for all employees.

► "Special and additional life and accident insurance."

► Reimbursement for loss or damage to personal property, including the employee's car, in

connection with employment.

► "Measures to eliminate, if possible, or minimize and alleviate the hazardous conditions of jobs or the hazardous conditions under which a job is performed."

Delegates Protest Police Attacks On Newsmen In Six Major Cities

Cleveland, Ohio—The Cleveland Convention denounced police attacks on newsmen during the past year, pledged ANG's support to locals seeking to prevent them and called on publishers to "go as far in supporting their employees."

The convention also condemned reported practices of some police departments in having agents pose as newsmen at demonstrations in order to interview and photograph demonstrators.

The convention, in adopting a resolution of its Resolutions Committee, headed by David S. Schick of Philadelphia, said Guild concern over police attacks on newsmen "goes far beyond its concern for the physical well-being of its members."

"It is clear that not just the newsmen but every principle of freedom of the press is being assaulted" in such attacks, the convention declared.

Citing reports of attacks by police on newsmen in Oakland, New York, Los Angeles, Columbus, Chicago and Pittsburgh during the past year, the convention said that some of the attacks "have appeared aimed deliberately at newsmen who were covering demonstrations."

Conjecturing that the attacks could have been an effort "to prevent coverage of police handling of the demonstrations" or could "merely represent police resentment of newsmen who have covered their activities," the convention said:

"In neither case would any vestige of an excuse exist for them."

Pointing out that the Guild is



DAVID S. SCHICK
Resolutions Chairman

"dedicated to guaranteeing, as far as it is able, constant honesty in the news," the convention declared that its members "will not be deterred in performance of their responsibility to their employers or to the public."

In condemning FBI agents and police posing as newsmen, the convention cited a June 17 draft-protest demonstration in Washington in which an FBI agent reportedly represented himself as "a reporter for the International News Service" while extending a microphone connected to a tape recorder.

"In California," the convention noted, "police have in some instances posed as press photographers in taking pictures of demonstrators."

Such misrepresentations "could destroy news sources and the willingness of the public to be

interviewed by authentic" newsmen and destroy the public's "trust of newsmen in general," the convention declared.

The resolution also deplored police departments' withholding of press cards "simply because a law-enforcement officer does not like what the reporter writes . . . as reportedly is occurring in Los Angeles."

Another resolution commended the Sacramento Guild for "its work in the fight against government secrecy" in going to court to defend newsmen's rights to attend meetings of the county board of supervisors.

"In so doing," the convention declared, the Sacramento Local "performed a valuable service not only for its members but also for the public."

Delegates Call For Gun Law

Cleveland, Ohio—Voicing its abhorrence at the assassinations of the Rev. Dr. Martin Luther King, Jr., and Sen. Robert F. Kennedy, the Cleveland Convention called on Congress to "regulate the trade in firearms."

The convention mourned King as "the apostle of nonviolence" and Kennedy as "for many the embodiment of youthful striving toward excellence and progress, and surely for all a figure of dynamism."

The resolution was seconded by International Vice President James H. White of Memphis, where King was shot.

Convention Urges Defeat Of Amended Hayden Bill

Cleveland, Ohio—Congress should pass no antitrust exemption for full or partial mergers in the newspaper industry, the Cleveland Convention declared in a resolution affirming ANG's opposition to the Failing Newspaper Bill and "any amended version."

Within a few hours of the convention's action a substitute version of the bill—restricting the proposed exemptions to partial mergers—was submitted to the Senate Antitrust Subcommittee by Sen. Carl Hayden, chief sponsor of the original bill.

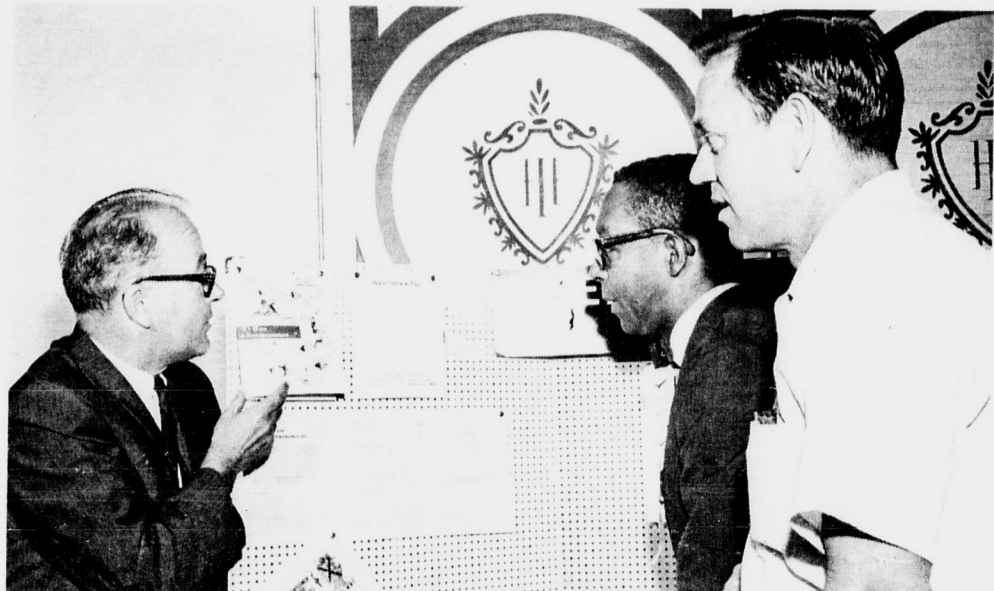
ANG's top officers fired off a telegram to the committee during the convention urging defeat of any amended bill.

The convention said it agreed with FTC Chairman Paul Rand Dixon, who said he could find

"no way in which the bill could be made acceptable through amendment."

The substitute version of the bill, retitled the Newspaper Preservation Bill, would confine its sanction of rate- and price-fixing, profit-pooling and market-splitting to joint newspaper-operating arrangements involving a newspaper that "regardless of its ownership or affiliations, appears unlikely to remain or become a financially sound publication" at the time of the consolidation.

In a letter accompanying copies of the resolution sent to members of the Antitrust Subcommittee last week, ANG's top officers pointed out that "any sort of antitrust exemption" will pose a serious additional barrier to new entry into the industry.



Just Off The Press

Latest edition of the Guild's organizing brochure, "If I Were A Newspaperman," boasting a new cover, is pointed out by Robert M. Golden of Lehigh Valley, convention Research and Informa-

tion Committee chairman, on R&I display board. Others are Leonard A. Weeks of New York, center, Human Rights chairman, and William R. Balota of St. Louis, Political Action chairman.



Trophy Of An Editor

James Wagner of Chicago, Guild Reporter committee chairman, displays GR plaque won in International Labor Press Association contest to committee member Frank J. MacMaster of New York. At center, GR editor Ellis T. Baker. The convention applauded the GR's receipt of the ILPA's first-place award for general excellence among labor papers of less than 50,000 circulation.

'Essential To Communication'

Local Publications Encouraged

Cleveland, Ohio — Emphasizing the value of local publications in informing and educating Guild members, the Cleveland Convention recommended that locals and large units that do not have regular publications take immediate steps to provide them.

"While local-union publications are essential at the local level, they also are useful at the unit level—particularly in larger locals where communication with individual members is most difficult," the convention said in adopting the report of its Research and Information Committee, of which Robert M. Golden of Lehigh Valley was chairman.

The convention noted that "new and effective" publications had been started during the past year by several locals, including Philadelphia and Chicago.

In adopting the report of its Guild Reporter committee, the convention also recommended that locals place the GR on mailing lists for their local publications and bargaining bulletins and

appoint correspondents to facilitate GR coverage of local news.

To further understanding between the Guild and other unions, the convention said, it is desirable to circulate the GR more widely among shop leaders of the craft and other news-media unions. It recommended that locals purchase subscriptions for this purpose.

It also recommended, in approving an amendment by Philip Feldman of Rochester, that, if ANG continues to find it financially unfeasible to distribute the GR to college newspapers, locals purchase subscriptions for colleges in their areas.

The convention rejected an amendment by Arthur Gorlick of Chicago calling upon "reporters for the GR . . . to check both sides of the story" in local Guild disputes after International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore described it as "completely unnecessary" in view of the GR's past performance.

The convention, in the report of its GR Committee, headed by James Wagner of Chicago, "applauded" the "improvement and the continuing excellence of the GR's thorough coverage and presentation of news of the Guild, labor and the newspaper industry."

The convention recommended that the GR continue to explore alternative methods of shipment to regional postal distribution centers in an effort to speed delivery and that locals complain directly to their local post offices when the latter fail to open GR bundles and distribute the papers properly.

It rejected an amendment calling for first-class mail delivery of the GR to locals and individuals willing to pay the additional postage after it was pointed out that this service is already available and that the paper is sent first class to all local presidents and executive officers without charge.

Cleveland, Ohio—Guild members should have the contractual right to leaves of absence to run for and serve in any public or party office, the Cleveland Convention said in making such contract provisions part of Convention Recommendations on Collective Bargaining.

The proposal was initiated by the Convention's Political Action Subcommittee, led by William R. Balota of St. Louis, which said such a provision is needed "to protect Guild members in their right to engage in political activity of their choice."

The convention, in adopting the provision as part of its Collective Bargaining Report, declared that mandatory leave provisions would "eliminate the inhibiting specter of loss of regular employment for those sufficiently courageous to defy an employer's refusal of a leave."

"The advantages accruing not only to the Guild and the trade-union movement but to the nation as a whole by providing a fresh flow of able people who can participate without fear or favor in a national political scene that cries for fresh faces, fresh thought and fresh talent, provide any other justification that might be necessary," the report declared.

