

3 NLRB Elections Add 180 To Guild

The Guild won bargaining rights for 125 employees this week in representation elections at Lexington, Ky., and Memphis. Another 55 were added to Guild ranks when the resolution of challenges in an Oct. 11 election gave the Guild a 28-to-26 victory in Lewistown, Pa.

Editorial employees at the Lexington Herald and Leader voted 46 to 24 Nov. 20 for representation by the Cincinnati Guild. The Guild led, 12 to 5, in a second election among business-office employees, but seven ballots challenged by the Guild remained unopened, leaving the outcome in doubt.

In Memphis, 46 maintenance, warehouse and transportation employees voted unanimously to join the Memphis Guild's unit of advertising, business-office, editorial and circulation employees at the Commercial Appeal and Press-Scimitar Nov. 19. The new unit includes nine others.

The Guild won representation rights for both mechanical and nonmechanical departments at the Lewistown Sentinel when the National Labor Relations Board upheld the Guild's challenge of an employee hired just before the vote. A second challenge, by management was ruled moot, since it could not affect the outcome.

The Guild won in Lexington despite an intensive company campaign, which included anti-Guild letters and both individual and departmental meetings with employees.

The company handed out pay raises of as much as \$15 a week during the pre-election period and began paying overtime and holiday pay for the first time. And the Guild reported that part-timers were told they would lose their jobs if the Guild won.

The Lexington campaign was conducted by former Cincinnati Guild President Harry Reckner, who was added temporarily to the ANG staff for the organizing drive.

Members of the new Memphis unit—truck drivers, warehousemen, lift operators, helpers, lead molders, porters and maids—sought Guild representation near the expiration of a contract held by the Teamsters. The Teamsters declined to appear on the ballot.

The three elections increased the total of Guild organizing victories to 10 since the current fiscal year began April 1. The 10 elections have added 473 employees to Guild rolls. Another 37 have been added without elections.

Representation petitions are pending for four other units, totaling 760 employees.

Sober Appraisal

Elizabeth, N.J.—New confirmation came this month that the newspaperman of "Front Page" vintage is gone beyond recall.

The North Jersey Guild's official publication reported that the site of the local's quarterly membership meetings will have to be changed. The restaurant in which the meetings have been held has refused to let them continue there, it said, because "members did not drink enough."

\$28 Raises Won In Chester

Chester, Pa.—A \$28 increase in key top minimums over two years and parity for outside classified salesmen were won by the Philadelphia Guild this month the day after a strike vote at Ingersoll's Delaware County Times.

The top minimum for classified salesmen will go to parity with those for display salesmen and reporters at \$196.70 on the final day of the contract, Aug. 31, 1970—a total increase of \$52.

The settlement provides for general increases of 7½ percent each year, with top-minimum increases ranging from \$12.50 to \$30 for copy readers and editors. Top minimums for the latter two will go to \$206.45.

The company's last offer before

the strike vote totaled 18.2 percent over three years. Agreement came quickly the following day on two-year increases of 15 percent.

The Philadelphia Local had won two-year increases of up to \$32.75 last month after a four-day strike at Ingersoll's Pottstown Mercury.

The top for reporters and display salesmen goes up \$10.30 retroactive to Sept. 1, \$4.70 next March 1 and \$13 next Sept. 1. The top for classified solicitors rises \$10.85 the first year and \$11.75 the second before reaching parity at the end of the term.

Other new top minimums include \$127 for telephone solicitors, up \$17.75; \$122.50 for sec-

retaries, up \$16.50; \$116.15 for typists and stenographers, up \$15.65; \$117 for telephone operators, up \$15.75; \$111.95 for clerks, up \$17.95; \$165.75 for circulation supervisors, up \$22.30, and \$149.30 for mailers, up \$20.10.

The requirement for a vacation of four weeks and a day is reduced from 25 years' service to 20, and the mileage rate for casual car use is increased from 11 cents to 15 for the first 50 miles.

The Guild also won a 15-percent shift differential for employees working in exempt jobs.

Guild negotiators were led by David S. Schick, local administrative officer, and Unit Chairman John Hopkins.

N.Y. Calls For 'Yes' Vote; 3 Seconding Locals Differ



Calling Card

Five of 250 wives and children of Los Angeles Herald-Examiner unionists who demonstrated outside Publisher George R. Hearst, Jr.'s suburban Brentwood home Nov. 9 quit the grounds after leaving their calling card at the door—a placard

(arrow) reading "Justice For My Dad." The women, both wives of locked-out pressmen, are Anna Somrek, right, and Kathy Maher. With them are the Somreks' children, Bruce, 7, left; Wyatt, 3, and Anna, 5. Wyatt left the sign.

Two Major Advertisers

Food Stores Desert Hearst

Los Angeles, Calif.—The Food Giant and Unimart food stores last week announced withdrawal of all advertising from Hearst's Los Angeles Herald-Examiner, the first major food chains to pull their ads from the struck paper.

Meanwhile, the National Labor Relations Board's regional office ordered certification elections at the Herald-Examiner for the Guild and eight other striking and Scabs' "Blood Money" . . . Page 7

locked-out unions. The elections were requested by the unions to protect their bargaining status and avert possible decertification elections in which only strikebreakers could vote.

Food Giant and Unimart executives reached the decision to withhold advertising after a conference with representatives of the Herald-Examiner Joint Strike-Lockout Council, Teamsters Economic Action Mobiliza-

tion (TEAM), and the United Farm Workers' Organizing Committee. The stores had been running more than two pages a week.

TEAM is currently involved in a drive to discourage purchase of Coor's beer, Seagram's products

and California grapes, all advertised in the Herald-Examiner.

The two food chains represent major additions to a list of more than 300 business establishments that have terminated advertising (Continued on Page 7)

Vote 'Against', L. A. Guild Urges; Yule Appeal Made For Strikers

Los Angeles, Calif.—The Los Angeles Guild last week appealed to Guild members everywhere to vote against returning to ANG's old assessment schedule in next month's referendum, warning that the old schedule "cannot produce enough revenue" to successfully finance the Herald-Examiner strike.

Several other Guild locals have been able to achieve good settlements because of the Los Angeles strike, the local pointed out in a letter to Guildsmen signed by President Jerry Goldberg, (Continued on Page 6)

Twin Cities, Denver Back New Levy

The New York Guild, which initiated next month's assessment referendum, called this week for a vote to rescind ANG's new assessment schedule. But executive boards of the two biggest locals that seconded the referendum motion—Denver and Twin Cities—recommended a vote against going back to the old schedule.

The executive board of a third local that seconded the referendum motion—Manchester—also recommended an "against" vote.

