

\$232 Top, \$50 Raises Won At Reuters

New York City—The New York Guild has negotiated a new three-year contract with Reuters, Ltd., providing minimum increases of from \$21.55 to \$116.89 a week, general increases of from \$21.55 to \$50.16 and extending contract coverage for the first time to 65 Reuters news employees.

Highest minimum in the new settlement with the wire service, which will be retroactive to Jan. 1 upon ratification, is \$285.16, for the newly-covered jobs of bureau chief and news editor.

The reporter top minimum goes up \$45.98 to \$232.98, while a top of \$242.69 is established for the newly-covered domestic-correspondent position.

The contract also establishes the first work week of fewer than 35 hours in a Guild contract with a newspaper or wire service. The day-shift work week is reduced to 33 3/4 hours Jan. 1, 1970, the night-shift work week to 32 1/2 hours and the lobster shift to 30 hours a week. All had previously had 35-hour weeks.

Contracts covering Associated Press and United Press International provide 40-hour weeks for newsmen.

The new Reuters pact combines two previously separate contracts which covered the New York office of Reuters Economic Services and the New York office of Reuters, Ltd., except newsmen.

The new contract extends coverage, including a full Guild shop, for the first time to all Economic Service and Reuters, Ltd., bureaus outside New York City and to

newsmen in Reuters, Ltd.'s, New York office.

Life insurance, now equal to an employee's annual salary, goes to twice annual salary on Jan. 1, 1969, under the new agreement.

Severance pay provisions are extended to give the employee both pension and severance upon retirement, and the pension plan is improved to prohibit compulsory retirement at age 65.

Other pension improvements include an extra three months' severance pay for disability re-

tirement prior to 65 and a guarantee of payment on a dollar basis to prevent erosion by devaluation of the British pound, on which the plan is funded.

Company-paid hospitalization and medical insurance for employees and dependents is improved and coverage guaranteed for employees retiring before 65. The company also will make medicare payments for employees over 65 and for retirees.

Service time for three weeks' (Continued on Page 2)

THE GUILD REPORTER

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

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L.A. Team Carrying Story Of Strike East



Child's Play: A youthful sympathizer helps L.A. strikers press their boycott

IEB Backs Ruling On N.Y. Seconds

Local actions endorsing the New York Guild's motion for an international referendum on ANG's new assessment schedule before publication of the motion in the Guild Reporter do not constitute valid seconds under the Guild Constitution, the International Executive Board ruled last week by a vote of 11-3.

Guild Stays In, Halts Farm-out In Woonsocket

Woonsocket, R.I.—In the face of a continuous Guild membership meeting in the plant, the Woonsocket Call yesterday agreed to abandon efforts to farm out janitorial work for which the Guild was certified as bargaining representative last July.

The Call last week hired a non-union outside firm to clean the building at night, saying it was doing so to help its present janitors, one of whom has 40 years of service and the other 19.

The Guild, which has been seeking a new contract with the Call for 19 months, protested the decision to farm out janitorial work, and last Monday, Aug. 19, unanimously voted to strike unless the company rescinded its action.

The company refused and late Tuesday night nonunion janitors reported for work. On Wednesday, the Guild, renewing its protest, told the company it would overlook what had happened if the outside janitors did not return.

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The IEB, in a poll initiated by ANG officers Aug. 7 at the request of the New York Guild, also ruled that endorsement by a resolution petition signed by a majority of local members does not constitute membership action by a local as required by the Constitution.

The board's rulings upheld earlier decisions by ANG Executive Vice President William J. Farson, acting on advice of ANG counsel, in the cases of three locals—Buffalo, Harrisburg and Hudson County—that submitted endorsements of the New York referendum motion before its publication in GR Aug. 9. Buffalo and Harrisburg acted at membership meetings, Hudson County by a resolution petition.

Meanwhile, in the first local actions reported since publication of the New York motion, the Newburgh-Beacon and Twin Cities locals voted to second the referendum motion at membership meetings Aug. 10 and 15. Newburgh-Beacon reported the action was unanimous.

The Chicago Guild executive board, meeting Aug. 14, voted unanimously not to support the referendum proposal, declaring that it would be "deplorable" if the recent ANG convention's action on assessments, "reached

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Los Angeles, Calif. — The Herald-Examiner Joint Strike Lockout Council's four-man mobile strike information team was headed by Lawrence, Kan., today and its fifth scheduled appearance since it left here two weeks ago.

In Lawrence the team will tell members of the American Association of Schools and Departments of Journalism of the importance of Journalism of the importance of Journalism as the professors gather for a dinner sponsored by Hearst.

Through yesterday the touring group had appeared at state labor federation conventions in Las Vegas, Nev., Salt Lake City, Utah, and Glasgow, Mont., and at the international conventions of the Steelworkers, in Chicago, and the Teachers, in Cleveland.

Next on their itinerary, according to strike-lockout leaders, are the Labor Day parade in New York City, the Machinists con-

vention in Chicago on Sept. 4, the New York state labor federation convention on Sept. 6, the District of Columbia on Sept. 8, and

'The Chief' On Scabs

Editorial in William Randolph Hearst, Sr.'s, New York Evening Journal called them "Pathetic"—in 1906

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the Connecticut labor federation convention on Sept. 12.

The team has reported "excellent response" to its request that delegates to union conventions take the Los Angeles unions' advertiser-boycott message home with them, strike-lockout leaders report.

At the team's first stop, Las Vegas, both the city's daily papers and its radio and television

stations covered the team's activities extensively, though during at least one subsequent stop, Glasgow, Mont., scheduled press interviews were cancelled without explanation, the team reported.

Each of the groups that has heard the team's message has passed special resolutions of support for the Los Angeles strikers' efforts, the team of two Guildsmen, a Pressman and a Mailer reported.

In Salt Lake City the state federation convention delegates marched to the front of the meeting hall and turned in their Sears, Roebuck & Co. and Penney's charge cards which were then turned in at local outlets of the retail chains.

Meanwhile in Los Angeles where the Guild has a meeting scheduled with management for Aug. 27, locked-out Herald-Examiner union members continued

(Continued on Page 2)

Fred Jones Leaving Staff For Toronto Guild Post



Toronto, Ont.—Fred Jones, an ANG International Representative for the past 12 years, has been named executive secretary of the 2,000-member Toronto Guild.

He succeeds Orval R. McGuire who resigned from the position last month to become assistant labor relations manager for Triangle Publications in Philadelphia.

Jones will take over the Toronto post Aug. 26. He has been granted a leave of absence from ANG.

Jones, 52, was president of the Toronto Guild for three terms and had worked for the Toronto Telegram for 24 years, the last nine as labor reporter, before joining the ANG staff in 1956.

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No 'Cloister Of Silence'

Newsman Has Right To Write

San Diego, Calif.—An arbitrator has ordered the San Diego Evening Tribune to reinstate with full lost pay a reporter it fired for writing a letter of commendation to a weekly paper in the suburban community where he lives.

Holding that there are "substantial personal rights of expression and citizenship involved," Edgar A. Jones, Jr., UCLA law professor, denied the company's claim that the dismissal was justified under the outside activities clause in the paper's contract with the San Diego Guild.

Noting that the company had failed to advance any reasons why a newspaperman "in the nature of his profession . . . should be held to a cloistered standard of silence on public issues," Jones said that the "normal expectation is to the contrary, to encourage rather than inhibit expression of political viewpoints."

The reporter, Hunter W. Gooch, 30, who has worked in the Tribune's North Coast Bureau the past two years, was fired 12 days after the following letter appeared over his signature on the editorial page of the April 11 Carlsbad Journal:

"I want to applaud you for having the courage to make an endorsement in the city election

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Special Report

THE BLACK PANTHERS



Early yesterday a dump truck full of dirt knocked down a pedestrian overpass on the James Lick freeway at 18th street. The dump section of the truck, behind the fallen overpass at the left, shot into the air, hit the walkway and brought the whole thing tumbling down. The truck tractor stopped 100 feet ahead. Another picture and story on Page 9.

Special Report

Black Panthers--
What They Want

By Charles Howe

There are black and there are white and there are...

Mayor Will
Walk on the
'Wild Side'Mayor Joseph L. Alioto
said yesterday he will
walk through Golden
Gate Park this weekend
to support firefighters.BART Loses
Berkeley
Court FightFive Berkeley taxpayers
yesterday won a Superior
Court fight to force the
Bay Area Rapid Transit District to put in...Smashing Kennedy
Win in Nebraska

New U.S. Stand on Nixon

Murky Makeup?