The convention, in endorsing the other recommendations of its Political Action Subcommittee, warned that "unions must either work energetically toward getting members to register and vote for progressive programs or understand that they face the danger of awakening after Election Day to find a new Ice Age of reaction and false conservatism closing in."

As an example of "the threatened shape of things to come" in such an eventuality, the convention cited two bills that have been drafted and are "being held in reserve for a turn in the tides of political fortune."

One would prohibit union-shop agreements unless a state specifically permits them and another would make it an illegal conspiracy for a union to negotiate wage

increases "in excess of the gain in productivity."

The Guild and its locals should "undertake informational programs to stress the importance and necessity of political action for all Guild members," the convention said, and locals should take immediate steps to seek out interested members to serve on political-action committees.

While noting the Guild's failure since 1960 to reach its quota for contributions to the Committee on Political Education (COPE), the convention said locals that have conducted Dollar Drives "have demonstrated that Guild members do contribute to COPE when asked."

The convention urged that U.S. locals and district councils "make every effort to fulfill and surpass" the Guild's 1968 COPE quota of \$3,045.

A COPE collection made on the floor of the convention by members of the Research and Information Committee netted \$232.25.

The convention also recommended that the Guild and its locals continue to press for federal, state, provincial and local antistrikebreaking laws and continue to support efforts to eliminate the use of antipicketing injunctions and block further efforts to fragment national bargaining units.

The convention also urged locals to conduct voter-registration drives, on plant premises where possible.

Green Thumbs

Cleveland, Ohio — Delegates to ANG's 35th Annual Convention dug into their pockets for a total of \$1,173.25 in three collections on the convention floor.

A collection for Los Angeles Herald-Examiner strikers yielded \$630, one for Guildsmen idled by the Detroit strike, \$311, and the annual collection for the AFL-CIO's Committee on Political Education, \$232.25.

Convention Endorses Unity Talks, Calls For Continuing Explorations

Cleveland, Ohio — Pursuit of greater unity with other unions to further both the Guild's bargaining and organizing aims was urged by the Cleveland Convention.

The convention's Collective Bargaining Report directed that "efforts be continued at all levels to build interunion co-operation and to form councils of newspaper unions."

Its Organizing Report authorized the International Executive Board and ANG officers to "intensify their explorations of possible merger or agreement with other unions in the communications field whose structure offers the prospect of organizing and servicing unorganized workers."

Declaring that one answer to the Guild's money and membership problems may lie in enlarging its jurisdictional base, the Organizing Report suggested that the Guild might enter into "some form of association—merger, servicing arrangement, divisional status, co-ordinated organizing and bargaining—with one of sev-

eral unions in the communications field having locals, units and sizable staffs spread across the country."

"Preliminary discussions for this have already been held," the report noted, "and the convention believes such discussions should continue."

The Collective Bargaining Report cited "record-breaking settlements" achieved in San Francisco and San Jose, among other cities, "through the combined efforts of unity councils and committees," as well as a strike in Utica "won through the combined efforts of all unions."

ANG Executive Vice President William J. Farson reported to the convention on recent unity talks initiated with the Guild by the Communications Workers of America.

ANG has had three meetings with the CWA, he reported, two of an exploratory nature and one with staff personnel from both unions. Constitutions have been exchanged and further talks are planned, he said.

In any merger, "there would have to be some kind of division where we would have to retain autonomy or a certain amount of it," Farson told the delegates. And he warned that that poses "tremendous problems."

The 345,000-member CWA has offices in virtually every city that has a Bell telephone office, which might be helpful in organizing, Farson said, but its contracts are negotiated with the international union, its monthly per capita is \$3 (of which only 50 cents goes into its defense fund), and strike benefits are based "on need, not right."

"If we are thinking in terms of our kind of strike benefits," Farson said, "we would have to think in terms of continuing our own strike fund."

Farson said ANG also intends to resume unity talks with the International Typographical Union this summer and fall. He has accepted an invitation to address the ITU's annual convention here Aug. 3 through 9.

It happened in **CLEVELAND**



Five-year-old Mark Miller tries on Capt. Vincent Fryan's hat for size aboard the Goodtime II during convention boat ride.



The sound of an old-time phonograph intrigues delegates at antiques mart visited during the outing. David C. Longzettel, left, of Portland, and Mr. and Mrs. James M. Shea of Salem.



It's into the paddy wagon for former ANG President Arthur Rosenstock as Cleveland's Crazy Kops swoop down on delegates during waterfront outing. Wagon provided quick if inglorious transportation.



Akron delegate Carol Camp found the convention grind exhausting.



Mayor Carl B. Stokes greets two Montreal delegates in a waterfront cabaret during the outing. At left, Romeo Paitras; at right, George Light.



Aboard the Goodtime II for the convention outing on the Cuyahoga River. From left, Anne Mackenzie of the ANG office staff, Ellen Gene Peters of Cleveland and Diana Naughton, wife of Cleveland Guild President James M. Naughton.

Convention Photos by Donn Rothenberg



Opening cocktail party was at the Cleveland Garden Center. From left, Mrs. William R. Bolata of St. Louis, Mrs. John E. Deegan of New York and Mrs. Barney Peterson of San Francisco-Oakland.



Bargaining Pointers

A "how-to-do-it" session on bargaining is conducted by ANG Collective Bargaining Director J. William Blatz. Helping out at the convention

clinic were International Representatives John K. Sloan, left, and Charles Dale. Clinics on organizing and human rights and politics were also held.

Albany Guild Pleads Guilty; Controls Set

Cleveland, Ohio—Strict controls on future bargaining by the Albany Guild were imposed by the International Executive Board last month after the local pleaded guilty to ratifying and signing a three-year contract with Hearst's Albany Times-Union and Knickerbocker News without permission of the ANG Contracts Committee.

The penalty was levied by a unanimous vote of the IEB at its postconvention meeting June 21. Albany President Frank Jaquinto had entered a plea of guilty on behalf of the local at the board's pre-convention meeting a week earlier.

Noting Jaquinto's testimony that he had been ordered to sign the contract by a local membership meeting, the IEB said it was imposing controls aimed at "uniting the local membership behind the local leadership" and strengthening the local's leaders "in support of ANG's Collective Bar-

gaining Program and constitutional bargaining procedures."

The controls:

► Require the local to notify ANG of all future meetings on bargaining policy, contract negotiations and ratification sessions and empower ANG to designate a representative to participate in the meetings.

► Reserve the IEB's right to appoint an ANG bargaining administrator for the local if it is deemed "appropriate," with power to serve as chief negotiator, attend all local meetings affecting bargaining and require the local to comply with ANG constitutional and bargaining procedures.

► Reserve the IEB's right to appoint an administrator for all the local's affairs if necessary "to effect constitutional collective bargaining" by the local.

► Require the local to distribute both full reports on each bargaining session and the text of any specified ANG communication on bargaining "to each member of the unit concerned."

Stating that the Albany Local was "throwing itself at the mercy of the board," Jaquinto said he signed the contract at the direction of the local's membership because to refuse to do so would have been "futile" and could have resulted in the "destruction of the local."

"Our executive board," Jaquinto said, "thinks we need an administrator. Our people are afraid. They won't approach me on the premises with a problem. We can't get a shop steward."

"They (Hearst management) are out to break the Guild."

Jaquinto admitted, as stated in charges filed at the IEB's April meeting by ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., that the membership had been informed that the Contracts Committee considered the settlement "inadequate and unprovable" and that the membership had been aware of the possible consequences of ratifying and signing the contract.

The settlement was disapproved by the Contracts Committee for insufficient money—\$20 in wages and \$2 in fringes over its three-year term—and for inadequate protection of jurisdiction and job security.

The ANG Constitution forbids locals to submit contracts to ratification or to sign them without permission from the Contracts Committee and requires the specific permission of the IEB (or its Contracts Committee) for contracts of more than two years' duration.

Delegates Back Grape Boycott

Cleveland, Ohio—The Cleveland Convention called on all Guild locals and members to "join the cry issued by the United Farm Workers, 'Don't buy California table grapes.'"

The convention noted that when the striking Farm Workers launched boycott action against the largest California grape grower, Giunarra, the company pasted the labels of other growers on top of its own.

"The only possible response," the convention said, "has been a boycott of all California table grapes (with the exception of DiGiorgio's union-packed 'Hi-Color' label)."

Convention Raises Wage Goals To \$340, \$170

(Continued from Page 1)

the wage goal for key employees not only over the \$315.50 adopted by last year's convention but over the \$335 recommended less than three months ago by the International Executive Board. And the goal for all adult employees was raised similarly over previous figures of \$157.75 and \$167.50.

The convention established an extra week's pay for each week of vacation as part of the Guild's Collective Bargaining Program in order to provide employees with "a vacation with real vacation pay."

And it revised the program similarly to provide compensation "of not less than double time" for overtime and unscheduled work to encourage employers to hire the number of employees necessary for the job.

Among other actions taken by the convention in adopting a report by its Collective Bargaining Committee, headed by Gilbert Bailey of San Jose, were:

► Revision of the Guild's Convention Recommendations on Collective Bargaining to include premium pay for hazardous work, to confirm the right to refuse such work, and to provide for protective measures, extra insurance coverage and damage reimbursement. (Story on Page 6.)

► A recommendation that locals "encourage training programs for minority and other hard-core unemployed workers." (Story on Page 3.)

► Revision of the Recommendations on Collective Bargaining to provide leaves of absence for employees serving in public office or campaigning for it. (Story on Page 7.)

► A recommendation that locals seek two additional paid holidays: the employee's birthday and another day of his choice.