Three of the 15 locals that seconded the referendum motion—Buffalo, Harrisburg and Hudson County—joined New York in submitting a statement to the Guild Reporter calling on Guild members to vote for the referendum proposal to rescind the new assessment schedule adopted by last summer's ANG convention.

But the presidents of two other seconding locals—Edward Lown of Newburgh-Beacon and Robert L. Bain of Kingston—said that in view of the critical state of the Defense Fund, as set forth by ANG officers in the Nov. 8 Guild Reporter, they are urging their members to vote against the referendum proposal.

And the treasurer of the Buffalo Guild, Paul T. Covert, this week joined the Committee to Defend the Defense Fund, which is leading the campaign for an "against" vote. (The New York statement and a statement by the committee will be found on Page 2.)

Earlier, the Midwest District Council called on New York (Continued on Page 6)



Pawtucket Imports Its Queen

Diane Houle, treasurer of the Woonsocket Guild and a woman's-page reporter for the Woonsocket Call, is crowned queen of the Pawtucket Guild's Page One Ball by International Vice President Thomas M. Buckley, Jr., of Pawtucket as Paul A. LaBrecche, left, and Robert R. Cardosa, chairman of the ball, contribute their admiration. Among those attending the ball were Gov.-Elect Frank Licht and Rep. Fernand J. St Germain of Rhode Island's 1st Congressional District, who was instrumental in helping settle the recent Woonsocket Call strike. Representatives of the Providence, Woonsocket and Brockton locals attended the Pawtucket celebration.

Referendum: Pro And Con

Following are statements by each side in next month's assessment referendum. The statement in favor of the referendum proposal was submitted by the New York, Buffalo, Harrisburg and Hudson County locals, the statement against it by the Committee to Defend the Defense Fund, composed of officers of 29 Guild locals and district councils in the United States and Canada.

For

The Guild locals which urge a vote FOR the referendum motion to rescind the new higher assessment schedule do so for these reasons:

We believe that increased assessments should be levied to meet an emergency only. The schedule voted by the June Convention in many cases will more than double the assessment payments and do it permanently. *We are opposed to such a permanent increase, written into the Constitution, to stay with us indefinitely, when there is an emergency and when there is not.*

At the convention the New York delegation took the position, with which others agreed, that a sharp increase in assessments should be submitted to the membership for approval before it goes into effect.

We believe you must sell the membership on the need for increases BEFORE putting them into effect, not legislate increases without giving the members a voice in the matter.

It was strange at the convention to find some proponents of the new assessments schedule taking an opposite position—that you could not trust the membership with these decisions, that it was up to the leadership to legislate without referral to the members. Most strange.

This is not the end of possible action by convention. The IEB has been mandated by the last convention to study the possible need for double assessments in the future.

We are not opposed to such studies, but we say again that before putting their findings into effect, the membership should be sold on the reasons for such conclusions. The confidence of the membership in its leadership is the Guild's strongest weapon in fighting publishers who wish to destroy us, and that confidence is strengthened by permitting the members to have a voice in top policy decisions.

We urge members to vote FOR the question in referendum.

New York Guild
Hudson County Guild

Harrisburg Guild
Buffalo Guild

Against

Everyone is for a tax cut, but the proposal to rescind the new assessment schedule would not cut one penny from the total assessment obligation now facing the Guild's membership.

Nor would it cut one penny from total assessment payments most individual Guildsmen will have to make to meet that obligation.

It would, however, prolong assessments for all Guildsmen and require lower-paid members to pay more than their fair share.

For, even if current strikes ended tomorrow, assessments would not end until the Defense Fund regained its constitutional floor of \$1,500,000.

Under the old, \$1-\$6 schedule this would take five months longer than under the new \$2.75-\$10 schedule—a year instead of seven months.

Under the old schedule, lower-paid members paid as much as four percent while the highest paid were assessed three percent at most. Under the new schedule members are assessed at the same monthly rate—five percent of one week's pay up to the present \$10 limit.

Because of its inequities and slower dollar-replacement capacity, a return to the old schedule not only wouldn't reduce total assessment outlay for most members but would cost many members more.

At \$100 a week, 12 months' assessments at \$3.50, the old rate, total \$5.25 more than seven months at \$5.25, the new rate. At \$200, they total \$2 more.

Costs aside, a return to the old schedule would reduce monthly Defense Fund income \$26,500 below current strike expenditures.

As union members, we are against surrender in Los Angeles or going more deeply into debt to avoid surrender.

We are against sending our negotiators into bargaining in other cities with an empty Defense Fund.

We urge you to vote your conscience and your pocketbook and mark your ballot AGAINST the referendum proposal.

Committee to Defend the Defense Fund

Canadian Labor Is Warned Of Smugness On Rights

Ottawa, Ont. — Many Canadian labor conventions have smacked of "smugness and self-satisfaction" on human rights, Canadian Labour Congress President Donald MacDonald told a CLC human-rights conference here last week.

MacDonald said that Indians, Eskimos and peoples of mixed blood were "still being treated as somehow inferior." He said that other human-rights problems arose from poverty and barriers to education.

MacDonald was seconded by George C. Blackburn, director of the Canadian Labour Department's Fair Employment Practices Branch, who criticized "national smugness" by Canadians on the question of human rights.

Blackburn said Canadians had been smug for so long, "believing we had such an advanced enlightenment toward equality for all people, that we are only beginning to realize with a shock that perhaps we are just people after all—people capable of all the racial conceits, fears and anxieties of people everywhere."

Canadians, he declared, had looked down with a self-satisfied

air upon the problems of black and white in the United States and South Africa, sincerely believing that Canadians are different.

But the facts, "did not support the belief," he said, stating that human-rights problems are often cloaked by "well-hidden administrative arrangements" or by individuals' "being allowed to exercise personal prejudices."

Canada's rights record was also criticized by Prof. John Humphrey, a Canadian who is director of the United Nations' Division of Human Rights.

"We have only recently become aware of these problems," he told delegates. "We have always as-

sumed that everything was fine, that we were the good guys and if everyone did what we did, all would be alright. And now we are just waking up to our own problems."

Humphrey said he is "ashamed" as a Canadian when he thinks of the Indians. "We are giving aid to people abroad with standards that are even higher than those of fellow Canadians," he observed.

Despite some human-rights legislation and activity, Canada remains the scene of "enormous ethnic inequalities," Allan Borovoy, general counsel of the Canadian Civil Liberties Association, told the conference.

He said that studies show there are "many severely disadvantaged groups" in Canada, including Chinese, Negro, Italian, Portuguese, and Greek immigrants.