This is the controversial front page of the San Francisco Chronicle about which Negroes complained at a conference between newspapermen and members of the black community sponsored earlier this summer by the San Francisco-Oakland Guild (GR, July 26). "Why did you have the Black Panthers wrecking a bridge when they had nothing

to do with it?" one Negro asked. Actually, the eight-column photograph, of a pedestrian overpass knocked down by a truck, had nothing to do with the special report on the Panthers headlined above and below it—all of which may be clear enough to most newspapermen but not, evidently, to their readers. Come to think of it, how about you?

\$232 Top, \$50 Raises Included
In Proposed Pact With Reuters

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vacation is reduced from three to two years and that for four weeks from eight to five years. The previous contracts' provisions for five weeks after 20 years are continued.

Night differential is increased from \$2 to \$2.41 per shift over the contract's term. The lobster-shift differential is increased by 51 cents a shift to \$3.01.

Employees called in before their scheduled starting time are guaranteed overtime for all early time worked, with a guarantee of payment for at least two hours.

The reporter top minimum goes up \$20.36 the first year of the contract, \$12.44 the second and \$13.18 the third to \$232.98.

And the reporter top is now reached after four years' experience. It has been after six.

There is an \$81.98 minimum increase in the beginning reporter minimum, which is raised \$56.36 retroactive to last Jan. 1, \$12.44 Jan. 1, 1969, and \$13.18 Jan. 1, 1970, to \$195.98.

Top minimum for wire editor, now titled overseas editor, is up \$68.89 to \$260.89, with the experience requirement cut from six to two years.

The wire editor's starting rate is up \$116.89 to \$235.89, \$88.20 retroactive to last Jan. 1.

Newly covered slotman and wire filer jobs are in the same classification as overseas editor. Newly covered domestic corre-

spondents reach top minimum with three years' experience. The top progresses from \$216 to \$228.96 and \$242.69 in the contract's term. The starting minimum climbs from \$181 to \$207.69.

The top for teletype operator reaches \$198.40 in steps of \$13.08, \$10.59 and \$11.23 while the experience requirement is reduced from five to three years. The starting minimum climbs to \$163.40 in the same steps.

Top copy-boy minimum is raised to \$122.55 in steps of \$8.08, \$6.54 and \$6.93 while the experience requirement is cut in half to one year. The starting copy-boy minimum is up in the same amounts to \$112.55.

L. A. Team Is Heading East

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to press their boycott of the scab-produced paper and its advertisers.

A "de-circulation" contest was launched among area children Aug. 16, offering prizes ranging from bicycles to transistor radios and days at Disneyland.

And this week spot TV ads over three channels were added to the 208 spot radio ads that had been broadcast over eight stations each of the two previous weeks with the aid of monies donated to a special fund set up to aid prosecution of the strike following appeals by AFL-CIO President George Meany and the California Labor Federation.

The Herald-Examiner unions reported that their campaign to persuade local advertisers to

withdraw from the paper had resulted in withdrawals by 173 firms through mid-August, up from 86 such firms at the end of June.

On Aug. 13 a superior court judge dismissed all contempt of court charges that had been filed against the Los Angeles Guild, Mailers and Pressmen and officers of the unions following a demonstration outside the paper's plant last Jan. 26 by 3,000 area union members to protest its use of scabs. The judge agreed with union attorneys who held that even though the union leaders knew of plans for the demonstration they could not discourage support of their striking and locked-out members.

Six individual demonstrators, arrested during the demonstration, pleaded no contest to charges of

malicious mischief and disturbing the peace and were fined in municipal court.

The Los Angeles Guild reported \$5,974.63 in additional contributions to its defense fund, including the following from other Guild locals:

Boston	\$ 220.00
Chicago	450.00
Cincinnati	50.00
Hawaii	375.00
Philadelphia	300.00
North Jersey	50.00
Portland	50.00
Providence	100.00
St. Louis	200.00
San Francisco-Oakland	1,106.63
San Jose	600.00
Seattle-Tacoma	1,000.00
Stockton	800.00
Toledo	50.00
Washington-Baltimore	100.00
Wire Service	300.00
Wilkes Barre	500.00

The latest reported receipts brought total contributions to the Los Angeles Guild's strike fund to \$81,977.61.

York Guild Blasts Police
On Arrest Of Newsmen

York, Pa.—The president of the York Guild has demanded that the Pennsylvania attorney general investigate the conduct of York policemen in arresting two reporters and the editorial page editor of the York Gazette & Daily while they were attempting to cover civil disturbances here early this month.

In a letter to Atty. Gen. William C. Sennett, Guild President James N. Snavely charged that the arrests, for allegedly "failing to obey the lawful order of a policeman," were made when "physical violence of no sort was imminent," and flew "directly into the teeth of the First Amendment."

"The effect of the arrests," Snavely charged, "was to suppress the news," pointing out

that the Gazette & Daily's editorial policy had been "highly critical of police conduct" during the "racial strife" which was touched off by a white man's shooting 11 Negroes with a shotgun and pistol.

The reporters are: Ronald Mendenhall, who was arrested Aug. 6 while taking pictures of a group of police marching up a street with police dogs. Mendenhall said he took one picture after being ordered off the street and was promptly arrested.

David McConkey, who was arrested Aug. 7, when he said he stopped alongside his automobile to ask an officer who had ordered him off the streets if he could drive the vehicle away.

Bruce Martin, the editorial page editor, was arrested Aug. 5, on the sidewalk outside City Hall where he stopped after being ordered out of the building by police who cleared it while bringing in suspected rioters.

Each of the men was fined \$100, the maximum penalty.

The Gazette & Daily paid their fines and has hired attorneys to appeal the "guilty" judgment by a city magistrate who is a brother to one of the arresting officers.

Negro Youths
Shortchanged,
Guild Claims

Baltimore, Md.—The Washington-Baltimore Guild has protested to the Baltimore Sunpapers the company's failure to pay Guild minimums to Negro youths hired in co-operation with the government's antipoverty campaign.

The youths have been given temporary summer jobs as maintenance men, copy boys and messengers. But instead of paying the Guild minimums for those jobs, the company has been paying them the Federal minimum wage of \$1.60 an hour—\$15.90 a week below the starting minimum for copy boys.

The Guild is asking that the youths be paid the prevailing minimums and that any whose jobs are made permanent be credited with experience based on their starting dates. The company, announcing that several of the group will be kept as permanent employees in September, had indicated that their experience credit would begin only then.

Woonsocket . . .
(Continued from Page 1)

When the nonunion janitors reported for work again at midnight Wednesday, the Guild called a continuous membership meeting in the advertising department. At 10 a.m., with no Guild work being performed in Guild departments, the company met with ANG International Representative Ed Allen and a local bargaining committee while Woonsocket Guild President Thomas Roberts continued to preside over the membership meeting.

At 11:15 the company agreed to terminate the nonunion janitors. Guild members ended their meeting and returned to their jobs in time for the first edition.

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.

SEARS, ROEBUCK & CO.

J. C. PENNEY'S

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

Los Angeles—The May Co.

San Diego—The May Co.

St. Louis—Famous-Barr

Baltimore—The Hecht Co.

Washington—The Hecht Co.

Pittsburgh—Kaufmann's

Akron—M. O'Neill 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 margarines, 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.



Cleveland Guild Photo By Gene Hersh

In Appreciation

Richard H. Smith, left, longtime Wire Service Guild leader, is presented a plaque for his "outstanding service" to the Guild by International Vice President Noel Wical of Cleveland at a picnic held in Smith's honor prior to his Sept. 1 transfer from the Cleveland AP bureau to San Francisco. Smith, a Guild member for more than 30 years, has been a delegate to seven ANG Conventions and has twice served as negotiator for the Wire Service Guild. About 70 newsmen attended the picnic for Smith. He has been with the Cleveland AP bureau 21 years, the last seven as correspondent in charge.

Guild Officers Ask To Testify On House 'Failing-Paper' Bill

The same substitute version of the Failing Newspaper Bill that was put before the Senate Antitrust Subcommittee two months ago has now been introduced in the House and ANG's executive officers have asked for an opportunity to testify before the House Antitrust Subcommittee in hearings reportedly scheduled for next month.

Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., asked that they be "advised as promptly as possible" of the hearing dates in a letter to Rep. Emanuel Celler, subcommittee chairman, pointing out that they had expressed "objection to the bill and the principle on which it is drawn" soon after it was introduced in its original form in the spring of 1967.

The Senate Antitrust and Monopoly Subcommittee held extensive hearings on the bill last summer and this spring. Its chief sponsor in the Senate, retiring Sen. Carl Hayden of Arizona, submitted the substitute version of the bill to the Senate unit in June. Last month Farson and Perlik asked the Senate subcommittee to hold new hearings on the substitute bill.

"Proponents of the substitute bill are claiming it corrects the points made against the original bill" during the Senate hearings,

Farson and Perlik wrote. "We strongly urge that in all fairness the opponents of unjustified antitrust exemption for the newspaper industry be given a chance to speak for themselves."