► A recommendation that employees required to work on holidays receive compensation "for not less than a full day at the rate of 2½ times in addition to their regular weekly pay."

► Recommendations that "all effort be made to achieve greater union security at magazines" and that ANG provide locals with information on magazines and magazine job classifications for bargaining purposes.

The convention directed that the International Executive Board study the following:

► The desirability of cost-of-living escalator clauses.

► Inclusion of provisions peculiar to the magazine field in the Guild's Collective Bargaining Program or Convention Recommendations, with findings to be reported to the 1969 Convention.

► The desirability of long-term disability insurance.

► "Whether Chase Manhattan Bank of New York is a suitable organization to handle ANG's Commingled Pension Fund in view of the bank's alleged investments in South Africa and in view of the ANG's humanitarian goals."

The Collective Bargaining Committee, reporting the submission of a Madison Guild resolution calling for termination of the Fund's relationship with Chase Manhattan because of South Africa's segregationist policies, noted that no ANG funds are invested there and that the bank has been directed not to so invest them.

The bargaining report pointed

out that newspapers today are reaping "the greatest profits in their history" and cited publisher predictions that "the future of the newspaper business never looked brighter."

"The Guild should not restrain itself from demanding a fair share in that rosy future," it declared. "We help make the profits. We want our share."

But it added: "The challenge facing the Guild today is not only to win better contracts. It is also to provide Guild protection and benefits to thousands of men and women now at the mercy of their employers—employers interested in profits, not in people."

The report, in directing continued concentration on bargaining with emphasis on higher wages in all classifications, urged locals to set up "co-ordinated bargaining and organizing efforts for the greater success of both programs."

"The Guild's combined goal," it declared, "must be better contracts and more members."

"The Collective Bargaining Program and the Convention Recommendations on Bargaining provide the goals and the framework for upcoming bargaining," the convention said. "But they will remain just that—goals, language in the Model Contract which too often is removed from the bargaining table at the first opportunity—unless they are convictions of local leadership and these convictions are transmitted to the membership and translated into membership determination."

While noting that "some of our old goals are outdated" and that "our new ones soon will be," the convention cited one-year and two-year contracts as a goal that "may well be especially wise in today's world of inflation and a changing economy."

The new wage goals, it said, are not "reaching for the moon, as some publishers would like us to believe." They constitute only a restatement of the Guild's 1946 goals of \$100 and \$50 adjusted for increases in productivity and the cost of living, it pointed out.

In setting the goal of double pay for vacations the convention noted "an increasing awareness . . . that more vacation time by itself isn't enough." It said "extra money also is needed above the day-to-day requirements of living."

The convention also urged lo-

cals to continue to seek a reduction in the service requirement for four weeks' vacation.

In adopting the goal of double overtime the convention said that "placing a higher premium on overtime work will encourage our employers to hire necessary, additional employees, relieving Guild members of the burden of the extra work and at the same time permitting them to benefit fully from the shorter work days and work weeks we have bargained."

The convention made these other bargaining recommendations:

► 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, with provision for notices of such introduction and for job retraining at employer expense.

The convention warned that "new tactics developed by publishers to circumvent or weaken the Guild's jurisdiction may require new language." It also urged that contracts prohibit "the subtle elimination of jobs by fragmentation, by which duties of a given job are assigned to various other jobs."

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

"In pushing for parity increases," the convention added, "locals also should strive to obtain better wage settlements for employees in clerical, office, maintenance and mechanical departments, keeping in mind what our wage goals are."

► Continued efforts to eliminate "once and for all discrimination against women, especially in the areas of wages for women's news reporting."

Noting that some publishers still discriminate against women through lower minimums, refusal to give merit increases and failure to promote, the convention declared: "Such discrimination cannot be tolerated."

► That locals attempt to bring their pension plans into ANG's Commingled Pension Fund for higher return on investments—an average yield of 6.77 percent, the report noted—and lower administrative costs.

Locals Cautioned On Violations

Cleveland, Ohio—The Cleveland Convention's Collective Bargaining Report directed the International Executive Board to stress to all locals the necessity of observing ANG constitutional provisions on bargaining.

The convention noted "the number of serious violations by locals," particularly differences in the reported terms of proposed settlements and the final draft, and in the final draft and signed contract. In almost all instances, it said, the differences involve weakenings, "thus depriving locals and members of ANG advice and assistance in blocking employer attempts to weaken our contracts."

"It becomes harder to prevent these efforts once the proposed settlement has been voted on by the unit," it said, "and is nearly impossible after the contract has been signed."

Convention Approves Pilot Organizing Project

(Continued from Page 1)

the project, "augmenting this assignment with additional personnel if need demands or other requirements of the union permit."

It recommended that materials be compiled from reports on the project to enable next year's convention to analyze the results and "use them as the basis for establishing similar projects or alternative courses of action."

The convention also recommended that the officers and the International Executive Board:

► Schedule organizing as the topic for this year's ANG weekend regional training institutes "to give locals' leaders incentive and knowledge that will enable their participation in organizing projects along with the international."

► Urge all locals to establish organizing committees that "should be alert to all opportunities" now and in the future and provide the committees with up-to-date materials and assistance.

The convention acted on a report by its Organizing Committee after hearing the interim policy committee's report delivered by Rollin Everett of St. Louis. Another member of the interim committee, David Manley of Vancouver-New Westminster, was chairman of the Organizing Committee.

The Organizing Report, which noted that the Guild is already making organizing gains, cited the following four objectives set forth by the interim committee, declaring they "must be used in concentration on any organizing efforts":

► "Organization of single groups large enough to provide reasonable assurance to those involved that they can survive and prosper as separate local unions."

► "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."



Convention Organizing Committee deliberates on Interim Policy Committee report.

► "Organization of small groups as units of 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."

► "An enlarged organizing effort from two sources of membership: potential most easily reached: free riders under existing contracts and employees in departments not yet organized at newspapers, magazines or anywhere the Guild already has a contract."

There are 5,000 "potential members" among free riders on Guild newspapers, the report pointed out. "Many, if just asked, would become members," it added.

"Action can be taken on various levels," the report declared. "The Guild is all of us, not just the officers and paid staff."

"Every local should be prepared to do everything it can, on its own level, to organize as suggested by the interim committee. . . .

"The Guild is not a private club joined by invitation only. This was not the dream of the founders. The Guild is open to all who work in our professions."

"More members mean a stronger Guild for all. More members also mean more money will be available in the future to carry on the programs of the Guild for the benefit of all members—new and old."

"Money is the key to the problem. Unfortunately, there is not the money at present to go into the elaborate and expensive program which is needed. But the dream of our founders requires that a start be made."

The report said the creation of an organizing director was desirable as "an eventual goal, to further organizing activity" but "is not practical at present."

An amendment by Donald W. Rosselet of North Jersey to have the International Executive Board assign an international representative exclusively to organizing, co-ordinating and formulating programs in addition to conducting the pilot project, was defeated on a standing vote.

Rosselet urged the assignment of someone "who can give us the know-how, who can give us the direction, who can work with us as locals and organizers above and beyond the pilot project."

But Farson objected that adoption of the amendment would mean "you are going to have less organizing than you had last year," when more than 41 percent

of staff time was devoted to it, because it would tie up two people, one on the new assignment and the other on the pilot project.

James M. Naughton of Cleveland, terming the pilot project, organizing seminars, local organizing committees and merger talks "a minimal effort," said the Rosselet proposal was "another minimal effort and one which we can easily afford to make."

But another Cleveland delegate, Michael Kelly, urged its defeat, saying that "tying the hands" of the officers in directing international representatives "would be foolish until we can see what the pilot program can accomplish."

Sounding a similar note, Harvey M. Sanford of Sioux City said assigning an international representative exclusively to organizing might make it impossible "to produce a man that we need to help put out a fire somewhere else."

Two members of the Organizing Committee, Murray Tate of Toronto and Joseph Martin of Philadelphia, said they could not sign the report. Tate said it didn't reflect "the sense of immediate urgency that should seize all of us on this important matter."

Martin said it doesn't "accelerate or start what we want."

The convention's Research and Information Report recommended that ANG's R&I Department conduct the series of weekend institutes on organizing tools and techniques in co-operation with district councils.

And it urged the councils to co-operate in achieving maximum attendance by arranging the time and place of the institutes and recruiting delegates.

The report suggested that ANG explore the possibility of taping future institutes for playback by locals that are unable to send delegates.

Dale Re-elected Head Of Guild Staff Union

Cleveland, Ohio—International Representative Charles Dale was re-elected president of the Federation of Guild Representatives at its annual meeting June 16 before the Cleveland Convention.

Also re-elected to office in the union of Guild staff members were Robert W. Christofferson, vice president; David J. Eisen, secretary; Yetta Riesel, treasurer, and Jim Cesnik, executive committeeman.

Cincinnati Files Petition At 2 Kentucky Papers

Lexington, Ky.—The Cincinnati Guild last month filed a petition to represent approximately 60 editorial employees at the Lexington Herald and Leader.

The Guild submitted cards signed by an overwhelming majority of the affected employees after the company rejected a request for voluntary recognition.

Former Cincinnati Guild President Harry Reckner, who was in charge of the organizing campaign, was added to the ANG staff on a temporary basis this week.

NLRB Asks Court Edict Against Coast Daily

Los Angeles, Calif.—The National Labor Relations Board has initiated court action to force the South Bay Daily Breeze to bargain with the Los Angeles Guild.

The Guild was certified as bargaining representative for the Breeze's 27 editorial employees two years ago after a finding that unfair labor practices had been committed by the company before a representation election that ended in a 13-13 tie. But the company refused to comply with the board's order to bargain.