Borovoy suggested pressure against racist employers to gain fair pay for disadvantaged groups.

"For example," he said, "an employer who pays low wages is much more likely to be moved by a well-organized strike than by a well-prepared sermon."

The conference urged that Canada's Fair Employment Practices Act be made applicable to

government employees, that the CLC consider appointing a full-time officer to assist its human-rights committee and that CLC affiliates review their constitutions to insure that all contain antidiscrimination clauses.

Fletcher Re-elected

Sacramento, Calif.—Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, has been re-elected a vice president of the California Federation of Labor.

St. Paul Enacts Scab Law; 2nd Pends In Minneapolis

St. Paul, Minn.—St. Paul became the 99th city in the nation to prohibit employment of professional strikebreakers when the City Council, without debate or dissent, passed a "Citizens Job Protection Ordinance" Nov. 19.

The same day the Minneapolis

City Council's ordinances and laws committee unanimously recommended passage of a like ordinance after hearing some 20 labor leaders, including John Carmichael, executive secretary of the Twin Cities Guild, urge enactment.

The proposed Minneapolis ordinance was introduced by Alderman Lloyd C. Anderson, a member of the Typographical Union, and has the endorsement of City Council President Dan Cohen, a member of the State, County and Municipal Employees.

The 98th antistrikebreaking ordinance was passed in Danville, Ill., Oct. 29.

Don't Let George Do It
Vote AGAINST ☒
Helping Hearst Break the Guild

Committee to Defend the Defense Fund

In the Best Interests
Of the Guild

Vote
FOR

The Referendum Motion

It's a vote FOR the \$1-to-\$6 assessments,
Against retaining the higher \$2.75-to-\$10,
ultimately \$12.50, schedule

New York Guild Harrisburg Guild Buffalo Guild Hudson County Guild

Thomson Paper Slowed Up By Union Picketing

Peterborough, Ont.—Steelworkers, electrical workers, machinists and college students turned out in force to strengthen Toronto Guild picket lines at the Peterborough Examiner last weekend, but the company succeeded in publishing a Saturday paper printed the night before.

Strike Threat Gets Back Job At Imparcial

San Juan, P.R.—Management of El Imparcial agreed to honor an arbitrator's reinstatement of a dismissed copy reader Nov. 13, 20 minutes before a threatened Guild stoppage to enforce the decision.

Puerto Rico Guild President Luis Montanez, Jr., told management at noon that the paper's 125 Guild members would leave their jobs at 1 p.m. to vote on an immediate strike unless the employee was reinstated. At 20 minutes to one the company complied.

The arbitrator had ordered the reinstatement with back pay to Aug. 26 under a contract clause providing for maintenance of the status quo in all grievances pending their arbitration.

The company had refused to allow the dismissed copy reader to remain on the payroll; it hewed to that stand even after the arbitration decision, declaring that it would appeal the decision to the courts.

The copy reader was dismissed on a charge of gross negligence. The dismissal itself will now go to arbitration.

Talks Resume In P.R. Strike

San Juan, P.R.—A Nov. 20 bargaining session failed to settle the Puerto Rico Guild's six-week-old strike against O. Roy Chalk's Radio San Juan, but Puerto Rico Guild President Luis Montanez, Jr., reported an improved bargaining atmosphere.

Another bargaining session was tentatively scheduled for last night, with a second meeting slated for Nov. 27.

The sessions were arranged by Hector Reichart, president of the Broadcasters Association of Puerto Rico, who has offered to mediate the strike.

Rosenstock Set To Quit N.Y. Slot

New York City — Arthur Rosenstock, who stepped down last year after serving as ANG president longer than anyone in the Guild's history, is leaving the New York Guild executive board at the close of its present term next month.

The New York executive board, taking cognizance of his announcement last month, adopted a resolution hailing Rosenstock as one "who has contributed to the Guild, local and international, at every level of Guild activity, more than any other Guildsman since Heywood Brown."

The board extended Rosenstock its "sincerest gratitude for his many years of wise and dedicated labors for the Guild."

For the second consecutive Saturday workers from Peterborough's biggest industrial plants and students from Trent University helped swell the picket line to more than 100. Printers and pressmen, who have been crossing smaller picket lines during the week, stayed out for four hours.

Similar large-scale picketing was planned for today, as well as tomorrow and Monday, in an attempt to thwart printing of the paper ahead of time. Reinforced picket lines had been planned for last Monday, but a freezing rain held down the turnout.

The Guild is continuing to press an advertising and circulation boycott in its three-week-old strike against the Thomson paper. More than 800 subscription cancellations have been returned through the Guild, and indications are that the paper's 27,000 press run has been cut by at least 1,000 more.

Guild teams seeking to persuade major advertisers to stay out of the struck paper scored a signal victory when Peterborough's largest automobile dealer agreed to pull out its ads.

The Guild's first large-scale weekend picket line went up at the Examiner Nov. 9. All but a handful of printers and pressmen stayed out, but the paper was printed with plates made the night before.

A Guild picket was injured in a brief melee involving police, and one of 25 Trent University students who turned out to help was arrested on a charge of assaulting a policeman.

The Examiner has been ignoring subscription cancellations, and the Guild is notifying subscribers who have canceled to tell their carriers they do not want the paper.

The Guild's cancellation form asks subscribers to make carriers a gift of their weekly 12-cent profit on each subscriber.

The cancellation appeal cites the Examiner's wage offer of \$117 for fully experienced reporters, compared with going minimums of \$166 to \$170 at several other Guild papers in Ontario. It also notes the company's refusal to grant a clause that would stop Thomson from transferring Guild members to other Thomson papers and "flooding the Examiner with nonmembers."

"We will not let Thomson run us out of our town," the Guild declared.

Papers In Norfolk Buy 2 In Roanoke

Norfolk, Va.—Landmark Communications Inc., owner of the Norfolk Virginian-Pilot and Ledger-Star and the Greensboro (N.C.) News and Record, last week announced acquisition of the Roanoke Times and World-News. Terms were not disclosed.

Landmark will also acquire the Roanoke papers' television and radio stations, the Towers Shopping Center in Roanoke and a semi-weekly, the Galax Gazette.

Landmark's Norfolk Virginian-Pilot and Greensboro News and Record have Guild units. The Roanoke papers do not.



Toronto Globe & Mail Photo

Picket-Line Casualty

Guild strikers at the Peterborough Examiner confronted Night Editor Murray Kennedy, injured during a picket-line scuffle with police. Kennedy suffered a leg injury when he was knocked over.

Albany Mayor Asks U.S. Action To End Hearst Press Monopoly

Albany, N.Y.—Albany Mayor Erastus Corning 2nd has asked the Justice Department to institute antitrust action against Hearst's monopoly in the Albany newspaper field.