The substitute measure has been stripped of a provision to exempt complete mergers from antitrust exemption and rechristened the Newspaper Preservation Bill. It would, however, retain exemptions for joint operating arrangements to engage in profit pooling, market splitting and rate and price fixing.

20 Mergers Challenged

The U.S. Department of Justice filed 20 suits challenging business mergers and brought antitrust action of other types in 30 cases in fiscal 1968, Attorney General Ramsey Clark said last week.

In addition, he said, a number of major companies called off merger plans in the face of threatened federal challenge.

Builders Average \$5.09

The average hourly wage for union building-trades workers was \$5.09 on July 1, according to the Bureau of Labor Statistics.

A 40-hour week at the average building-trades rate would produce \$203.60. The Guild's average reporter top minimum as of Aug. 1 was \$168.81 a week.

Appeal Rejected In CNTU Case

Ottawa, Ont.—The Canadian Labour Relations Board has rejected a Canadian Wire Service Guild appeal for reconsideration of a decision which would permit a raid on Guild membership.

The Aug. 15 decision clears the way for an election among 87 Montreal and Quebec employees of the Canadian Broadcasting Corp. The Union of Cinema and Television Employees, an affiliate of the Quebec-based Confederation of National Trade Unions, has petitioned to represent the group. No election date has been set.

A Guild appeal to prevent seg-

regation of 15 International Service employees in the voting was granted by the board. The Guild had argued that segregation would eliminate secret balloting.

Wire Service Guild Goes To Conciliation At CBC

Ottawa, Ont.—Negotiations between the Canadian Wire Service Guild and the Canadian Broadcasting Corp., in progress since April, broke off Aug. 16.

The Guild thus became the third of four major unions at CBC to enter the conciliation process required under Canadian law.

Payday Is Changed, Guild Files Charge In Detroit

Detroit, Mich.—With its members back at work at the Detroit Free Press and the Detroit News and the papers publishing again following the longest newspaper blackout in U.S. history, the Detroit Guild has filed an unfair labor practice charge against the Free Press for unilaterally changing its members' payday.

The local's executive secretary, Thomas M. McMahon, in announcing filing of the charge to Detroit members, accused Free Press management of attempting to "black jack" Guildsmen into selling vacation time due them in 1968 to the company by moving payday from Friday of the week in which work is performed to the following Thursday.

He said Guild members who had been locked out for 268 days and who expected to be paid Aug. 9 for that and the preceding four days' work were offered instead checks for vacation earned in 1967, with the paychecks not available until Aug. 15.

The papers resumed publication Aug. 9, but employees returned to work earlier in the week after the last striking union reached a settlement.

Noting that the Guild had agreed to allow the company to buy vacation time from any members who choose to sell it, McMahon said he "can't imagine a more effective way to force a person who hasn't drawn a paycheck for over eight months" to choose to sell his vacation than to offer him a vacation check while telling him he won't get the paycheck for another six days.

Pointing out that Free Press management is paid monthly in advance, McMahon reported that the company said it made the payday switch only because "the auditors had complained bitterly" about the past practice and because "it's good business."

The charge filed with the National Labor Relations Board accuses the company of refusing to bargain.

Meanwhile Guild officers reported few hitches in the papers' return to publication and said that post-strike advertising appears to be "fat."

The Detroit American, which began publishing three months before the strike's end, continued publishing after the two major dailies resumed and a spokesman told the Wall Street Journal it had no plans to fold.

Both the News and the Free Press boosted the price of their home-delivered daily editions from 50 to 60 cents a week and the delivered and street-sales price of their Sunday papers from 25 to 30 cents.

The papers raised their advertising rates by from 5 to 6 percent last Jan. 1, when the strike

was a month and a half along. Associated Press reported that carrier boys, several of whom had picketed the papers after union picket lines were removed, were given a "27 percent pay increase."

The News, in a first-day-back editorial called publisher-union relations "a mockery of collective bargaining" and stated that "newspapers must be prepared to operate despite a strike if that is the only alternative to a process that has killed once-viable papers in a number of cities."

"In brief," the editorial said, "the Detroit News intends to survive." The News, where the Guild represents janitors and watchmen, had been training non-

union employees to operate mechanical equipment during the strike's later weeks and had printed several trial editions.

An editorial in the Free Press, where the Guild represents a advertising, business-office, inside circulation, editorial and miscellaneous employees, said that every effort will be expended to guarantee that the paper will "never again fall silent."

"But we cannot succeed alone," it declared. "The effort and good will of men on both sides will be required."

Meanwhile, the News hired a security director and issued its employees identification cards coded in color by departments.

Teamsters End Strike In Peoria, Unions Coordinate Bargaining

Peoria, Ill.—Guildsmen are back at work at the Peoria Journal-Star following an eight-day Teamster strike, and the newspaper has been informed by five of its unions that they intend to coordinate their bargaining efforts in coming months.

The Teamsters, who represent circulation drivers, terminated their strike Aug. 9, returned to work under the terms of their expired contract, and are seeking to bargain a new agreement while at work.

The same day telegrams were sent to the Journal-Star by the Guild, Teamsters, Pressmen, Independent Mailers and Stereotypers. In forthcoming bargaining sessions, the telegrams said, the president of each of the unions, or someone designated by him, will sit on the bargaining committee of the other unions.

The company has accused the Guild and other unions of violating their contracts by honoring the Teamster picket lines, and reportedly is suing the Pressmen's union for \$100,000.

All unions have been requested by the company to meet under the grievance procedure, and in a 15-minute session with the Guild Aug. 13 the company alleged that the Guild had violated an "im-

plied no-strike clause" based on the grievance machinery in its contract.

The Guild denied that any contract violation was involved in observance of the Teamster picket lines.

The Guild contract expires Nov. 15, and the other union contracts in October and November.

Press Council For Ontario?

Toronto, Ont.—The Ontario Royal Commission on Civil Rights has called for the establishment of a press council to monitor newspapers, radio and television, and at least one publisher is supporting the recommendation.

Beland H. Honderich, publisher of the Toronto Star and a former president of the Toronto Guild, urged newspapermen to take the lead in establishing such a council in Ontario to concern itself with press standards.

And in Quebec Gabriel Gilbert, publisher of Le Soleil, urged the establishment of a press council including representatives of both the industry and newspapermen's unions.



Off With Kayser-Roth

Striking Textile Workers Union members at the Kayser-Roth plant in Dayton, Tenn., launch a national boycott of the struck company's hosiery products. Some 500 textile workers struck the firm in May. The company has refused to recognize the union for three years.

Automation Revisited/Or

How I Killed The Second Graph With My Trusty Cathode Ray

"NOW IS THE TIME for all good men to come to the aid of their parties."

That was the line I typed from an exhibition hall in Washington, D.C.'s, Park-Sheraton Hotel into a computer at Cooperstown, N.Y., by using a prototype portable teletypewriter that is expected to be available for use by reporters in the field later this year. An ordinary telephone receiver connected to the teletypewriter by an acoustic coupler sent the message over regular telephone lines.

American Telephone & Telegraph Co. was demonstrating current and future data communications techniques and equipment for newspapers in conjunction with the 40th annual Production Management Conference of the American Newspaper Publishers Association.

Payment of a \$5 registration fee to ANPA gained me entry to the presentation. The practice line I typed into the computer was appropriate to late spring, 1968, and the example cited of the use that might be made of the portable teletypewriter:

A reporter covering a Presidential candidate's campaign trips could move his story directly to his newspaper's computer or to another teletypewriter at his home office thousands of miles away.

All the reporter would need for this swift, simple transmission of his copy would be the portable teletypewriter, the telephone acoustic coupler with which it comes equipped, access to a standard 110-volt outlet and an ordinary telephone. The last two items would be available in his hotel room.

(If the hotel room phone had a dial or push button system so the reporter could make the call himself, well and good. But if, as in many hotels, he would have to go through the hotel's manually operated switchboard, he would have to be sure to tell the hotel operator not to interrupt or test his line until he was through. Otherwise, an error in transmission could occur.)

Once ready to send his story, the reporter would simply telephone his home office, place the portable teletypewriter in the acoustic coupler and start typing his story on his portable teletypewriter. The telephone hookup would carry the story back to his home office's computer or to a teletypewriter which would produce a hard copy of his story as he typed it. No more dictating to the rewrite man or dictationist at the paper; no more rushing to Western Union to send it by press wire.

But pity the poor political reporter whose paper buys him one of the portables if its maker, Teletype Corp., doesn't reduce its

How ANG Sees It

ANG believes in technological progress, but not the kind that would have a newspaper worker trade his job for a place in the line at the unemployment compensation office.