Argument on the board's application for enforcement of the order was to be heard today before the U.S. Court of Appeals, sitting here.

San Juan, P.R.—The Puerto Rico Guild is seeking to represent 12 mechanical employees at Imprenta Moreno Inc., a print shop in suburban Bayamon. A certification petition was filed last month with the Puerto Rico Labor Relations Board.

Woonsocket Wins Again

Woonsocket, R. I.—The Woonsocket Guild won its second representation election in a month at the Woonsocket Call June 27.

Five maintenance employees voted unanimously for the Guild in a poll conducted by the National Labor Relations Board. Advertising employees had voted for Guild representation in an election June 11.

Everett Wins Cheers At Final Appearance

Cleveland, Ohio—The Cleveland Convention unanimously expressed its regret at the forthcoming retirement of St. Louis Guild Executive Secretary Rollin Everett and at "the loss of his leadership" in Guild affairs.

Everett, who has been executive secretary of the St. Louis Local for 17 years, presented the report of the Special Interim-Policy Committee on Organizing, Bargaining and Finances to the convention at its opening session June 17.

Three days later the convention adopted a tribute to the St.



ROLLIN EVERETT
A Policy Report

Louis officer and his long years of service to the Guild. The tribute was introduced by William R. Balota, president of the St. Louis Guild.

"Since the American Newspaper Guild was in its infancy," it said, "Rollin Everett has been an active and influential member. He has attended conventions of this organization since 1937 and has regularly served on committees, often as chairman, where the controversy was the thickest."

"He has displayed wisdom and honesty, always for the betterment of the Guild and the St. Louis Local. Last year he announced plans for his retirement this fall, and this is the last convention Rollin Everett will attend as a delegate."

"The American Newspaper Guild and the St. Louis Local regret his departure and the loss of his leadership, but wish him enjoyment and good health in his retirement."

Expressing his thanks, Everett, after saying he would miss the Guild and its conventions, told the delegates:

"I was given an opportunity to earn a living working for the Guild in a manner in which I could be doing things for people, so that I feel that I have gotten back more from the Guild than I have given to it. I want to wish the Guild and all of you every success through the years."

Woman Power

Guild Wives Enlisted



HATTIE WOODS: A Message to Wives

Cleveland, Ohio—Hattie Woods, wife of ANG's president, took the Herald-Examiner boycott message to convention delegates' wives with a letter asking their support and a list of advertisers to guide them.

Stating that firms advertising in the struck paper "are willfully helping to finance a management which refuses to negotiate in good faith and seems only interested in breaking unions," Mrs. Woods's letter "to Guild wives" declared:

"Each of us can go back home and contact managers of these companies. We can tell them we will not buy at their stores so long as advertising continues in the struck paper. We can close charge accounts for the duration of the strike.

"We also can urge other union wives, our relatives and friends to take similar action. It's sometimes said that women control the purse strings. Here's our opportunity to turn that control to good use in support of our husbands and the union which has done so much for all of us.

"Any family which has gone through a strike knows the anxiety and privation of living on benefits. Let's lend our support to the wives and children of Los Angeles. If each of us will make just a few phone calls, we could help to bring a speedier and more just conclusion to the strike."

Earlier in the week, Mrs. Woods welcomed delegates' wives to a special breakfast briefing on convention activities and issues, an innovation suggested by her for this year's convention.

1st Canadian \$200 Top Won At Toronto Star

(Continued from Page 1)

the money offer with which the Star entered the closing phase of negotiations.

The agreement requires the Star to pay 30 percent of fully experienced reporters and photographers an extra \$10 weekly within three months after signing and to pay an additional 10 percent that amount within 15 months. Their top minimum will go to \$200 in 1970.

Five display salesmen, 11 circulation district representatives, three business-office supervisors and one promotion representative will similarly be paid the extra \$10, most within the first three months and the rest within 15 months, with the top minimums for salesmen, supervisors and promotion men going to \$203.50 in 1970 and that for circulation representatives to \$200.

The top minimum for deskmen goes up \$31, to \$200.50, while the top for editors rises \$24, to \$232. The top for outside classified is up \$34.75, to \$163.

At the Telegram, the top for

reporters and display salesmen is increased in steps almost identical to reporter increases at the Star. The top for classified salesmen is increased a total of \$34.98, to \$163.

The top for suburban reporters is raised \$52.48, to parity with other reporters at \$190, and that for promotion artists is increased \$46.04, to the same figure. The top for circulation dealers is increased \$22, to \$141.67.

The service requirement for a fourth week's vacation is decreased from 13 years to 12 at the Telegram, 10 at the Star.

The Star contract eliminates an annual revocation period from checkoff provisions and requires the company to pay an employee called for jury duty the difference between his salary and jury pay.

Mileage payments are increased one cent, to 11, for required car use, and the minimum annual guarantee is raised \$100, to \$1,100. The company will share the cost of mechanics' coverall service.

Convention Calls For Boycott Of Hearst's L.A. Advertisers

(Continued from Page 1)

and decisive action to persuade Guildsmen and other trade unionists not to purchase goods advertised in the scab-produced paper and "not to patronize local branches of national chains that do advertise."

Guild locals "must develop handbilling, product picketing and other activities on a regular basis at establishments or their national branches which continue to reject Guild appeals to stop advertising in the Herald-Examiner," the convention said.

"These advertisers, in their refusal to sever business relationships with the Herald-Examiner, are subsidizing this scab publisher," it declared.

The convention produced contributions of \$2,380 for the Los Angeles strikers, \$630 in a floor collection from delegates and \$300 in pledges and \$1,300 in checks from locals, including \$1,000 from the Seattle-Tacoma Guild, and \$150 from the Federation of Guild Representatives, the union representing ANG's professional staff.

Noting that just before the convention the Detroit Guild, whose members have been locked out for 7½ months, had joined other unions in rejecting "an unsatisfactory wage offer" by the News and Free Press, the convention voiced firm support for the Detroit Local's "quest for an honorable economic settlement comparable with those achieved in similar labor markets."

In a separate action the International Executive Board commended the Detroit unions' rejection of the offer and restated a pledge that the "full resources of the ANG" are at the disposal of the Detroit Guild. The IEB also voted strike approval to the Detroit News Unit.

Delegates contributed \$311 in a floor collection for Detroit Guildsmen after hearing Thomas McMahon, executive secretary of the Detroit Local, review the strike situation.

The convention called for the Los Angeles advertiser boycott in adopting a special report of its Collective Bargaining Committee on the Los Angeles strike.

The report was adopted after a closed two-hour session in which the delegates heard reports on the strike by International Representatives Robert J. Rupert and Charles Dale and by Jerry Goldberg, president of the Los Angeles Guild.

ANG President James B. Woods had called for a boycott in his opening address to the convention.

"Hearst has placed unconscionable barriers in the way of a settlement" in Los Angeles, the convention declared.

"He insists on superseniority for every one of the 307 scabs now crossing our picket lines," it said, and is demanding that several hundred Herald-Examiner district managers become independent contractors, wiping out employee benefits earned by them over as long as 25 years.

Denouncing the professional scab as a "job parasite" who "grows fatter and still greedier on the inflated salaries . . . available to workers without conscience," the convention called for Guildsmen to initiate and support antisab legislation at the federal, state and municipal levels so he will be "legislated out of existence."

The convention also declared that local contributions to the Los

THOMAS McMAHON
Report on Detroit

Angeles Guild strike must be maintained and "increased where humanly possible," and it urged that individual Guildsmen contribute additional funds to the strikers.

"Trade unionists who are drawing pay checks must come to the aid of their brothers and sisters who have been forced to . . . strike . . . to preserve their economic and social dignity and self-respect," the convention declared.

Observing that Hearst's "open-shop objectives . . . are too transparent to be misunderstood," the convention said the Guild and the printing-trades unions are "in a fight for survival in Los Angeles."

It cited Herald-Examiner publisher George Hearst, Jr.'s, access

to the resources of the half-billion-dollar Hearst Corp., his use of professional scabs and private armed guards and his "insulting and ludicrous" contract proposals.

"The entire international labor movement must be encouraged to come to the assistance of their brothers in Los Angeles to demonstrate fully the fact that a Hearst war on the Guild is a Hearst war on trade unionism and will not be tolerated," the convention declared.

Calling George Hearst, Jr., "a man on the rise in the corporate ranks" who "enjoys more power than any other Hearst publisher," the convention said he is a "man against whom the Guild may have to wage many future battles."

"The best way to convince Hearst and the corporation he represents that the unions will not be destroyed is to muster every available ounce of energy and beat him in Los Angeles right now," the convention said.

"In doing so," it declared, "the Guild and other unions involved may prevent similar senseless attacks on union members anywhere in the future."

The convention in its Collective Bargaining Report characterized the bargaining positions of Hearst in Los Angeles and the publishers in Detroit as "relentless attacks . . . on all newspaper unions."

McMahon told the convention that the Detroit publishers "until very recently" had refused to bargain with the Detroit Newspaper Council of Unions on a common wage package.

Hearst Ad Boycott List

The following national advertisers have most consistently supported the struck Los Angeles Herald-Examiner with their ads, according to the Herald-Examiner Joint Strike-Lockout Council. A more comprehensive list of advertisers is being prepared.

SEARS, ROEBUCK & CO.

J. C. PENNEY'S

THE MAY CO., with department stores in these cities:

Los Angeles—The May Co.
St. Louis—Famous-Barr
Baltimore—The Hecht Co.
Washington—The Hecht Co.
Pittsburgh—Kaufmann's
Akron—M. O'Neil Co.
Jacksonville—May Cohn's
Cleveland—The May Co.
Portland, Ore.—Meir & Frank
Youngstown—Strauss-Hersberg
Hartford—G. Fox & Co.
Denver—May D. & F.