Corning, in a letter to Atty. Gen. Ramsey Clark, said that Hearst's recently announced plan to move its printing plant for the Albany Times-Union and Knickerbocker News to suburban Colonie presents an opportunity to "divest the Hearst Corp. of one of the two newspapers."

Corning charged that Hearst has had a monopoly in violation of the antitrust laws since it acquired the Knickerbocker News from Gannett in 1960.

"The newspaper monopoly in this city has created a hardship upon local business because of its advertising policies," the mayor said, "and in addition has subjected the reading public to non-factual news and a single-minded editorial policy dictated by one

Albany Editor Is Re-elected

Albany, N.Y.—Republican Rep. Daniel Button, former executive editor of the Albany Times-Union, was re-elected to Congress from Albany's 29th District Nov. 5, defeating Albany Tax Collector Jacob Herzog, the Democratic candidate, by 32,000 votes.

Herzog's campaign was managed by former Albany Guildsman Leo O'Brien, who held the 29th District seat until his retirement in 1966 and is currently a columnist for the Knickerbocker News.

individual, i.e., the publisher of these papers."

Corning, noting that the Justice Department has instituted antitrust actions against similar news-

paper monopolies in Tucson and Cincinnati, asked Clark to "conduct a thorough investigation" of the Albany situation "and to commence the necessary legal proceedings to bring about an end to this condition."

At the time that Hearst's Capital Newspapers Division acquired the Knickerbocker News in 1960, the mayor said, "that paper was a profitable venture and in no danger of going under because of financial difficulties."

He suggested that one of the two papers be removed from Hearst's control and be permitted to publish "under separate ownership" in Albany.

Gene Robb, publisher of the two Hearst papers, charged that Corning's statements were "inaccurate and misleading" and said "we are satisfied we have completely complied with the laws."

Hearst has long been at odds with Corning and the Democratic Party organization in Albany.

Media Gets Blame

Morgan Scores Ad-News Mix

Minneapolis, Minn.—The news media are "seriously to blame for much of the predicament we're in," Edward P. Morgan, chief correspondent for the Public Broadcast Laboratory, told 375 students and newsmen attending the 1968 Twin Cities Guild Memorial Lecture at the University of Minnesota Nov. 7.

Morgan said newspapers, radio and television fling great chunks of information at readers and listeners and make it harder to understand by serving up the news between big portions of advertising.

The United States is a "divided country, exhausted by hatred," Morgan said, declaring that the Nov. 5 elections "really solved nothing" but only "confirmed the schisms" in American society.

Morgan said "a curious binge of acquisitiveness" has "warped our values." Americans are "more concerned about their second outboard than about education in the ghetto—or education outside the ghetto, for that matter," he declared.

Morgan voiced doubts about

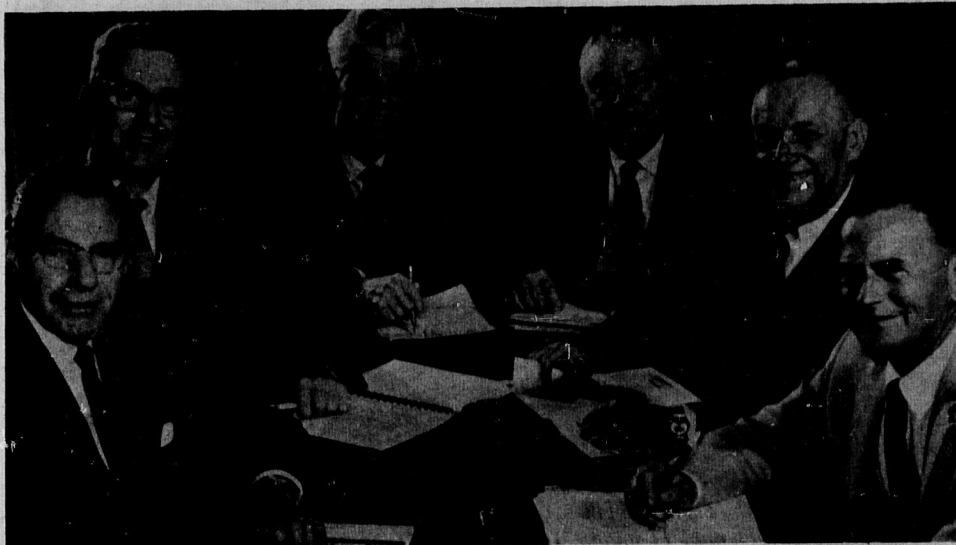
President-Elect Richard M. Nixon's chances of unifying the nation. The President-Elect won without carrying many major cities, where the revolutions of blacks and students are centered, he noted, warning that Nixon must "plug in" to these revolutions to embrace them in his "unity."

The Contract You Save May Be Your Own

Vote **AGAINST** ☒

Taking an Empty Defense Fund
To Your Bargaining Table

Committee to Defend the Defense Fund



Co-operation Pledged

ANG Executive Vice President William J. Farson, third from left, and Secretary-Treasurer Charles A. Perlík, Jr., second from left, at conference table with International Typographical Union officers in

Scottsdale, Ariz. ITU officers are, clockwise, First Vice President Sandy Bevis, President John J. Pilch, Second Vice President Joe Bingel and Secretary-Treasurer William R. Cloud.

Guild, ITU Strengthen Union Ties

Scottsdale, Ariz. — Arrangements for closer co-operation in bargaining and strike situations were made by leaders of ANG and the International Typographical Union at a meeting here Nov. 13.

"We agreed to maintain close contact at the international-union level, particularly on situations where strike action may develop," ANG Executive Vice President William J. Farson reported after the six-hour meeting.

The session followed a meeting of the International Allied Printing Trades Association here earlier in the week. It was the first meeting between the two unions since the election of John J. Pilch as ITU president last spring.

Farson was accompanied to the meeting by ANG Secretary-Treasurer Charles A. Perlík, Jr., who has been recuperating from a mild heart attack suffered Sept. 15. Perlík is expected to return to full-time work at ANG headquarters in Washington Dec. 9.

The ITU was represented by members of its executive council, led by Pilch.

In Black And White

N.Y. Gets Split-View Paper

New York City—The weekly Manhattan Tribune, published by former New York Guildsman William Haddad and Roy Innis, national director of the Congress of Racial Equality, made its debut last week as "the nation's first black-white newspaper."

Haddad, a member of the Board of Education and former New York Post reporter, said the paper "will try to bridge the gap between angry, frustrated blacks and frightened whites." It will cover both Harlem and the predominantly white West Side of Manhattan, with a staff half Negro, half white, and will serve as a training ground for young Negro and Puerto Rican reporters.