A major feature of the ANG Collective Bargaining Program's automation provisions is a call for protection against dismissals as the result of the introduction of new or modified processes or equipment.

And a number of publishers have agreed with ANG's position.

To date, 81 of 225 Guild contracts, covering 56 percent of ANG membership, bar dismissals because of automation. Papers covered range from the big New York dailies to small ones such as the Massillon, Ohio, Evening Independent and the Pottstown, Pa., Mercury.

The prototype weighs 40 pounds, and the acoustic coupler another four or five.

FROM THE PORTABLE teletypewriter demonstration, I moved to a place in front of a Sanders 720 data display system to watch an AT&T representative demonstrate how a news story could be called from a computer memory bank and flashed on the face of a cathode-ray tube for editing and then returned to the computer.

Side by side were the computer, the cathode-ray tube unit and a new type of high-speed printer—another product of Teletype Corp., called the Inktronic—which prints up to 1200 words per minute without a type bar touching paper. Instead, characters are formed on the paper from electronically controlled ink nozzles.

The computer could have been in a next-door room or thousands of miles away. It had been placed on one side of the cathode-ray tube unit, while the Inktronic printer had been placed on the other side for purposes of the visual demonstration.

I watched as the computer was ordered through a keyboard on the cathode-ray unit to flash onto its screen a budget of the day's news that had been stored in the computer. A list of several stories appeared on the screen and simultaneously was produced in hard copy form on the Inktronic printer. Use of the high-speed printer would be optional.

From the news budget on the screen, one story was selected, and the computer was or-

dered to send the lead to the screen. When it appeared and the audience signified its desire to see the rest, the order was given to show the entire story. It was a five-paragraph wire story moved that day from Saigon.

The AT&T representative demonstrated how the story could be edited through the cathode-ray unit's keyboard. One in the audience asked to see a word deleted. With a few manipulations of the keys, the word disappeared from the story. Another word could have been typed into its place.

I was fascinated by the demonstration. "Let's see you kill the second graph," I said to the AT&T man. With a few more taps on the keyboard, the second paragraph disappeared.

If that had been the editing desired, an order would have been transmitted to the computer through the keyboard and that part of the story would have been deleted. The next time the story was called from the computer to the TV screen—or sent from the computer to typesetting equipment (hot or cold type)—the story would have been minus the second graph.

As it was, the operator merely showed how the graph could be deleted on the screen. He did not order the computer to delete it. I hung around the exhibit to watch a second demonstration of electronic editing. It happened that the same Saigon story was the one the crowd asked be retrieved from the computer and flashed on the screen. When it appeared, it still was five paragraphs long.

"Hey," I said to the operator. "I thought you deleted the second graph when I told you to a few moments ago."

He laughed. "I did, but I didn't give the order to the computer," he said. "If I had, I'd only have four paragraphs on the screen now. I wanted to keep the full story."

His explanation satisfied me, but still I would have liked to have seen the computer send back to the screen the shortened Saigon report rather than the original, longer one.

IT WAS FIVE YEARS ago, at ANG's Philadelphia Convention, that I had heard automation expert John Diebold, president of the Diebold Group, Inc. (and the man who coined the word "automation"), predict the type of electronic editing via computers and a cathode ray tube that I had just witnessed. This and other of Diebold's predictions had seemed far out when I heard them that summer of 1963.

At that time, in describing electronic editing, Diebold told us, "It is probable it will occur substantially before 1973, but it is certainly something that will be used pretty widely by then."

Now five years later I was watching electronic editing being done on a TV screen. And the editing was being done at my instructions, at that. I made a mental note that with a little guidance, I could have used the keyboard to do the editing myself.

Diebold's 1963 prediction would have electronic editing equipment in wide use in the newsroom five years from now. I moved on to an RCA 70/752 video data terminal, another cathode ray tube display device, which could have been used to perform the same editing functions as the Sanders display but which was being used to demonstrate how a classified ad taker, handling a customer's call, could take name, address and phone number of the advertiser, type them out on the keyboard in front of her, transmit them to a computer with a query as to the customer's credit standing, type the ad out and see it appear on the display screen as she typed, transmit the ad to the computer and have a reply on the customer's credit standing flashed by the computer to the screen before he was off the phone.

Stored in the computer's memory system would be the ad with instructions as to type face and size, when and how long it was to



CHRISTOFFERSON TRIES OUT A PROTOTYPE TELETYPewriter. Device will enable reporter to type copy to office via ordinary telephone (receiver in black box).

run and all information necessary for billing. When the time came for it to run, the ad would be retrieved from the computer memory and sent on to typesetting equipment. The computer would also print out a bill at billing time.

Also on display was a mobile facsimile sending set manufactured by Stewart-Warner. With it, a reporter or photographer on photographs to the home office, where it would be reproduced by a receiving terminal. All they would need in addition to the mobile facsimile sender would be an ordinary telephone and a power outlet. As in the case of the portable teletypewriter, the sender would connect the telephone to the equipment by placing the speaker in the acoustically-coupled data set cradle and dialing the home office.

Not only could page copy and photos be so transmitted by telephone line, but so could maps, documents and other material the reporter considered important to send back to his office.

Spokesmen for AT&T described the far-reaching applications other new data communications equipment can have for the newspaper industry.

Speaking of AT&T's new Picturephone, which was on display, one said that AT&T hopes to introduce Picturephone as a service to the public in the early 1970s. Currently the service is limited to specially attended booths in New York, Washington and Chicago.

"Picturephone may even be an avenue of newspaper distribution in the future," the speaker said. Noting that "second-generation development in visual phone conversations will provide excellent resolution and definition that finely printed matter may be transmitted by phone with perfect clarity," the speaker declared:

"For 'finely printed matter' substitute 'newsprint' and you are approaching the time when home delivery of the daily papers could be accomplished via Picturephone."

That reminded me of another prediction Diebold had made to us in 1963. "If you look away out," he said, "and 'away out' in this field is about 15 or 20 years, you find ways of distributing papers, a way people have talked of for a long time, having output from a TV set."

In 10 to 15 years it is pretty clear that that mode of distribution will play some role in the newspaper field."

A LITTLE over a year ago, U.S. News & World Report posed this question in an interview with Diebold, who, it said, is "sometimes called 'Mr. Automation.'"

"When you can get information just by dialing, or pushing a button, will magazines and newspapers become obsolete?"

Diebold answered: "I don't think so. What I visualize is a completely new medium, a combination of video and hard information. I don't expect to see the day when the New York Times will come pouring out of a TV set. But certain information will be produced by video that will supplement what you read in print." His statement was consistent with his 1963 prediction that automation will play "some role" in the newspaper field.

Next: Printing Will Be Done By Plastics

New York City—A revolutionary new process that will eliminate every step of the printing process between the typewriter and the printing press has been developed by W. R. Grace & Co.

The company confirmed last month that it has invented a process under which plastic printing plates can be made directly from a photographic negative.

The process eliminates typesetting and stereotyping. Computer print-outs of a newspaper page are photographed and the resulting negative flashed onto a light-sensitive plastic.

A chemical etch eats away those portions of the plate constituting the page's white space, and the remaining plastic skeleton is ready to go on the press.

Grace says it will provide a better printing image than conventional stereotype plates.

The Wall Street Journal said the process "could cut newspaper production costs significantly." A Grace spokesman said the company has worked closely with the American Newspaper Publishers Association in developing it.

The company said the process will be available for use late this year, but an industry spokesman voiced doubt that it would be widely available before the early 1970s. Several "bugs" remain to be eliminated, he said.

A number of systems for eliminating or shortening typesetting and stereotyping are already in existence, but publishers say they either aren't effective for long press runs or take too long. The new process, according to Grace, has neither of these defects.

USW Sets Up Defense Fund

Atlantic City, N.J.—The Steelworkers' convention has voted a \$5-per-member assessment for five months to build a 25-million-dollar defense fund.

Steelworkers' President I. W. Abel, in urging establishment of the union's first defense fund, said its very existence might cause same companies "to have second thoughts before provoking a strike."

The convention also voted a dues increase from the present \$5 to the equivalent of two hours' pay with a maximum of \$10.

SET FOR LIFE

Nine Salinas, Calif., farm workers fired for union activity have their jobs back—for life.

The guarantee is contained in an out-of-court settlement between the United Farm Workers Organizing Committee and the Martin Produce Co. after a Superior Court judge ruled that an employer who fires a worker for union activity must not only re-

hire him but may be liable for punitive damages.

The produce firm agreed to rehire the nine, pay them each \$750 in punitive damages and never fire them again without "good cause."