GENERAL TIRE & RUBBER CO.

FIRESTONE TIRE & RUBBER CO.

GOODYEAR TIRE & RUBBER CO.

B. F. GOODRICH TIRE CO.

SEAGRAM DISTILLERS: All brands

CALVERT DISTILLERS: All brands, including Chivas Regal Scotch and Myer's Rum

AMERICAN TOBACCO CO.: All brands, including Lucky Strike, Pall Mall, Herbert Tareyton, Montclair, Carlton, Half & Half and Colony cigarettes; Bull Durham tobacco, and La Corona, Bock y Ca., Antonio y Cleopatra and Roi Tan cigars.

KRAFT FOODS: All products, including Miracle Whip dressings and spreads, Parkay, Deluxe and Miracle margarine, Kraft cheeses, and other dairy foods.

GENERAL MOTORS CORP.: All divisions, including Buick, Cadillac, Chevrolet, Oldsmobile, Pontiac, Vauxhall and Opel automobiles; AC spark plugs, Delco auto batteries and radios, and Frigidaire home appliances.

Convention On Hearst

'L.A. Victory Can Prevent Attacks Elsewhere'

Excerpts from a special report of the Cleveland Convention's Collective Bargaining Committee, adopted unanimously by the convention, on the strike against Hearst's Los Angeles Herald-Examiner.

ONE OF THE toughest battles in the history of the American Newspaper Guild is being fought today in Los Angeles.

Herald-Examiner Publisher George Hearst, Jr., has clearly embarked on a ruthless course to destroy the Guild and 11 other unions in his plant.

Hearst is using professional scabs, private armed guards and seemingly endless financial resources of a half-billion-dollar corporation in his attack.

The struggle began on Dec. 15, 1967, just minutes after last-minute attempts to negotiate a reasonable contract settlement broke down. When Los Angeles Guildsmen struck the Herald-Examiner they had only one alternative—acceptance of a company offer which was less than half of a package settlement achieved days earlier with a much smaller Southern California publisher.

Faced with two choices—strike or total surrender of dignity and self-respect—Guild members at the Herald-Examiner hit the bricks. They were soon followed by members of all other unions—2,000 in all.

The entire American Newspaper Guild promptly rallied to the support of the strikers in Los An-

geles in support of their demands. The International Executive Board committed its full resources to block the flagrant attempt by Hearst to destroy the newspaper unions in Los Angeles. The AFL-CIO Executive Council took a similarly strong stand almost immediately.

Only two weeks before this convention was convened, telegrams went out from the Washington headquarters of the Federal Mediation and Conciliation Service asking top international leaders of the striking and locked-out Los Angeles unions to meet for the purpose of exploring possible roads to settlement.

Union leaders came from across the country and were prepared to bargain on a round-the-clock basis. Hearst, to whom a special personal appeal had been made, was apparently too busy keeping an eye on his scabs to make the one-mile journey to the Federal Building in Los Angeles.

Instead, he sent two local company spokesmen authorized to make the same insulting and ludicrous offer rejected by the strikers six months earlier. And Hearst spokesmen rejected mediators' attempts to set serious bargaining in motion.

HEARST is ultrareactionary. Open-shop objectives in Los Angeles are too transparent to be misunderstood. Every Herald-Examiner strike leader, every thinking trade unionist has come to realize

the obvious. The powerful Hearst Corp. has placed its vast resources at the disposal of Hearst, a man on the rise in the corporate ranks. And Hearst is willing to spend as many millions of dollars as may be required to break our unions, to deny his employees their democratic right to collective bargaining.

In Los Angeles Hearst has placed unconscionable barriers in the way of a settlement. He insists on super seniority for every one of the 307 scabs now crossing our picket lines. He insists that all circulation district managers, numbering several hundred, become independent contractors, wiping out employee benefits earned by these men over years of service, which in some cases are well beyond the quarter-century mark.

The Guild in particular, as well as the printing-trades unions, is in a fight for survival in Los Angeles. Our adversary, George Hearst, Jr., enjoys more power than any other Hearst publisher. He is also a man against whom the Guild may have to wage many future battles.

The best way to convince Hearst and the corporation he represents that the unions will not be destroyed is to muster every available pressure, every available ounce of energy and beat him in Los Angeles right now. In doing so, the Guild and other unions involved may prevent similar senseless attacks on union members anywhere in the future.

AFL-CIO Sets Up Fund For L.A. Strike, Donates \$25,000

(Continued from Page 1)

"Management's actions can be interpreted only as a total effort to break the unions," Meany said, adding that he is "confident" all AFL-CIO unions "will do what you can to help."

"Checks should be made payable to the Herald-Examiner Strike Fund" and sent to AFL-CIO Secretary-Treasurer William F. Schnitzler in Washington, Meany said.

The Herald-Examiner Joint Strike-Lockout Council reported this week that the unions have received a total of \$40,500 in contributions from international and state labor organizations since top leaders of eight striking and locked-out unions made a joint appeal for such aid last month.

Besides the \$25,000 from the AFL-CIO, the local unions reported receipt of \$10,000 from the United Automobile Workers, \$3,000 from the Service Employees' Union, \$1,000 each from the International Brotherhood of Electrical Workers and the California Labor Federation and \$500 from the California State Conference of Operating Engineers.

The California Labor Federation's executive council last week called upon all its affiliates to "contribute generously and continuously" to the Herald-Examiner strike.

Meanwhile, as the unions continued to press their Herald-Examiner advertising and circulation boycott, Guild and Hearst bargainers met July 2 for the first time since June 7. Another session was set for July 9.

Handbilling crews were armed with a new four-page, two-color leaflet, "Conspiracy '68," which traces the origins of the strike back as far as five years through the day the Guild and Machinists were finally forced to post picket lines last Dec. 15.

At least one West Coast labor paper, the Service Employees Union's 70,000-circulation "Service Union Reporter," was to reproduce the leaflet in its pages. The leaflet has been distributed to more than 1,000 local, regional, national and international union leaders and was distributed to delegates at the ANG Convention.

The Los Angeles unions reported the withdrawal of two sizable advertisers from the pages of the strikebreaker-produced

Herald-Examiner—the James Barclay Distilling Co. and the Discount Furniture Center—bringing the list of firms refusing to advertise to nearly 100.

Singing, cheering, sign-carrying students from a half-dozen Southern California colleges conducted their second demonstration outside the struck plant June 26 to protest Hearst's "antisocial use" of strikebreakers.

About 100 persons—students augmented by farm workers from Delano, Calif.—took part in the demonstration.

Among signs carried by the students was one proclaiming: "When push comes to shove we're with you — Student-Worker Alliance."

It was disclosed in the unions' daily strike bulletin last week that before the strike Hearst had anticipated it would collapse within three or six months at the most, and that he had grossly underestimated the advertising and circulation losses he would incur.

Quoting a source "who had access to management thinking" as saying that not one of the unions could "hold together internally during a strike for longer than that," the bulletin reported

that Hearst had anticipated retaining 70 percent of his pre-strike circulation. He has lost nearly 60 percent, the unions' estimate.

The source said Hearst anticipated a "temporary" advertising dip of no more than 20 percent. Media Records figures show a continuing loss of up to 40 percent in advertising linage.

The unions reported the arrest of another strikebreaker for assaulting a striker on the picket line. They said the 26-year-old scab was arrested on the scene immediately after bloodying the nose of mailer Dudley Masterson, a picket photographer.

The Los Angeles Guild, meanwhile, reported \$4,474.50 in ad-

ditional contributions to its strike fund, including:

Bakersfield Guild	\$ 53
Boston Guild	440
Chicago Guild	200
Cleveland Guild	100
Hawaii Guild	225
New York Guild	1,000
Philadelphia Guild	100
St. Louis Guild	250
San Diego Guild	110
Sacramento Guild	200
San Francisco-Oakland Guild	1,016
Toledo Guild	100
Vancouver-New Westminster Guild	200
Washington-Baltimore Guild	600
Wire Service Guild	300
Youngstown Guild	25
Seattle-Tacoma Guild	1,000
Sheboygan Guild	25
Sioux City Guild	50
Stockton Guild	800
Terre Haute Guild	25
Wilkes-Barre Guild	100

The contributions bring total contributions since the beginning of the strike to \$67,217.40.

Amsterdam News, El Mundo Units Win Convention Pledge Of Support

Cleveland, Ohio—The Cleveland Convention pledged the Guild's full support to striking New York Guildsmen at the Amsterdam News and to the Puerto Rico Guild's El Mundo Unit, which is preparing to strike in pursuit of a new contract.

The convention also affirmed the Guild's full support for Philadelphia Guild members at the Atlantic City Press, who have been seeking an initial contract since last September.

The El Mundo resolution noted that Guild members are "prepared to walk out" over a "stubborn management's refusal" to grant them either the "security or dignity" that come with such basic contract provisions as a minimum-salary structure, severance pay and a ban on the per-

formance of Guild work by supervisors or outside contractors.

The convention pledged "our Puerto Rican brothers . . . the same full and total support our brothers in Los Angeles, New York and Detroit are receiving."

Last week ANG sent Brian Flores, administrative officer of the Washington-Baltimore Guild, to Puerto Rico to assist in bargaining and International Representative Edna Berger to assist in strike preparations.

The resolution of support for the Amsterdam News strikers noted that they are seeking to upgrade wages and working conditions "substantially inferior to those enjoyed by other New York newspaper workers" and that they are opposed by a publisher who has demonstrated "contempt for

the Guild and for his employees through failure to live up to signed agreements."