The Tribune will have two editorial pages, one presenting Haddad's integrationist views and the

other those of Innis, a Black Power advocate.

The Tribune's board of advisers includes Andrew Heiskell, chairman of Time Inc.; Willie Morris, editor-in-chief of Harper's Magazine; A. H. Rosenthal, assistant managing editor of the New York Times; actor Ossie Davis, and novelist James Baldwin.

Southam Purchases Owen Sound Paper

Owen Sound, Ont.—The Owen Sound Sun-Times announced last week that it will become part of the Southam chain Jan. 1. No purchase price was disclosed.

The Sun-Times will be the 10th paper in the Southam group. Southam purchased the ninth, the Montreal Gazette, last month.

Raskin Hails Coast Model

Co-ordinated Bargaining Lauded

Ann Arbor, Mich.—Co-ordinated bargaining for contracts expiring simultaneously, as developed by the Guild and mechani-

cal unions during this year's San Francisco newspaper strike, was held up as a welcome example last week by A. H. Raskin, assistant editor of the New York Times editorial page.

Raskin, in a journalism-department lecture at the University of Michigan Nov. 13, said that when contracts all expire together, "the pressures by the public are great to settle the dispute."

A New Yorker telling Michiganders about newspaper strikes is like the blind leading the blind,

1st Waterbury Pact Yields \$20 Raises

Waterbury, Conn. — Editorial employees of the Waterbury Republican and American will receive wage increases of from \$14.50 to \$20 under an initial Guild contract negotiated last weekend. The two-year agreement establishes a reporter top minimum of \$162.50 in the second year.

The pact, covering 70 employees, came Nov. 17 after an overwhelming strike vote in mid-summer and a vote to reject a somewhat poorer settlement Nov. 11.

The contract provides for a 37½-hour week, a dues checkoff, maintenance of membership and a wide range of fringe benefits.

The reporter top minimum was set at \$142.50 retroactive to March 1 and \$152.50 retroactive to Sept. 1, going to \$157.50 next March 1 and \$162.50 next Sept. 1.

The agreement establishes a \$5-per-week differential for copy-desk men, editorial writers and subeditors, and a \$10 differential for copy-desk chief, wire editor and assistant city editor. It also establishes a \$1-per-shift night differential.

General increases for employees earning \$100 or more will amount to \$20 over the length of the agreement, while those now earning less than \$100 will receive \$14.50.

The minimum for society reporters will go to \$132.50 in the final step of the contract. The top for clerk-typists goes to \$110.

Vacation improvements will bring four weeks' vacation after 24 years' service. Sick leave of up to 10 days per year will be cumulative up to two years.

The company will pay the full cost of Blue Cross-Blue Shield and major-medical benefits for employees and their families. Maternity leave of six months is provided.

The contract provides for six holidays and up to six weeks' severance pay.

Negotiations were led by Waterbury Guild President Robert Perry and Vice President Jack Conway, assisted by International Representative Ed Allen.

IFJ Supports Czech, French Journalists

Brussels, Belgium—Resolutions supporting embattled Czech journalists and French radio and television workers who struck for an end to Gaullist censorship during last May's general strike were adopted by the bureau of the International Federation of Journalists here Nov. 7 through 9.

The meeting was attended by representatives of newspaper unions from 11 countries, including ANG Executive Vice President William J. Farson, an IFJ vice president.

Czechoslovak journalists were warmly greeted in a bureau resolution that acclaimed their "courage and determination" during the August occupation by Warsaw Pact forces.

"This experience," the IFJ said, "convinces us that our Czechoslovakian colleagues do not willingly accept censorship or those limitations to the freedom of the press which have been imposed upon them by external threats to their profession."

The IFJ assured the Czech journalists of its "vigilant sympathy with all efforts aiming at the earliest possible establishment of complete freedom of the press."

The bureau also expressed solidarity with French radio and television journalists who have been victimized as a result of their strike for reforms in Gaullist broadcasting policies.

The IFT said that French journalists who struck "with a view to providing the public with free and impartial information" are being disciplined and fired contrary to the right to strike recognized by the French Constitution and to a written promise of no reprisals made during the strike.

The resolution viewed the firings "as a particularly grave threat against the freedom and dignity of French journalists" and supported a current boycott of the government network by other French journalists.

\$11 Million Buys Stockton Record

Stockton, Calif.—The Guild-covered Stockton Record was purchased by Speldel Newspapers this month for \$11,675,000.

Sale of the 67,000-circulation daily was announced by Publisher Loretta J. Martin, who said federal tax laws dictated the decision. Twenty publishers reportedly submitted bids for the paper.

Speldel owns 10 other papers in New York, Nevada, California, Iowa, Ohio, Colorado, South Dakota and Nebraska, including the Reno Gazette and Nevada State Journal, where the company broke a Guild strike in 1959.

In the Guild The People Rule

Vote FOR The Referendum Motion

It is a vote

FOR reinstating the \$1-\$6 assessments schedule

Against keeping the new higher (\$2.75-to-\$10 and ultimately \$12.50) schedule

New York Guild Harrisburg Guild Buffalo Guild Hudson County Guild

NLRB Aide Rules Erie Local Needn't Have IR In Talks

Pittsburgh, Pa.—The National Labor Relations Board has rebuffed an attempt by the Erie Times and News to institute an unfair-labor-practice complaint against the Erie Guild because it failed to have an ANG international representative at the bargaining table.

Management filed the charge after notifying the Guild that it would not bargain on a new contract unless an ANG representative with authority to provide Contracts Committee approval of any settlement was present from the start of negotiations.

But NLRB Regional Director Henry Shore, in dismissing the

charge, noted that the Erie Local is "the recognized bargaining representative of the employees involved" and does not have to produce an international representative for negotiations.

Since the local notified the company that any settlement must be submitted to the Contracts Committee before ratification, Shore added, "it cannot be said that the union's position constituted bargaining in bad faith."

The Guild withdrew a refusal-to-bargain charge of its own against the Times and News after management abandoned its position and started negotiations last month.

Chamber Aide Confirms Drive Against Labor

Los Angeles, Calif.—A plan to roll back pro-labor legislation and reorganize the National Labor Relations Board along pro-management lines has been confirmed by a leading official of the U. S. Chamber of Commerce.

In an interview with labor reporter Harry Bernstein in the Los Angeles Times, Peter Pestillo, the chamber's labor-relations director, disclosed that "the nation's major corporations and almost every employer association have joined forces in a single operation."