TWO BOYCOTTS

The Distillery, Rectifying, Wine and Allied Workers Union is intensifying a six-year-old boycott of products manufactured by the Stitzel-Weller Co. of Kentucky, including Old Fitzgerald, Old Elk, Cabin Still and W. W. Weller whiskeys.

The boycott has reduced company sales appreciably since Stitzel-Weller broke a Distillery Workers strike in 1961, the union reported in launching a redoubled effort. Strikebreakers have been producing the company's products ever since.

And the Amalgamated Meat Cutters has launched a boycott of meat products manufactured at Southern plants operated by Lorenz Neuhoff, Jr., whose plant at Clarksville, Tenn., has defied National Labor Relations Board and court orders to bargain. The plant is currently being struck.

Neuhoff products are marketed under the brand names of Tennessee Packers, Reelfoot Packing, Frosty Morn and Valleydale Packers.

UNION PREROGATIVE

A union has the undisputed right to name representatives of other unions—or anyone else it pleases—to its bargaining committee, a federal judge has ruled.

District Judge Philip Neville, sitting in St. Paul, granted an NLRB request for an injunction requiring the Minnesota Mining & Manufacturing Co. to bargain with an Oil, Chemical and Atomic Workers committee including representatives of 15 other unions involved in negotiating with 3M.

DIRECT ADDRESS

The U.S. Supreme Court has left standing a lower-court ruling that an employer must furnish the names and addresses of his employees to a union seeking representation rights in a National Labor Relations Board election.

The first case involving the controversial issue to reach the high court, it involved a North Carolina hosiery plant and the Textile Workers Union. The Fourth Circuit Court of Appeals in Richmond had reversed a District Court ruling invalidating the NLRB requirement.

The Seventh Circuit Court in Chicago has handed down a similar decision upholding the NLRB.

Income Sets Record

Half of all U.S. families had an income of more than \$8,000 in 1967, the President's Council of Economic Advisors says.

The \$8,000 median family income was a record, up 6.5 percent from 1966, the council reported. After allowing for price increases the 1967 figure was up 4 percent over 1966.

LABOR BEAT

Reducing the work week isn't likely to increase the number of moonlighters, a U.S. Labor Department survey indicates.

Finding that the typical moonlighter is "a comparatively young married man with children, who feels a financial squeeze," the department noted that employees working from 35 to 40 hours a week on their main job are no more likely to be moonlighters than those who work 41 to 48.

Reducing the work week by a few hours without a reduction in pay would probably not cause more employees to take a second job, it concluded.

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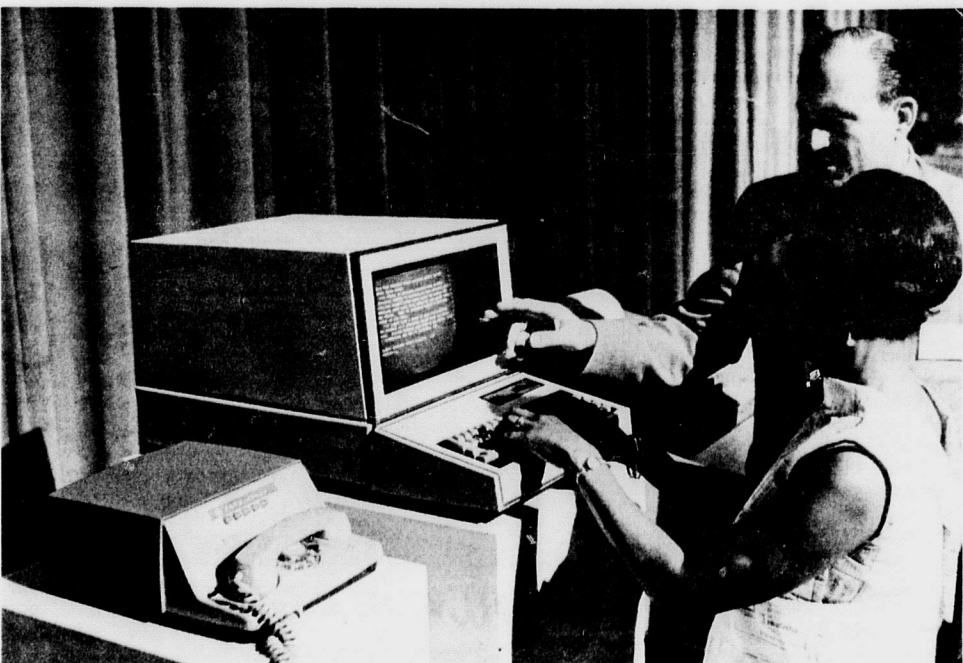
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Council Chiefs

International Vice President Thomas M. Buckley, Jr. of Pawtucket points out a Guild Reporter story to newly elected officers of the New England District Council. Seated from left, Leonard Levin of Providence, re-elected secretary-treasurer; Roland C. Drouin of Manchester, re-elected president; and Donald MacLean of Providence, elected vice president. Elections were held in Manchester.



A PEEK INTO THE CLASSIFIED PHONE ROOM OF THE FUTURE. Marita Langford, phone company employee, demonstrates cathode-ray tube adaptation.

IEB Agrees That Early Seconds Of Referendum Were Invalid

(Continued from Page 1) after long hours of meeting and debate, should now be subject to a pre-forma referendum whose outcome none in the Guild doubts, but whose cost in money, time and energy would give glint in some publisher circles and anxiety in bargaining units under stress and strike today and tomorrow.

The Rochester Guild, at a membership meeting Aug. 18, rejected a proposed to second the New York motion.

The New York motion would submit to referendum a proposed constitutional amendment that would rescind the new assessment schedule adopted by the Cleveland Convention last June and restore the old assessment schedule.

The convention voted to bolster the International Defense Fund by replacing the old assessment schedule of from \$1 to \$4 a month with a new one based on the Guild's Model dues schedule, with a present range of \$2.75 to \$8.75 a month and an eventual top of \$12.50 in October, 1970. The new assessment schedule took effect this month.

The Constitution provides that the IEB shall submit to a referendum vote of the membership "any motion, proposing a change in the Constitution... submitted by a local by membership action, and endorsed by membership action by at least ten additional locals located in five states, territories or provinces, provided that the moving and seconding locals include at least five percent of the membership in good standing of the ANG."

"Motions by locals to submit matters to an International referendum shall be printed in the Guild Reporter," the constitution continues, "with an exact text as furnished to the IEB by the locals making these motions, together with the text of the matter sought to be changed, and such motion shall be open for seconds for thirty days after publication." This allows for seconds of the New York motion through Sept. 8.

The IEB will act on the New York motion at its fall meeting in Washington Oct. 14-17.

After Parson had advised Buffalo and Harrisburg that their

seconds were premature and therefore invalid, New York Guild officers, contending that the Constitution "merely sets the cutoff date" for seconds, protested Parson's interpretation, and requested that the IEB be polled to validate the seconds.

They also asked for clarification of the phrase, "membership action," and ANG officers initiated a poll of the board on the two questions raised by the Buffalo, Harrisburg and Hudson County actions.

Are seconds made prior to publication of the New York motion in the GR valid?

Does a resolution petition constitute membership action by a local?

IEB members, by separate votes of 11-3, answered "No" to both questions.

Board members, again by an 11-3 vote, also specifically affirmed that the Constitution provides that referendum motions shall be open for seconds only during the 30-day period after publication in the GR.

In initiating the poll, Parson pointed out that his and ANG Council Irving Leuchter's interpretation of the time period allowed for seconds was not new and had been applied in referendum actions involving both the Buffalo and Harrisburg locals four years ago.

In 1964, he recalled, Leuchter ruled that seconds by the Harrisburg and Peoria locals to a Buffalo referendum motion were invalid because they were adopted before publication of the Buffalo motion in the GR.

Parson also noted that "it is council's opinion that membership action by a local, according to law, requires action at a meeting or by such other method as may be prescribed by local bylaws, typically by referendum or, possibly, by a representative assembly in meeting."

In the case of the Hudson County resolution petition, Parson concluded, council "does not believe that the aggregate of individual actions constitutes membership action by a local."

Newsman Has Right To Write; Arbitrator Reinstates Him

(Continued from Page 1) held here this week.

"Whether your readers agree with your stand or not, I'm sure most of them will feel as I do—that you at least had the backbone to risk a few column inches of advertising and no doubt some threatening phone calls to stand up and be counted. I know that you know there are damned few publishers—large and small alike—that would be willing to do likewise."

"Thank you for bringing a newspaper to town."

Gooch testified that the letter's first remarks reflected sentiments he had read in trade journals advocating newspapers taking more aggressive stands on local issues, and the last remark was to express his pleasure that the publisher who took over the weekly in January is more aggressive than his predecessor.