The convention pledged the Guild's full support, "moral as well as financial," to the strikers.

The Atlantic City Press resolution accused the publisher of frustrating Guild efforts to bring wages and working conditions to "at least minimal standards of decency and justice" by insisting on "so-called management-rights policies that hark back to the union-busting days before the turn of the century."

Saluting the "solidarity and determination" of Guild members "to cast off the shackles of a master-and-servant relationship," the convention pledged the Guild's full support to their struggle.



De-Advertising Campaign

Striking and locked-out Los Angeles unions have been conducting a local "de-advertising" campaign for several months. Here, Herald-Examiner union members pass out handbills at an Akron Department Store asking customers not to patronize the company while it advertises in the scab-produced newspaper.

College Newspaper Contest

Lehigh, Temple Win



Prize Winner

Robert M. Golden, president of the Middle Atlantic District Council, presents first-place award in the contest to Robert Bachmann, editor of Lehigh University's Brown & White. At center is Lehigh staffer Louis Neureuter. Lehigh later won national small-college competition.

Cleveland, Ohio—Temple University's News and Lehigh's Brown & White were judged the winners last month in the Conference of District Councils' annual college-newspaper contest.

Temple won in the large-college division and Lehigh in the small-college group in judging conducted during the Guild's Cleveland Convention. Both papers had been award winners in

the Middle Atlantic District Council's college contest.

Judges for the national contest were International Vice Presidents Hugh H. Harrison, Glen Ogilvie and Thomas M. Buckley, Jr.

The Conference of Councils, at its annual meeting here June 16, re-elected Ross Miller of Toronto president and Roland Drouin of Manchester secretary.

Mid-Term Talks Yield Extra \$4 In St. Paul

St. Paul, Minn.—Key top minims at the St. Paul Dispatch and Pioneer Press will be increased an additional \$4 Sept. 1 under a mid-contract reopener initiated by the Twin Cities Guild. The increase, coupled with increases negotiated in the original contract, will produce a \$195 top next June 1.

The \$4 increases will be gained by reporters, display salesmen and others in key categories. Editors, who receive a 10-percent premium over reporters' pay, will

be increased \$4.40, going to \$214.50 in the final step of the contract next June.

The top for circulators will be raised an extra \$2 Sept. 1, with the final contract figure going to \$148.75, and that for office boys will go up \$1.75 retroactive to June 1, with a final figure of \$75.25.

The settlement is the seventh to take place in mid-term of Guild contracts in the past two years, including one at the Minneapolis Star and Tribune.

Union Solidarity At Peak, Farson Tells Convention

(Continued from Page 4) vice president of Gannett Newspapers, told the National Retail Merchants Association that talk of fading newspapers is 'humbug.' He said that such talk 'is peddled mainly by pseudo critics who can't see across the Hudson or East rivers.'

"This is hardly news to us. We have known all along that such talk was humbug. But it is news when publishers admit it."

Pointing out that all available information indicates that the newspaper business is "good and getting better," Farson noted that "even that great nonprofit co-op the Associated Press had a surplus of \$1,943,000 over expenses last year."

"Meanwhile," he continued, "Guild bargaining also was mak-

ing record gains. These gains—impressive as they were—did not achieve our fair share of the profits we helped produce. They did, however, make dramatic progress toward closing the gap."

But, Farson emphasized, the Guild "still has a job to do" in bargaining, organizing and strengthening its defenses against present and future management attack.

"And I'm certain," he concluded, "that, with your help, we will surmount our immediate financial problems and take care of our own as we always have—and that we will surpass in the coming year our organizing and bargaining record of the past year, a record of which all of us already have every reason to be proud."

\$33 Pact Reached In Detroit, But Guild Parleys Break Off

(Continued from Page 1)

ment refused to pay the Guild's unit of janitors and watchmen more than 70 percent of the \$33 package.

The Guild, which is seeking the full \$33 package, issued a statement scoring the company for "discriminatory wage practices" toward the predominantly Negro unit. It noted that the company had granted the unit 87 percent of the general money package in the last contract 2½ years ago.

The Guild also pointed out that at the Free Press vacation credits had always been granted in past strikes and lockouts. "Substantial progress" had been made on other points before News bargaining fell apart on wages and the Free Press talks on the vacation issue.

Even before the breakoff the publishers had fixed a target date of no earlier than July 10 for resumption of publication.

If it takes that long, the Detroit strike and lockout will match the longest shutdown of any U.S. metropolitan paper. It has already exceeded the 1962-63 Terre Haute shutdown of 227 days; by July 9 it will be 238 days old, the length of the 1962-63 Youngstown shutdown.

A double-pronged mediation effort by Dr. Nathan P. Feinsinger, Wisconsin University law professor, and Irving Bluestone, administrative assistant to United Automobile Workers President Walter P. Reuther, produced the June 25 agreement.

Earlier mediation efforts by Feinsinger had broken down after the unions rejected his proposal for \$33 over three years, with the last \$3 tacked on, a dollar at a time, in the contract's last three months.

The settlement reached last week calls for 34½-month contracts with average increases of \$11 a week on resumption of publication, \$10 in the 11th month, \$9 in the 21st month and \$3 in the 34th month, plus three days' paid bereavement leave.

Strikebreaker Barred By SDS

East Lansing, Mich.—A non-Guild newsman found himself tossed out of the convention of Students for a Democratic Society in less time than it takes to say "strikebreaker" June 13 when delegates found he was working for the struck Detroit News.

Newsman were required to identify themselves at convention workshops, and when the Detroit reporter announced he was from the News cries of "Scab!" and a thunderous chorus of "Out! Out!" went up.

A group of delegates pointed him vigorously toward the door.

Feinsinger had given the earlier proposal to the Guild and the other six unions June 16 with 20 minutes to reply. The publishers had already accepted.

The seven unions voted unanimously to reject it; the Guild pointed out in a bulletin that it would have put only \$24 more in all in each member's pocket than the publishers' long-standing offer of \$30 over three years.

Feinsinger took to national television to criticize the unions, the Mailers and Stereotypers joined the strike, and bargaining collapsed. Eighty newsmen, including 42 Free Press Guildsmen, signed a petition asking that the unions reconsider the Feinsinger proposal.

Six of them were members of the Guild executive board, but the next night, after hearing an explanation of the negotiators' position, all six joined in voting for a resolution endorsing the bargainers' refusal to accept the terms, the local reported.

The Detroit Local's five-member delegation to ANG's 1968 Convention, headed by President James G. McMahon and Executive Secretary Thomas McMahon, flew back for the meeting.

The executive secretary taped a reply on behalf of the unions to an editorial attack by Station WJBK-TV, in which the unions had been accused of "panic, greed and saving face." McMahon pointed out that even under terms proposed by the unions, "the average newspaperman will still earn less than the wage recently negotiated for common laborers in the construction industry."

Gov. George W. Romney stepped back into the picture amid persistent reports that the publishers were preparing to resume publication with strikebreakers.

The News told supervisors it would begin training nonstriking employees to run mechanical equipment within 10 days and asked for volunteers. It began the training program this week despite the tentative settlement.

The Free Press had already started such training.

The Teamsters, who had settled for \$30 in February, formally signed a contract assuring them of any additional increases won by the other unions.

Romney, after announcing he would ask President Johnson to step in if the deadlock were not broken soon, summoned Feinsinger back to the talks. Bluestone entered at the same time, and Guild convention delegates flew back for the second time in three days to participate in a union meeting with Romney, Feinsinger, Bluestone and Mayor Jerome P. Cavanagh.

The unions submitted a new proposal to Feinsinger for a \$33 contract over 34½ months starting May 15. It was that proposal, in slightly altered form, that was finally accepted, with a publisher proviso that the original striking unions recommend it to their memberships.

The unions agreed that there would be no return to work until all contracts are negotiated.

The publishers also bargained this week with the Mailers, with whom noneconomic issues remain to be settled.

Woods Cites Hearst's Challenge

(Continued from Page 4)

advertisers depends on the co-operation of Guild members everywhere, Woods said that this is part of the larger problem "of getting individuals to do what the ANG finds necessary and asks them to do." "No policy is effective without that individual co-operation," he said.

For example, he noted, equal rights has been a "keystone policy" of the Guild for years, and gains have been made, with more Negroes employed on newspapers today than ever before.

But, he continued, while the Guild is far ahead of publishers in both policy and action, "too often the Guild drive has broken down on the local level—even on the individual level."

As a case in point, he said, "not many weeks ago, ANG officers were mortified and shamed when a large segment of the Memphis Local rejected the fine leadership of people of the caliber of my good friends Dick Lane and Jim White and refused to back the Memphis sanitation workers in their fight for better wages and other improvements."

"Do you suppose the fact that the sanitation workers—almost to a man—are Negroes had anything to do with that?" he asked.

Woods said he is convinced that the action does not reflect the feelings of a majority of Memphis Guild members but only their failure to express themselves.

"That's where individual dedication comes in," he declared. "There is the payoff—whether the member just stands by or stands up to be counted."

Woods said that the "same dedication is tested in the vital area of organizing," where locals, units and individual members must accept the fact that they, as well as ANG, "must shoulder

much of the load."

Noting that some delegates undoubtedly were disappointed that the Special Interim Policy Committee didn't come up with a "magic formula" for organizing, Woods said "I'm afraid there is none."

"There are some, I suppose, who actually are convinced that we can't organize, that the problems are too great," he concluded. "But that I won't buy. There has to be a way."

"We must organize. We can organize. We will organize."

Stronger Defense Fund Seen Aiding All Locals

(Continued from Page 4)

strikes since, at a cost to the International Defense Fund of almost \$1,400,000."