"In the past," he said, "business leaders often have moved in the same direction on such issues as labor legislation, but this is the first time they have formally organized for a joint effort."

Pestillo said the employer group's plan is to "help create an atmosphere of public opinion which would be conducive to changes in present labor laws."

The kinds of changes sought by the employer group, he said, "are aimed at reversing decisions made by the National Labor Relations Board."

"But a push is also being made," he added, "to either get rid of the NLRB entirely and use labor courts instead or at least to enlarge it and give the members terms longer than the five years they now serve as presidential appointees."

Pestillo's disclosure was the first public confirmation of a push for massive anti-labor legislation in the new Congress.

The Chamber official confirmed that the drive is being bankrolled by 35 employer associations, including the Chamber of Commerce, the National Association of Small Businessmen, the National Association of Manufacturers and the American Retail Federation.

He said the campaign will be handled by the public-relations firm of Hill and Knowlton, which has been termed "one of the largest antiunion public-relations companies in America" by AFL-CIO President George Meany.

But in a postelection statement last week Pestillo said the drive for changes in the labor law may be deferred two years.

"Congressmen do not like to raise labor issues without a certified victory," he said, referring to the failure of the conservative coalition to gain a majority.



Providence Guild Photo by George E. Rooney

Pen-Wielding Time

Representatives of the Providence Guild and the Providence Journal and Bulletin sign contract that will bring pay raises of \$39 over a two-year span to fully experienced reporters and advertising salesmen. Seated, left to right, are James Geehan, assistant general manager; Edwin P. Young, general

manager, and Alan Saffel, local president. Standing are members of the negotiating committee, left to right, Robert Sylvia, George Ross, President-Elect Robert C. Frederiksen, Local Secretary June Harte, June Spreca, Brian Dickinson and Merrill Bailey, a past president of the local.

'Inaccurate' Contract Reports?

GR, Providence Rebut Charge

A New England Daily Newspaper Association officer's charge that the Guild Reporter was printing "inaccurate reports" of Guild contract settlements was protested this week by the Providence Guild and the GR.

The charge was made by Bradley Peck, the association's manager, at the group's annual meeting in Boston last month. He cited the headline, "Providence Wins \$39 Increase," in the GR's Oct. 11 issue.

Editor & Publisher, in reporting the meeting, quoted a Providence Journal and Bulletin spokesman as saying that the story was "essentially correct" but that the \$39 increase "applied only to 10 or 11 people" because "two-thirds of the editorial staff is paid on merit."

GR Editor Ellis T. Baker, in a letter to E&P, said the Providence Guild reports that, as a matter of fact, 116 editorial employees and more than 30 advertising employees will receive \$39 or more as a result of the settlement.

"The fact is," he noted, "that

whether a Journal-Bulletin editorial employee is at the top minimum or whether he is above it, he receives the full \$39 increase under a side letter providing that 'all employees in the news and editorial department with a full experience rating in their classification will maintain their differential over scale while they remain in that classification.'"

Providence Guild President Alan Saffel also sent E&P and Peck letters objecting to the accusation and citing the number of employees affected.

Gannett's Economy Campaign Starts Up With 'Postage Due'

Rochester, N.Y.—A Gannett Co letter pledging "all feasible economies" has been sent to employees of the Rochester Times-Union and Democrat & Chronicle.

Several Guild members got their copies in the mail with postage due.

The letter reported higher subscription rates and stepped-up promotion and sales for the final quarter of 1968.

General Manager Al Neuharth wrote that the economy moves were aimed at relieving a "profit squeeze."

Gannett profits, which totaled \$7.4 million dollars last year, rose

19.2 percent for the first nine months of this year.

Neuharth claimed that the Rochester papers have not increased their profits as much as other papers in the Gannett group this year. He did not give specific figures.

50 Guildsmen At 2 Institutes On Organizing

Fifty delegates from 17 locals attended regional organizing institutes in Chicago and Youngstown this month. The sessions were the third and fourth in this year's series of ANG regional weekend institutes on organizing.

Two more institutes are scheduled next month. They will be held in Jersey City Dec. 7 and 8, sponsored by the Empire State District Council, and in Boston Dec. 14 and 15, sponsored by the New England District Council.

Delegates to the Youngstown institute, sponsored by the Pennsylvania - Ohio - Indiana District Council Nov. 16 and 17, viewed the film, "Return to Tyranny," produced by the Los Angeles Herald-Examiner Joint Strike-Lockout Council.

And the Chicago institute, sponsored by the Midwest District Council Nov. 9 and 10, included a session on collective bargaining for the large number of Midwest locals currently in negotiations.

The institutes are conducted by ANG Research and Information Director Ellis T. Baker and Collective Bargaining Director J. William Blatz.

J. F. Saunders, 62, Dies In Cleveland

Cleveland, Ohio — Joseph F. Saunders, a former executive-board member of the Cleveland Guild and an associate editor and editorial writer for the Cleveland Plain Dealer, died Nov. 7 at 62.

Saunders's columns in the Plain Dealer won him a reputation as a humanitarian and a fighter for justice. The Plain Dealer credited him with being one of its all-time best-read columnists; he also served the paper during a 31-year career as assistant state editor, deskman and telegraph editor before his promotion to associate editor in 1963.

Before joining the Plain Dealer he worked for the Cleveland Daily Legal News.

Vote Your Conscience and Your Pocketbook

Vote AGAINST ☒
Helping Hearst Break the Guild

Vote AGAINST ☒
Taking an Empty Defense Fund
To Your Bargaining Table

Vote AGAINST ☒
The Proposal to Weaken the Defense Fund
In the December Referendum

Committee to Defend the Defense Fund

Fred D. Fletcher, Chairman
Executive Secretary, San Francisco Oakland Guild

Ray Mann, Administrative Officer, Wire Service • Bruce Lambert, Jr., President, Rochester • Fred Jones, Executive Secretary, Towne • Robert Giddens, President, Middle Atlantic District Council • ANG Vice President Joseph Eisenberg, New York • Paul T. Covert, Treasurer, Buffalo • Jack F. Weir, Executive Secretary, Cleveland • Ben Schlimminger, President, Cincinnati • Richard P. Lane, President, Southern District Council • David J. Edick, Administrative Officer, Philadelphia • William R. Lee, President, Toledo • Robert E. Bruner, Administrative Officer, Boston • James Choate, President, Western District Council • Brian Flores, Administrative Officer, Washington-Baltimore • Alan Saffel, Past Pres., Providence • Bernardine Martin, President, Midwest District Council • Harold Harris, President, Knoxville • Omar Sumpter, Executive Secretary, San Diego • Donald W. Russell, President, North Jersey • George Lamborn, Administrative Secretary, Seattle-Tacoma • William H. McLannan, Executive Secretary, Vancouver-New Westminster • Justin F. McCarthy, Jr., Executive Director, Chicago • Robert A. Shulkin, Executive Secretary, St. Louis • Jerry Goldberg, President, Los Angeles • Elwood Siglow, President, Portland • Thomas McElhenny, Executive Secretary, Detroit • George Light, President, Montreal • Fred Lee, Administrative Officer, Hawaii

GUILD



BRIEFS

Minneapolis, Minn.—The Twin Cities Guild's 1968 public-service award is being given to Milton Williams, education director of The Way, an organization in the Twin Cities Negro community, for his contribution to education.