Noting that Gooch's letter was "temperate in tone, did not make

false statements, [and] did not hold his employer up to ridicule or put it to dispute," Jones also overruled the company's contention that the letter was an act of disloyalty to the Tribune, which as a matter of policy does not make endorsements of candidates for public office, except rarely.

Jones characterized Gooch's letter as a commendation of the Carlsbad weekly and pointed out that it "did not single out the Evening Tribune for invidious comparison" in its "implicit criticism of all metropolitan publishers who forebear making political endorsements."

The arbitrator noted that "good-faith criticism" is "protected by the First Amendment" to the U.S. Constitution, pointing out that the Supreme Court in June "once again reemphasized our fundamental commitment to the free discussion of issues of public import, particularly by those who are knowledgeable," when it set aside a teacher's discharge by a school board whose policies he had criticized.

The company, contending that Gooch's letter fell under the contract's outside activities clause prohibition against "service performed for publications or organizations in competition with the publisher," said Gooch should have asked the publisher's permission before sending the letter.

In dismissing this interpretation of the contract Jones noted that "the whole tenor" of the clause and office rules governing outside activities indicates they were drafted "out of concern for publications made for the economic advantage of the writer."

Jones also observed that the weekly and the Tribune are engaged in "complementary, not competitive journalism," and noted that the company did not show that the papers were engaged in competition for advertising revenues.

"On its face," the arbitrator said, "it is completely conjectural whether a reader would think the less or the more of the Evening Tribune because one of its byline reporters praised a weekly publisher for having been politically active in the suburban community in which the reporter lived."

ANG Quarterly Audit

Following is the quarterly report of ANG's financial standing and General Fund operations for the 1968-69 first quarter, ending June 30, as audited by Sidney S. Sussman & Co.

Statement of Condition of General Fund, 6/30/68

ASSETS	
Cash in banks and on hand	\$ 36,877.27
Advances receivable	1,334.96
Loans receivable	15,090.32
Exchangeable receivable	13,261.38
Prepaid insurance	2,182.85
Deposits	1,850.00
Investments	1,000.00
Accumulated equipment	8,153.35
Total Assets	\$127,654.44
LIABILITIES	
Exchanges payable	\$ 7,248.58
Payroll taxes payable	1,499.45
Due Defense Fund	2,272.13
Total Liabilities	\$ 10,020.16
RESERVES	
Reserve for severance pay	\$102,022.19
Reserve for International Affairs Activity	2,571.94
Reserve for 1968 Convention	3,060.00
Total Reserves	\$107,652.13
Surplus at June 30, 1968	\$17,982.15
Total Liabilities, Reserves and Net Worth	\$127,654.44

Statement of Condition of Defense Fund, 6/30/68

ASSETS	
Cash in checking account	\$106,278.12
Cash in savings accounts	13,750.41
A.T.A. fund	900.00
Loans receivable	118,506.08
Due from General Fund	2,272.22
Scraps Howard Investment Corp. stock	64,024.08
Canadian investments	40,000.00
Total Assets	\$440,514.91

Statement of Income and Expense of General Fund, 6/30/68

INCOME	
Membership Income:	\$138,347.99
Per capita taxes	4,174.00
Initiation fees	80.00
Reinstatement fees	822.42
Agency fees	1,188.33
Salaries paid by Defense Fund	8,242.87
Expenses paid by Defense Fund	39.00
Servicing salaries paid by local	104.45
Guild Reporter income	275.50
Research Department Sales	177.49
Other income	22.83
Charter fees	1.00
Total Income for Quarter	\$159,491.28
EXPENSES	
Per capita taxes	\$ 8,156.82
Organizing and servicing	66,128.04
Collective bargaining	12,932.17
Research and information	6,814.60
Guild Reporter	18,223.59
Research Department	15,523.28
Executive expenses	29,663.00
Other expenses	27,046.28
Total Expenses for Quarter	\$157,543.24
Operating Surplus for Quarter	\$ 1,948.04

General Fund Budget and Expense, Quarter Ending 6/30/68

	1st Quarter Budget	1st Quarter Expenses
1. Per Capita Taxes	\$ 8,156.82	\$ 8,156.82
2. Organizing and Servicing	\$ 28,000.00	\$ 27,896.70
Salaries-IRS	1,000.00	952.81
Secretary-Stenosis	1,000.00	15,819.42
Expenses-IRS	1,000.00	1,307.11
Miscellaneous expenses	6,000.00	6,616.36
3. Collective Bargaining	\$ 3,815.00	\$ 3,847.40
Salaries-Director	2,500.00	2,500.00
Exec. Secy. Contracts Committee	1,000.00	952.81
Secretary-Stenosis	2,000.00	2,044.15
Statistician	700.00	718.67
Pension consultation	1,000.00	1,306.24
Expenses-Personnel	11,306.00	12,922.17
4. Research and Information	\$ 1,950.00	\$ 1,973.70
Salaries-Director	2,500.00	2,500.00
Assistant	1,000.00	952.81
Secretary-Stenosis	1,000.00	1,000.00
Expenses-Director	150.00	12.00
Assistant	150.00	57.89
Books and periodicals	150.00	133.00
Legal and bargaining service	150.00	133.00
Subscriptions	75.00	75.00
Other printed materials	75.00	75.00
Publications and literature	700.00	718.22
Contracts survey	700.00	67.83
Organizing literature	700.00	67.83
Training conferences	700.00	67.83
Miscellaneous	25.00	—
5. Guild Reporter	\$ 1,950.00	\$ 1,973.70
Salaries-Editor	2,500.00	2,500.00
Assistant	1,000.00	952.81
Clerical	1,400.00	1,429.52
Expenses-Editor	50.00	31.75
Assistant	150.00	124.00
Printing and mailings	700.00	673.36
Postage	2,000.00	1,804.41
Pictures and special material	500.00	445.88
Addressing	500.00	1,382.11
Miscellaneous	150.00	96.00
6. Executives	\$ 17,212.00	\$ 16,253.59
Salaries-Officers	8,801.70	8,848.09
Expenses	2,000.00	2,087.86
7. Administration	\$ 10,691.70	\$ 10,935.86
Salaries-Office Manager	2,125.00	2,081.60
Secretary-Stenosis	2,000.00	2,038.45
Bookkeeping department	2,500.00	2,635.34
General clerical	1,400.00	1,421.01
Rent and maintenance	5,500.00	5,293.74
Stationery and supplies	2,000.00	1,222.46
Equipment	1,200.00	1,000.00
Telephone and telegraph	2,500.00	2,769.13
Repairs and improvements	150.00	226.39
Postage	900.00	871.59
Auditing	500.00	500.00
Insurance and bonding	500.00	500.00
Employee pension	2,750.00	2,747.48
Employee health and welfare	3,000.00	3,000.91
Miscellaneous	400.00	234.87
8. Other Expenses	\$ 29,575.00	\$ 29,643.90
Legal fees	3,000.00	2,471.18
Payroll and other taxes	3,000.00	3,213.29
Contributions and tickets	2,000.00	1,815.00
Guild Service Award	1,000.00	94.47
Delegates and committees	1,500.00	406.84
IEB meeting	6,000.00	7,674.03
Severance pay provision	3,000.00	3,051.54
AFL-CIO Convention	900.00	904.50
1968 Convention expenses above reserve	15,000.00	3,707.20
1968 Convention reserve	3,500.00	3,500.00
IEB-IAFWO Convention	—	921.43
Totals for Quarter	\$ 157,543.24	\$ 157,543.26

Fred Jones Leaving Staff For Toronto Guild Post

(Continued from Page 1)

He helped organize Guild units at the Telegram and the Globe and Mail while working for the Telegram.

Subsequently he served on negotiating committees at the Telegram, was chairman of the Telegram Unit and vice president of the local before becoming its president. He was also an officer of the Canadian District Council.

In his decade plus two years as an International Representative Jones has served in numerous organizing, bargaining and administrative roles for the Guild in eastern Canada and throughout the U.S.

He assisted the Cleveland Guild this spring in organizing a 143-employee, six-department unit at the Canton, Ohio, Repository, one of Lord Thomson's latest U.S. acquisitions.

In January 1966 he was instrumental in welding the citywide interunion action that enabled the Toronto Guild's Oshawa Unit to overcome a picket-limiting in-

junction during a strike at the Oshawa Times, keeping the paper closed until the Guild won a new contract from the Thomson-chain paper.