Perlik reported that ANG's General Fund, unlike the Defense Fund, had operated at a record-breaking surplus of more than \$28,000 in the past fiscal year—enough to erase an opening deficit and provide an opening surplus of \$8,000 for the new fiscal year that began April 1.

"So this year the focus and

emphasis shift," Perlik concluded. "With the General Fund under manageable control, events have forced our attention on the Defense Fund. And not only our attention, but the attention of our members already on strike, about to go on strike or who may have to strike to win decent and respectable settlements."

"The Guild has not shirked its duty in the past, has not cringed in the face of adversity. I don't believe it will now."

Defense Fund Bolstered For Hearst Struggle

(Continued from Page 1)

An International Executive Board proposal to authorize double assessments in extreme emergencies and a Los Angeles Guild proposal to raise maximum strike and lockout benefits to \$100 were referred to the IEB for further study and a report to next year's convention.

A Finance Committee minority report presented by John E. Deegan of New York and calling for submission of the revised assessment schedule to a membership referendum was defeated, 277 to 137, in the convention's only roll-call vote.

The new assessment schedule will take effect with August payments.

The convention, in adopting a report of its Finance Committee, headed by Harry S. Culver of Wire Service, also:

► Directed the IEB to discontinue in ANG's 1969-70 budget the practice of repaying from the International Defense Fund the salaries and expenses of international representatives assigned to strike duty.

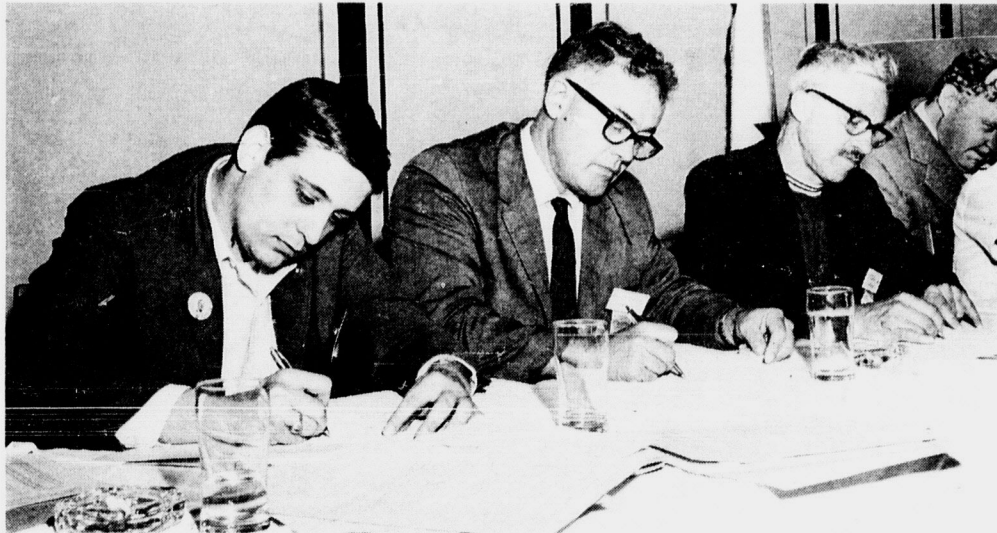
► Approved constitutional revision to permit bimonthly instead of monthly membership-status reports from locals to ANG.

► Increased convention registration fees from \$25 per delegate to \$30 and increased the host local's share from \$6.50 to \$15.

The Finance Committee report, in presenting reasons for the new assessment schedule, said what is at stake "is nothing less than the stability of the Defense Fund upon which depends the security and the strength of our membership."

This year's major strikes in Los Angeles, Detroit and San Francisco have sent the Defense Fund down from 1.5 million dollars last December to a point where it faces depletion by the end of July, it pointed out.

"Only once before in the history of the Guild—the New York shutdown of 1962—has the ANG Defense Fund been so severely



Roll-Call Mathematics

Tabulators tally the results of the convention's only roll-call vote, on submission of revised assessment schedule to referendum. From left, Dennis L.

Wagner of Washington-Baltimore, Jack H. Shannon of Denver and Justin F. McCarthy, Jr., of Chicago—and Guild founder Heywood Broun.

strained," the report declared.

The crisis has sent ANG officers "on a search for massive loans," it pointed out. ANG has negotiated a half-million-dollar loan from the United Automobile Workers and is negotiating a similar loan with the Amalgamated Bank of New York.

Strengthening the Fund, it said, "means that we must call upon our members once more to join in the battles under way and others not yet under way but certain to occur."

"We must face the hard reality that this will cost the members more money. But given a full and accurate understanding of the need, we know we will answer this call just as we have answered earlier calls in the past."

"Since the problem is immediate, an immediate solution is needed. That can only mean raising more money from our own resources; that can only mean an increase in the provision we have made to handle our emergencies

—the assessment schedule.

"Equity alone long has demanded that the present assessment schedule be modified to make sure that each member bears his proportionate share of the burden of emergencies as well as the union's day to day operations."

"In addition to serving that purpose, the program before the convention will, as well, raise the revenue necessary to rebuild and enlarge our Defense Fund."

"The most equitable fund-raising mechanism available in our current policy is the mandatory dues schedule. By adopting this as a substitute for our present schedule of assessments and by extending it to those members whose salaries reflect the gains of the Guild's aggressive collective-bargaining efforts, we can anticipate an assessment income increase of 65 percent and assure that our members pay a more nearly equal share of the costs of operating the Guild."

In referring to the IEB the proposals for double assessments and raising strike benefits, the convention declared:

"Both have far-reaching policy and practical implications for the Guild. The convention needs to know in more meaningful terms just how far either proposal would go in solving or deepening the Guild's problems."

"The convention wants to hear from the IEB on these implications once it has had sufficient opportunity to study the two proposals as measured against the coming year's experience."

ANG Secretary-Treasurer Charles A. Perlík, Jr., in notifying locals of the revised assessment schedule last week, pointed out that the Model Dues Schedule on which it is based takes one of three forms: a specific schedule set forth in the constitution, a schedule based on five percent of a member's weekly pay up to the maximum required by the constitutional schedule, or a schedule yielding "substantially equivalent dues income."

Under the convention action, whichever one of the three dues schedules a local may be using becomes its assessment schedule.

The Model Dues Schedule now begins at \$2.75 a month for members earning less than \$55 a week and rises 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. A revision adopted by the convention eliminated a bottom step of \$2.50 for those

earning less than \$50.

On Oct. 1, under a revision adopted by the 1965 Convention, the schedule will be extended to a top of \$10 for members earning \$195 or more.

Under the revisions approved by this year's convention the top brackets will be further extended in 25-cent steps at \$5 intervals to a top of \$11.25 for those earning \$220 and over and in similar steps to a top of \$12.50 on Oct. 1, 1970, for those earning \$245 and over.

Perlík, in his letter to locals, said imminent depletion of the Defense Fund without greater assessment income "would be an ominous signal to our members now on strike or about to strike, and it would be equally telling on the ability of locals to bargain renewal of contracts between now and the end of the year."

"The convention decision," he said, "helps rearm the Guild for the struggle ahead."

Perlík notified locals that the IEB is preparing literature for distribution in shops, at local meetings and through the mail to explain the need for the increased assessments. ANG officers and staff members will also be available to discuss the Guild's financial situation at local meetings, he said.

The proposal to have the convention put the new assessment schedule to referendum was spearheaded by the New York Guild. Opponents said a referendum would delay replenishment of the Defense Fund for several months and weaken the Los Angeles strike.

Deegan emphasized that the minority was not opposed to revision of the schedule but to "the manner in which it is to be revised."

"It is our feeling," he said, "that when assessments are increased as substantially as in the majority report, that that is important enough to permit our members back home to vote on."

He pledged that members of the New York delegation would "do their damndest to see that our members approve the schedule" if it were ordered to referendum.

Deegan noted that the minority had attempted unsuccessfully to obtain Finance Committee approval of an alternative program calling for double assessments in emergencies.

"It was our feeling," he said, "that when a situation exists our members would be more favor-

ably inclined to dig down deeper and pay two assessments."

International Vice President Joe Holt Anderson, Jr., of Washington-Baltimore said the delay occasioned by a referendum would cost a quarter of a million dollars in Defense Fund income. And Roberta Bailey of Philadelphia said it would "put not only the support for Los Angeles in jeopardy; it would put in jeopardy every local facing collective bargaining within the next year."

Thomas J. Murphy of New York, in urging approval of the referendum, said, "I frankly have a lot of confidence in the membership. . . . I would not go on record here at this convention that I would deny my membership the right to vote on a question."

But Fred D. Fletcher of San Francisco-Oakland noted that the minority's Finance Committee proposal for "the immediate doubling of an already inequitable assessment schedule" did not contemplate "consulting the membership by referendum."

And he was "puzzled" because the votes against sending a previous assessment increase to referendum at the 1964 Convention "included the unanimous votes of most of the locals which have signed the minority report."

But John Carmichael of Twin Cities termed the revised schedule "a substantial change" that will be with us for a long time.

"It seems to me to be a decision which could and should be shared with the rank-and-file membership," he said.

The convention increased the salaries of Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlík, Jr., by \$15 a week retroactive to May 1 and another \$15 effective Nov. 1. Farson's salary will go to \$380, Perlík's to \$355.

The convention directed the IEB to conduct a study and report to next year's convention on the possibility of amending the ANG Constitution to provide automatic salary adjustments for the two paid officers "through a formula using the average reporter top minimum as used in per-capita computations, or some similar device."

The convention, in adopting constitutional machinery to permit bimonthly membership-status reports, accepted an IEB recommendation designed to ease the clerical burden on both locals and ANG. Per-capita and assessment payments must still be made monthly, however.