Williams has "made an enormous contribution to a better understanding between black and white people in the Twin Cities," the Guild said, noting a series of lectures and seminars on Afro-American history and culture. One such seminar was given

last summer to acquaint newsmen at the Minneapolis Star and Tribune with the feelings and attitudes of Negroes in the inner city. Williams wrote a series on Afro-American history for the Tribune last June and July.

Chicago, Ill. — Ralph Whitehead, labor reporter for the Chicago Sun-Times and a member of the Chicago Guild, has been named a recipient of a scholarship for labor-leadership courses at Roosevelt University here.

The scholarship is one of ten awarded to Chicago trade unionists by the Amalgamated Trust & Savings Bank of Chicago, founded in 1922 by the Amalgamated Clothing Workers.

Election Set In Fall River

Fall River, Mass.—An election on a Guild bid to represent employees of the Fall River Herald-News will be held Dec. 16, with 90 employees in all nonmechanical departments eligible.

The National Labor Relations Board set the election date following an informal meeting Nov. 19.

Guild Decertified In Atlantic City

Atlantic City, N.J.—The Philadelphia Guild has been decertified as bargaining representative for editorial employees at the Atlantic City Press.

Members of the unit, who voted for the Guild in September, 1967, voted 26 to 21 to decertify it this month. The Guild had sought unsuccessfully for over a year to negotiate an initial contract.

N.Y. Urges 'For' Vote In Referendum

(Continued from Page 1)
Guild leaders to "fulfill their promise" to the convention to support the new assessment schedule, and 11 of 12 international vice presidents, including Joseph Eisenberg of New York, urged a vote against cutting assessments "back to the old inadequate and inequitable levels."

ANG President James B. Woods, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., had previously urged an "against" vote in their analysis of Defense Fund operations.

This week Farson said that addition of the Guild's newest strike in Peterborough, costing an estimated \$4,000 a month, would increase to \$26,500 a month the amount by which current Defense Fund expenditures would exceed income under the old assessment schedule.

The New York executive board voted 12 to 3 Nov. 7 to recommend that local members vote for a return to the old schedule. The dissenting votes were cast by New York's international vice presidents, Eisenberg and Harry Ryan, and by Alfred Franceschetti, chairman of the local's Il Progresso Italo-Americano Unit.

The Midwest District Council, meeting in Chicago before announcement of the New York decision, urged "leaders of the New York Guild, whose members have been major beneficiaries of the ANG Defense Fund during recent years, to fulfill their promise, made at the 1968 Guild Convention when they first sought a referendum on the question, to do everything in their power to convince the members of the New York Guild of the necessity of approving the Guild's new assessment schedule."

New York Secretary-Treasurer John E. Deegan, in urging the

convention to approve a Finance Committee minority report calling for a referendum on the new assessment schedule, had declared:

"I would like to make it very clear here—and I speak for the delegation from New York—that if the convention does go along with the minority report, every member of the delegation—and it consists of 18 members of the local executive board—will do their damndest to see that our members approve the schedule that the majority report would have you approve without giving our membership a crack at it."

The convention did not adopt the minority report, and New York subsequently initiated a referendum on the new assessment schedule.

Denver President Jack H. Shannon announced that the Denver executive committee voted Nov. 17 to recommend a vote against returning to the old assessment schedule. The Manchester executive committee took a similar position Nov. 19, and Twin Cities last night.

The Chicago Guild executive board last week adopted a resolution similar to the Midwest Council's. And the Pennsylvania-Ohio-Indiana District Council, the executive boards of the Toronto, Boston and Washington-Baltimore locals and membership meetings of the St. Louis and San Jose locals went on record against the referendum proposal.

The Western District Council and executive boards of the Wire Service, San Francisco-Oakland, San Jose, Pittsburgh and San Diego locals had previously taken an "against" position.

The new assessment schedule adopted by the convention is based on ANG's Model Dues Schedule, with a present range of from \$2.75 to \$10 a month and

an eventual top of \$12.50 in October 1970. The old schedule, which the referendum proposal would restore, ranged from \$1 to \$6 a month.

The International Election and Referendum Committee is scheduled to meet in Washington Nov. 25 to approve voter-eligibility lists and mail out ballots to locals. Balloting will be conducted by locals in the period from Dec. 11 through 16.

Members in good standing as of either Sept. 1, Oct. 1 or Nov. 1, as shown on remittances to ANG postmarked no later than Nov. 15, will be eligible to vote.

The ANG vice presidents' statement urging a vote against the referendum proposal was signed by all vice presidents except Ryan.

The signers were James G. McMahon of Detroit, George M. Muldowney of Wire Service, Robert D. Nordin of Vancouver-New Westminster, Barney Peterson of San Francisco-Oakland, James H. White of Memphis, Thomas M. Buckley, Jr., of Pawtucket, Joe Holt Anderson, Jr., of Washington-Baltimore, Noel L. Wical of Cleveland, Hugh H. Harrison of Seattle-Tacoma, Glen Ogilvie of Toronto, and Eisenberg.

They declared: "Simple mathematics show that reversion to the old assessment schedule would emasculate the Defense Fund, falling far short of current requirements and making no provision for future developments."

"After considering the needs of those now on strike, members must look at the position of members covered by 89 contracts to be negotiated in the next six months. That involves nearly one-third of the ANG membership. These negotiations must have concrete support."

The Midwest Council, in a unanimous resolution, noted that a return to the old assessment

schedule would cause the Defense Fund to operate at a substantial deficit "at a time when 1,100 Guild members face the start of the second year of their struggle for an equitable contract from Hearst's Los Angeles Herald-Examiner."

And it pointed out that contracts of such Midwest locals as Chicago, St. Louis, Rockford and Peoria are among the 89 soon to be negotiated.

The POI Council, at a meeting in Youngstown Nov. 16 and 17, urged members "to vote to retain the new, more equitable assessment schedule."