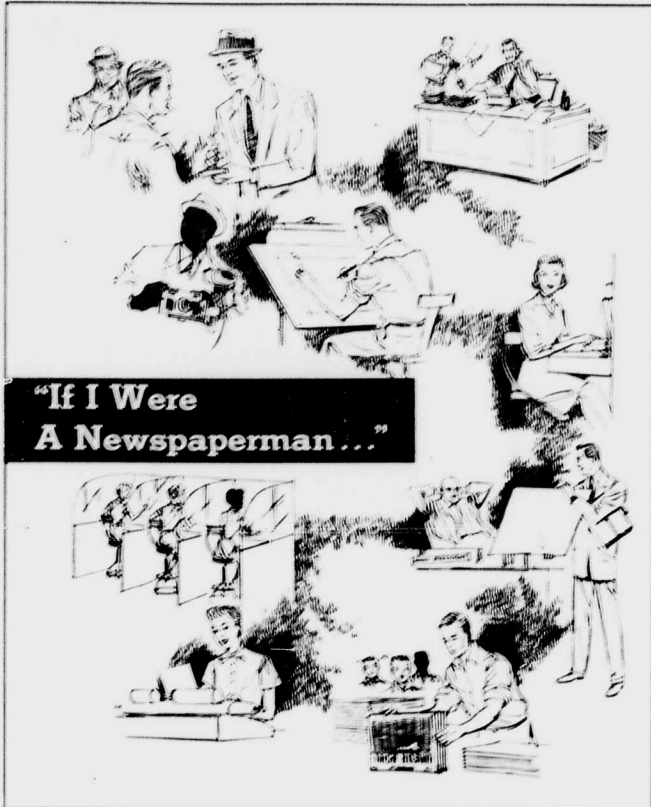
Jones, who has been based in Toronto throughout his tenure with ANG, has also written numerous articles for Canadian labor publications during the period.

He is a native of Aberdeen, Scotland. He came to Canada at an early age with his parents and began newspaper work as a copy boy. Besides the labor beat, he also covered police, courts and city hall while with the Telegram.

TV Special To Tell Story of Gompers

The life of Samuel Gompers, organized labor's first president, will be portrayed in a Labor Day television special sponsored by the AFL-CIO as a public service.

The half-hour program, titled "The Liquid Fire," will be shown at different times and dates in various parts of the nation.



New Look

"If I Were A Newspaperman . . .", the Guild's basic organizing brochure, has a new cover. The picture of Guild founder Heywood Brown at his typewriter has been replaced by a composite drawing of newspaper workers at their jobs. Copies are available from ANG's Research and Information Department at 10 cents apiece, \$4.50 for 50 and \$8 for 100. Interior copy has been updated, too.

218 Of 222 Contracts Grant Severance Pay

Of 222 Guild contracts, 218 provide severance pay, a new ANG Collective Bargaining Department survey shows.

Severance is payable on dismissal for cause or economy or because of suspension of publication in all 218 cases. In 140 it is also payable on death and in 93 on retirement or disability. In 49 of the latter cases it is payable in addition to pensions.

Forty-eight contracts provide for payment on resignation—eight at any time and the others after varying periods of service ranging up to 25 years.

Twenty-six contracts have no ceiling on the amount of severance that can be earned. In those that have ceilings, they range up to 66 weeks' pay, with the largest clusters at 52 weeks (18), 40 (15), 32 (10), and 30 (21).

In a few cases ceilings are stated in dollars rather than weeks of pay, with the top ranging up to \$13,000.

Most contracts (154) provide a week's pay for each six months of service or two weeks for each year. In 16 cases two weeks are provided for the first six months. Eighteen contracts provide more than two weeks a year, with amounts ranging up to 4-2/3.

Twenty-two contracts place no qualifications on the employer's obligation to pay severance.

King's Ransom

Cecil King, deposed publisher of the 5,000,000-circulation London Daily Mirror, received severance pay fit for a King.

King, who was fired last May as chairman of the International Publishing Company, which publishes the Daily Mirror and scores of magazines, was paid a year's salary in severance.

And that, Editor & Publisher reports, came to 35,000 pounds, or \$84,000—plus his pension.

'Sockittoem,' Broker Says Of Ad Rates

A Kansas newspaper broker says he doubts the wisdom of publishers' keeping advertising rates low to try to "deter competition."

Low rates "might work to the contrary over the long pull," according to Robert N. Bolitho of Krehbiel-Bolitho Newspaper Service of Norton and Emporia, Kan.

Stating that he finds it "difficult to believe there are still daily newspapers charging as little as 56 cents a column inch on a local earned rate," Bolitho is quoted in Editor & Publisher as saying that such papers "owe it to themselves" to raise rates to "get aside for . . . remodeling, switching to offset or otherwise improving the product."

Noting that newspapers are "generally behind with rate raises in relation to the increased cost of doing business," Bolitho said that this and next month are ideal for raising rates.

"As a general rule of thumb," he said, ad rates "should be raised in a four-week month after a five week month, and before the last quarter when business is best and advertisers need" newspapers "most."

"The reasoning behind this," he continued, is that advertisers "have just paid larger billings for the five-week month and they've probably thrown away the bill from the month before that."

And, besides, Bolitho said, most advertisers are becoming used to paying more for ads as they must pay more for other goods and services.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Newspapers' Profits Climb Despite Tax

Newspaper profits continued to rise during the first six months of 1968 despite the 10 percent U.S. corporation tax surcharge retroactive to January 1, Editor & Publisher reports.

Mid-year financial statements reflect "the healthy state of the newspaper industry," E&P said.

The oft-appearing headline—

Thomson Profit Up \$1,000,000

Thomson Newspapers, the continent's biggest newspaper chain, earned profits of \$5,701,936 last year, it was disclosed at the company's annual meeting.

The figure was up almost a million dollars from the previous year's earnings of \$4,708,154, and I. H. Macdonald, deputy chairman, predicted a "significant improvement" this year.

Macdonald noted that the company, which has been acquiring new papers at the rate of four a year, experienced its most rapid growth last year. And Lord Thomson said it will continue to buy more.

Most future acquisitions will probably be in the United States, he said, explaining, "There aren't many Canadian newspapers left for us to buy."

AMONG OURSELVES

Victor Cohn, former award-winning science editor of the Minneapolis Tribune and active member of the Twin Cities Guild, has joined the Washington Post staff as head of a three-man team covering science, medicine and technology.

Cohn, who has won science-writing awards from the American Association for the Advancement of Science, Sigma Delta Chi and the American Heart Association, is the author of several books, including "1999: Our Hopeful Future."

Another recent change of scene involves New York Guildsman Barney Tassler, who is now with the CBS Radio Network's flagship station in New York.

AUTHOR: Three present and former New York Guild members have joined the authors' list. Farmer Local President Oliver Pilot, who was a leading publicist in Mayor John V. Lindsay's election effort, has written, Lindsay's Campaign: A Behind-the-Scenes Diary.

Rose Parmenter, former New York Times reporter, is the author of "The Awakened Eye." It includes a chapter on "The Reporter's Eye," advocating newspaper training as a means of becoming more observant. . . . And Pyrrhus J. Ruchet, a former Long Island

Star-Journal reporter, has written "Albanian Historical Folksongs, 1716-1943," with original texts and translations.

John McKeon, former chairman of the Guild's New York World-Telegram & Sun Unit and later a local organizer, is on the opposite side of the bargaining table now, negotiating with Guild officers as a business agent for the Office and Professional Employees International Union, for the Guild's office staff.

ADMINISTRATIVE OFFICER

Wanted For

San Jose Guild

Representing 400-plus employees of the San Jose Mercury and News

- Must be able to accept position immediately (four weeks notice to present employer).
- Excellent salary and fringe benefits.

Requirements

- College degree or equivalent experience.
- Good basic newspaper experience with full knowledge of newspaper negotiation work.

Travel and hotel accommodations for interviews paid by San Jose Guild.

Send resume to: San Jose Newspaper Guild, ANG Local 98
1474 Berer Drive
San Jose, California 95112

Applications must be postmarked by Sept. 21, 1968

THE NEW YORK EVENING JOURNAL

WILLIAM RANDOLPH HEARST.

NO. 232 TO 238 WILLIAM STREET, NEW YORK, FRIDAY, JULY 20, 1906.

A Pathetic Whine from a "Scab."

Where Does This Man Suppose His Good Wages Come From?

A daily newspaper prints a whine which is signed "Robert White." This gentleman—perhaps imaginary—deplores the existence and the influence of labor unions. And he concludes as follows:

"I am an American mechanic, but God help me if I have to join a labor union in order to provide for myself and family."

Mr. Robert White, what kind of a mechanic are you? Your letter suggests a man more efficient as a whining talker than as a worker.

Let us assume that you are a mechanic.

Is it such a disgraceful thing to join a union that adds to the strength and self-respect of all those that join it?

Perhaps you know that when the union which makes up the United States was formed, there were some that talked as you did.

Some of the original States were inclined to say, "God help us if we have to join a union."

But they did join the union. Wasn't it a good thing? Haven't they all profited by it? Aren't they better off, more powerful, more self-respecting?