The IEB, at its postconvention meeting, adopted new rules providing for the bimonthly payments. Perlík said afterward that the new system will go into effect as soon as the ANG office can prepare for it; locals will be notified of the rules and the effective date.

The convention adopted a 1968-69 General Fund budget of \$632,265.80. Anticipating income of \$623,358, it noted a year-end surplus of \$8,691.33.

Twin Cities Award Goes To Wright

Minneapolis, Minn. — Frank Wright, former vice president of the Twin Cities Guild, last month received the local's John Biddison Award for outstanding contributions to the local.

Wright served six years on the local executive board and was chairman of the Star and Tribune Unit during the 117-day Minneapolis IEB in 1962.

Finance Roll Call

Following are the results of the convention roll-call vote on the Finance Committee minority's proposal to submit revision of the ANG assessment schedule to a referendum:

Local	Yes	No	Local	Yes	No
Akron	3	—	Peoria	—	3
Albany	5	—	Philadelphia	—	13
Bakersfield	—	3	Pittsburgh	—	3
Bay City	—	2	Providence	—	4
Boston	—	11	Pueblo	—	3
Brockton	—	2	Rochester	1½	1½
Buffalo	7	—	Rockford	—	2
Canadian Wire Service	5	—	Sacramento	—	5
Chicago	—	7	St. Louis	—	14
Cincinnati	2½	2½	San Diego	—	8
Cleveland	—	9	San Francisco	—	16
Columbus	—	4	Oakland	—	6
Denver	8	—	San Jose	—	3
Detroit	—	8	Seranton	—	6
Erie	—	3	Seattle-Tacoma	—	10
Hawaii	—	5	Sheboygan	—	2
Hazleton	—	2	Sioux City	—	2
Indianapolis	—	3	Stockton	—	3
Kenosha	—	2	Terre Haute	3	—
Kingston	2	—	Toledo	—	6
Knoxville	—	2	Toronto	6	16
Lehigh Valley	—	2	Twin Cities	8	—
Los Angeles	—	19	Utica	2	—
Madison	2	—	Vancouver-New Westminster	—	8
Manchester	3	—	Victoria	—	3
Massillon	—	2	Washington-Baltimore	—	18
Memphis	—	5	Wilkes-Barre	—	4
Montreal	4	—	Wire Service	—	18
New York	74	—	Youngstown	—	3
North Jersey	1	3			
Ottawa	—	4			
Pawtucket	—	2			
			Total	137	277

Guild Strike Shuts Down Amsterdam News



For Wages, Conditions And 'Human Dignity'

Melvin Tapley, chairman (second in line), and other members of the New York Guild's striking Amsterdam News Unit are joined

on the picket line outside the weekly paper's main office by New York Guild President George McNickle (far right).

New York City—The Amsterdam News suspended publication yesterday in the third week of a strike by the New York Guild's 50-member unit at the 80,000-circulation Negro weekly.

The paper had maintained publication for two weeks behind Guild picket lines set up June 17 outside its three editorial and business offices in the city and a Guild and Newspaper Deliverers picket line at a nonunion job shop in nearby Mount Kisco, where the paper is printed.

The Deliverers joined the strike after management hired nonunion drivers when the Deliverers refused to cross Guild picket lines. The Guild picketed newsstands before the paper ceased publication.

Management, which had forced the Guild into court to obtain compliance with arbitration rulings under the old contract, made its first wage proposal only hours before the unit's no-contract, no-work deadline of midnight, June 15, offering \$4 in each year of a three-year contract.

Strike leaders said chief issues in the walkout are "wages, conditions and human dignity."

Guild negotiators, pointing to top minimums in the old contract ranging from \$96.31 for telephone operators to \$144 for reporters, said they could recommend to the unit a two-year settlement with 10-percent increases in each year.

Guild negotiators said there had been only two meetings with the company prior to that; at the first meeting the company sought only to get the strike deadline moved back.

Members of the Amsterdam News Unit, declaring that they would "no longer subsidize" management of a paper that has the largest circulation in New York's black community, had voted the no-contract, no-work position unanimously May 23 after Publisher C. B. Powell had evaded Guild bargaining requests for almost two months.

The Guild reported that two issues of the weekly were hauled by nonunion drivers from the Mount Kisco plant with the "500,000 percent co-operation" of Westchester County police, who on June 27 stopped all other New York-bound traffic for 10 minutes after the trucks left the loading docks.

No settlement was reached at June 28 and July 1 bargaining sessions, and Guild spokesmen predicted "a long, hot summer."

Early this week Publisher Powell walked out of his paper's main office, locked the door and announced to pickets that he was "going on vacation." The paper suspended publication a few days later.

The Guild and the Newspaper Deliverers Union are the only unions with contracts at the paper.

The Amsterdam News Unit was locked out for 2½ months in 1935 before it won its first contract. It struck the paper for two weeks in 1946.

Unfair Charge Filed At San Juan Star

San Juan, P.R.—The Puerto Rico Guild last month filed an unfair-labor-practice charge against the San Juan Star following the paper's refusal to arbitrate the dismissal of an employee.

The paper said the employee was dismissed on the ground of incompetency and cited a contract clause removing the area of competency from arbitration. But the Guild charged that the dismissal was discriminatory and not based on incompetency.

CBC Ne Parle Pas Francais In Stoppage

Montreal, Que.—Election results were blacked out on the Canadian Broadcasting Corp.'s French Network on Election Night June 25 when 100 Montreal newsmen refused to work in protest against CBC's removal of a Guild newsmen from election coverage.

CBC suspended all newscasts on the French Network for the next two days and then named a tripartite committee to study the entire question.

The Guildsman, Claude-Jean Devireux, was disciplined after broadcasting a live account of the Election Eve riot in which French Canadian separatists tried to storm a reviewing stand occupied by Prime Minister Pierre Elliott Trudeau.

Telephone callers protested Devireux's emphasis on police force used against the demonstrators. The next day CBC, charging that Devireux's report was not objective, took him off that night's election-result program.

Devireux, a former national councilor of the Canadian Wire Service Guild, was to have analyzed returns from the Maritime Provinces, where he had been assigned during the campaign. Fellow French-speaking newsmen re-

fused to work on the program in protest, and CBC substituted a movie for the election returns.

CBC continued to pay the Montreal newsmen after suspending all its French-language newscasts the next day. They reported for work but sat idle.

C. E. Del Delmage, president of the Canadian Wire Service Guild, issued a statement in the

name of the local executive committee disclaiming any responsibility for the Election Night stoppage and voicing regret at the news blackout.

A second statement by Delmage June 27 urged CBC to resume its French newscasts to "provide the service the public is paying for." The news programs were resumed that night after the

company met with Guild Secretary George Frajkor and Michel Bourdon, a Guild national councilor.

CBC announced it was appointing a committee representing management, the newsmen and program producers to review coverage of the riot, the work stoppage and the entire problem of information-service broadcasting.

Mather, Lewis, Guildsman At Sun Elected To Canadian Parliament

Ottawa, Ont.—Toronto Guild attorney David Lewis, deputy leader of the New Democratic Party, won re-election to Parliament last week, along with former Vancouver-New Westminster Guildsman Barry Mather.

Paul St. Pierre of Vancouver-New Westminster, running for the first time, won election on the Liberal ticket. But two Toronto Guildsmen seeking Parliamentary seats went down to defeat.

Lewis won a narrow victory in a suburban Toronto riding, edging out Liberal Ronald Barbo-



Lewis

Mather

by 12,323 to 11,621. With the upset defeat of New Democratic Party leader Tommy Douglas, there was speculation that Lewis would succeed to the post.

Mather, also a New Democrat, retained his seat from New Westminster, garnering 16,328 votes to 11,700 for Liberal William

Vander Zelm, his nearest opponent. Mather is a former Vancouver Sun columnist.

St. Pierre, also a Sun columnist, defeated New Democrat Hartley Dent in a sprawling British Columbia coastal district, 9,469 to 6,832.

Toronto Telegram reporter Don Stevenson, seeking election on the New Democratic ticket for the second consecutive time, ran third with 8,144 votes to 16,214 for Liberal Walter Deacon and 10,768 for Conservative Winfield C. McKay in suburban Toronto.

And Douglas Fisher, a Telegram columnist and former MP, failed in a bid to regain his seat. Running as a New Democrat, he lost out to Liberal James E. Walker, 26,698 to 14,628.

'Rip' Manning Dies At 47; San Diego Guild Leader

San Diego, Calif.—Ralph B. (Rip) Manning, 47, former secretary of the San Diego Guild and active in the area of press freedom and responsibility, died of cancer in May.

A general assignment and courthouse reporter for the San Diego Tribune, he was active in the free press-fair trial controversy and three years ago helped draft a "Magna Charta of Journalism" that attempted to define the rights and responsibilities of a free press. It was submitted to the Mellett Fund for a Free and Responsible Press.

Manning had been secretary of

the San Diego Local for several terms and was an executive-board member at the time of his death. He also served as parliamentarian and as chairman of the local's freedom-of-information committee.

In 1960, while working for the Dallas Times-Herald, he was chairman of an unsuccessful Guild organizing drive.

A graduate of the University of Missouri, Manning started his newspaper career as a copy boy for the Fort Worth Press. He also worked at the Columbus Citizen and as statehouse reporter for Scripps-Howard's Ohio Bureau.

He won several writing awards, including Copley's 1964 award for best spot-news coverage.

A daughter, Ann Christine, is a copy girl at the Tribune.

The Guild Reporter

ELLIS T. BAKER, Editor

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

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American Newspaper Guild

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Area Code 202-296-2990

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