And, Mr. Robert White, are you aware of the fact that American wages are high—at least four times as great, on the average as they were less than a hundred years ago?

If you are a bricklayer, or a carpenter, getting four or five dollars a day, do you know why you get that much money?

You get that because of the plucky fight that union men have made.

The trade unions give you your big wages. It isn't the scabs that give you your good pay. If this country's mechanics consisted entirely of scabs, of whining men who want all the benefit and none of the risk, you, Mr. Robert White, would be getting a dollar a day; you would be discharged without notice; you would be despised by your employer, and you would deserve to be despised, for you would have shown yourself a man without self-respect, ambition or courage.

Ignorance is probably at the bottom of your complaining. You probably don't know the work that unions have done for you and every other man who depends upon his daily labor for his daily bread.

The good wages that are paid today to the union man, and also to the scab, are paid because union workingmen's wives have suffered—watched their children go hungry while their men fought for their union rights.

Self-sacrifice, courage, the spirit of manly friendship that should exist between all workers, are at the bottom of the American mechanic's prosperity.

The scab who wants the big wages, but who would shirk the union dues and run away like a deserter in wartime when the strike comes on, is not a man to criticize union labor. He may be weak and unfortunate. He is not admirable.

You should take pride in joining a union, Mr. White; you should be proud to contribute your share to the united action of workers. You should have within you that sense of loyalty, solidarity, respect for your class and for your work that makes the real trade union man.

The trade unions are far from perfect. But perfection is not common among human beings.

The trade unions make mistakes—they are too dictatorial sometimes in power. Who is not dictatorial when powerful?

But the trade unions represent in industry exactly what our union of States represents in politics and in national life.

The trade unions represent determination of men to stick to one another, to work with one another, suffer with one another when necessary, and prosper with one another all alike.

Mr. Robert White, God help the man who has within him so little sympathy with his fellows that he does not gladly join them and work with them, sharing prosperity and hard times, putting the welfare of all against the selfish wants of the self-seeking one.

Very pathetic in the life of a professional "scab" workman is his belief in the flattery of those who use him. He helps to keep down wages. He betrays his own kind. And mean employers who use one workman to fight another are fulsome in their praise of the scab's character. The poor ignorant man who has gone against his fellow workmen finds comfort in the praise of the rich men that praise him and despise him.

The scab flattered by a rich enemy of unions ought to know the kind of reception that a traitor gets in the enemy's camp. The scab is received by the employer, fighting unions, as enthusiastically as the British received Benedict Arnold. And in his heart the employer despises the scab whom he uses just as the general despises the soldier who sells out his country.

Workmen, stick together. What do you get out of life, except a mere living and your honor as men? Is not self-respect worth more to you than the money of a man that looks down upon you as you take it? You have climbed well up the hill together, arm in arm.

Stick together and you will reach the top.

Divide and you will roll to the bottom.

The editorial above was originally printed in William Randolph Hearst, Sr.'s, New York Evening Journal on July 20, 1906. It was distributed by Press Associates, Inc., a news, features and picture service for the labor press, as part of its Labor Day "package."

DATELINE: WASHINGTON

So The Democrats Are Rowdy? The Alternative Is Nixon

By WILLARD SHELTON, Washington Guild



THE SOVIET INVASION of Czechoslovakia must have its tempering effects on the Democratic National Convention in Chicago, making it less likely that dissenters can demand virtual repudiation of President Johnson as the price of their future loyalty.

Repudiation of an incumbent Democratic President never made sense as a platform from which Democratic campaigners could ask the people for renewal of their party's leasehold in office.

The babble of tongues against the Johnson-Humphrey leadership in Vietnam sounded plausible, sometimes, or at least righteously indignant, and good people were involved in it. But the world is a dangerous one, and a menace to conditions of a tolerable peace anywhere is a menace to peace everywhere.

A so-called war of liberation may have to be contained. Chickening-out in time of trouble and grief is no answer to the demand for national tenacity of purpose.

The war in Korea, supported by Republicans in 1950, became "Truman's war" in the campaign of 1952. The same contradictory accusations of a "no-win" policy uttered now by zealots in regard to Vietnam were preceded by charges of a "no-win" policy because Mr. Truman would not allow Gen. MacArthur to bomb beyond the Yalu River.

Adlai Stevenson shrank from too intimate an association with Mr. Truman while cries of crime and cynicism rang during the irrelevance of campaign oratory. It did him no good; he lost by 6 million votes. The Democratic presidential candidate of 1968 has no reason to shrink from association with the Johnson policies; an end to the fighting is equally desired by Mr. Johnson, Vice President Humphrey and Sen. Eugene McCarthy, and it will come.

The Johnson domestic policies have been enlightened, com-

sionate and creditable, and a strong new President will inevitably move toward the adjustment in priorities for which time has been gained, we can hope.

NO ONE IN THE CAMPAIGN can feel anything but pain about the Czechs, whose excursions toward liberty have been answered once again by the heavy hand of Soviet suppression with armed force. At least we are not compelled to bear on our consciences the duplicity of a campaign in which we promised "liberation" to eastern Europe, as the GOP platform did in 1952, without the capacity to deliver on the pledge.

No world policeman are we, but neither must we choose a cut-and-run policy in Southeast Asia, from which Hanoi's negotiators traveled to present in Paris a bland and smiling face—but no clear, reciprocal willingness to reduce the violence in response to U.S. anxiety to limit the fighting as a part of political settlement.

The Democratic convention may still face turbulent floor fights on challenges to racist delegations and on minority reports from committees on rules, credentials and platform. Let them come, and if the Democratic delegates do not decide them with dignity and honor, the people have an alternative under our system. They can elect Richard Nixon.

It has already been agreed by both Humphrey and McCarthy forces that the racist Mississippi regulars must abide by the warning plainly given them in 1964 against trying again to run their state party by Jim Crow rules.

As for Georgia, where Mr. Humphrey has been challenged to assail the delegation in a manner that might cost him Southern delegates elsewhere, Gov. Lester Maddox probably cleared up something by entering the fight for nomination himself.

Neither the Vice President nor Sen. McCarthy is likely to emerge on the convention platform after the balloting wrapped in warm embrace with Mr. Maddox, as

Mr. Nixon shared his moment of transfiguration in Miami Beach with Sen. Strom Thurmond.

Georgia voted Republican for Sen. Barry Goldwater in 1964; a Democrat seeking election as a national candidate this year can afford to let it go again.

Every candidate has waffled on issues at one time or another. ("Waffle" is the only useful word the New Politics has contributed to the vocabulary of American realpolitik despite its effort to invent a whole new style; it means to say so many shifting things about issues that everyone ends up baffled.) Everyone waffled on Vietnam and napalm and crime in the streets.

VICE PRESIDENT HUMPHREY's supporters are entitled to think they are on the threshold of a first-ballot victory. The issues have been stripped to the bare bones at last. It makes a difference what tone of voice a candidate uses when he talks about law and order and crime in the streets.

The beef about Gov. Agnew as Mr. Nixon's running-mate is twofold. He has absolutely no experience in national affairs, thus falling short of what Nixon said should be the first requirement in demonstrated fitness to succeed to the White House. And he hec-tored Maryland's moderate Negro leaders about their responsibility to counteract the Black Militants, when the moderates plainly know more about what is tactically wise and feasible at any given moment than any American born inside a nonblack skin.

The Democratic choice of a vice presidential candidate should be conditioned first on the man's fitness to be President and second on his sensitivity to the Urban Crisis, crime in the streets and black-white relationships.

Disorderliness and strife have always been hallmarks of Democratic conventions; they are merely required to act responsibly and with a showing of serious purpose in the aftermath.

Newburgh Levels Unfair Charge At Beacon-News

Newburgh, N.Y.—The Newburgh-Beacon Guild has filed an unfair-labor-practice charge accusing Gannett's Newburgh-Beacon News of attempting to force the Guild to accept contract terms negotiated 2½ years ago with the crafts instead of bargaining in good faith.

The Guild, in an accusation submitted to the National Labor Relations Board, charged the company with refusing to bargain terms of a new contract, having "entered into negotiations with predetermined and fixed positions to which it inflexibly adhered."

The company's only wage offer has been \$2.50 in a one-year contract, an increase it put into effect unilaterally July 10 after its rejection by the Guild.

The \$2.50 figure was the third-year increase negotiated in a three-year contract with the craft unions 2½ years ago. The Guild rejected the third-year increase at that time and signed a two-year contract.

This year, after the contract expired, management offered the same \$2.50, although admitting that it was "not consistent with recent trends" in the industry.

The Guild Reporter

ELLIS T. BAKER, Editor

and Director of Research & Information

DAVID J. EISEN, Associate Editor

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