In a resolution adopted without dissent, it also urged council delegates "to acquaint their memberships with the facts surrounding our current Defense Fund needs . . . in the knowledge that when armed with such facts each member will vote against any effort to weaken the over-all bargaining strength of the Guild or forsake our Los Angeles brothers and sisters in their struggle with the ruthless Hearst empire."

The Toronto executive board, meeting Nov. 6 at the scene of the Guild's newest strike in Peterborough, voted unanimously to support the convention action on assessments and directed the establishment of a committee to work for defeat of the referendum proposal.

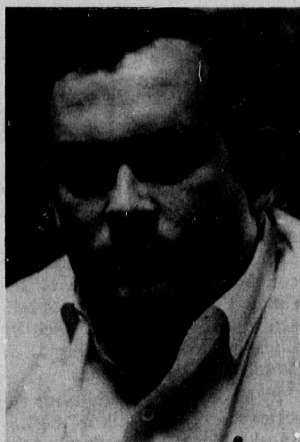
A statement urging an "against" vote was issued last week by Ogilvie, president of the local; Second Vice President Isabel Greenwood, Secretary Eileen Craig, Treasurer Ray Biggart, who is chairman of the Toronto Telegram Unit, and the local's seven other unit chairmen—John Lowe, Dennis Anderson, Joseph Serge, Howard Livick, Tony Parsons, Reg Ball, Michael Hulme and Tony Hall.

Declaring that defeat of the proposal "is a must if the Guild is to maintain its goal of negotiating honorable settlements," they warned that "some publishers are bent on smashing the Guild."

"We will be giving aid and comfort to them," the statement said, "if we send our negotiators to the bargaining table without the kind of ammunition that is an absolute necessity—money."

"Members who find it necessary to strike for decent wages and working conditions become our front-line troops. Their fight becomes our fight. We must support them to the hilt."

The Washington-Baltimore executive board went on record against the referendum proposal Nov. 7, the St. Louis membership Nov. 18, and the Boston executive board Nov. 19.



JAMES H. WILLIAMS

R&I, GR Staff Adds W. Va. Labor Editor

James H. Williams, director of research and publications for the West Virginia AFL-CIO and former co-chairman of the Washington-Baltimore Guild's Labor Press Unit, joined the ANG staff Nov. 11 as assistant director of Research and Information and assistant editor of the Guild Reporter.

Williams will fill a dual post vacant since the resignation of Dale E. Larson in May 1967. The position was left unfilled during fiscal 1967-68 because of a General Fund deficit.

Williams has been with the West Virginia AFL-CIO since January 1967, when he left the public-relations department of the International Union of Electrical Workers.

While in that position for 1½ years he was chairman of the Guild's IUE News Unit, a member of the Washington-Baltimore executive board and a delegate to the Greater Washington Central Labor Council.

Williams, who attended the University of Louisville, has worked as a field manager in the Louisville Courier-Journal's circulation department, editor of a local IUE paper and researcher for the National Council of Churches.

While working for the West Virginia AFL-CIO he served as press secretary for Democratic gubernatorial candidate James M. Sprouse and as a part-time instructor at the West Virginia University Institute for Labor Studies. He is president of the West Virginia Chapter of the Workers Education Local, American Federation of Teachers.

L. A. Guild Urges 'Against' Vote

(Continued from Page 1)
Herald-Examiner Unit Chairman Joseph Dapello and strike treasurer Gene Bradford.

"Our local is in trouble," they wrote. "We're in trouble because George Hearst, Jr., who plays with people's lives with more reckless abandon than he exhibits on his polo ponies with his wealthy friends, has no respect for labor."

"Herald - Examiner Publisher Hearst figures most Guildsmen are like him—entirely self-motivated. Hearst also believes Guild locals operate remote from each other and act always in their own self interest."

"If Hearst is right, we've got 1,100 Herald-Examiner strikers who have a very bleak future. They've already suffered a great deal. If the referendum carries, their problems have only just begun."

"Why do we connect the new assessment schedule adopted by the Cleveland Convention last

June to the Herald-Examiner strike?"

"Well, we know that the old assessment schedule, which is what the referendum seeks, cannot produce enough revenue to pay for the strike here. If the referendum passes, the Guild will have to borrow money, lots of it, at five-percent interest. And what happens if the Guild's credit rating doesn't hold up? The strike suffers, that's what happens."

"We think all thoughtful Guildsmen know we are fighting an important battle here. Already several locals have been able to

achieve good settlements elsewhere because our people are on the street here."

"Sure, the assessments are high. But how do they compare to the financial losses of being a striker?"

"We think all the strong union talk adds up to just so much hot air unless it is backed up by true brotherhood when the chips are down. And the chips are down right now."

"We hope your local will vote 'against' the return to an assessment schedule which cannot protect us against people like Hearst."

Yule Fund Is Set Up For Hearst Strikers

(Continued from Page 1)

The meeting also went on record unanimously for a vote against returning to ANG's old assessment schedule in next month's international referendum.

"This will be the second Christmas on the picket line for our gallant brothers and sisters in Los Angeles," Woods said the next day in urging Guild members everywhere to contribute to the fund. "It's up to us to sustain them in their struggle so that every step they take on the line is a step toward victory and many, many merry Christmases in the future."

International Representative Robert J. Rupert, interim administrative officer of the Los Angeles Guild, voiced gratification at news of the Christmas-fund drive.

"We are all enormously heart-

ened by the generous action of the St. Louis Guild and the thoughtful suggestion of President Woods," he said.

Members and locals sending additional contributions should make checks payable to the Los Angeles Guild and earmark them "Christmas Fund," Rupert said.

Half Of L.A. Donations Comes From 5 Locals

Contributions to the Los Angeles strike from Guild locals and district councils passed the \$100,000 mark this month, but almost half the total has been contributed by five locals.

The five locals—New York, Seattle-Tacoma, San Francisco-Oakland, San Jose and Stockton—have contributed \$48,776, as follows: New York, \$13,500; Seattle, \$9,500; San Francisco,

\$9,259; San Jose, \$8,367, and Stockton, \$8,150.

Among them, the five locals account for 48 percent of the total contributions, even though one of them, New York, which contributed \$500 a week during the first six months of the strike, has made no further contributions since the ANG Convention last June.

Totally, as of this week, the Los Angeles Guild reported, 59 Guild locals and six district councils have contributed \$100,463 to the strike—or slightly more than \$3 for each of the Guild's 31,500 active dues-paying members.

By comparison, Stockton's contribution of \$8,150 comes to almost \$60—\$58.21, to be exact—for each of that local's 140 members. San Jose's contribution

comes to more than \$20 for each of its 400 members, Seattle's to nearly \$12 for each of its 800 members, San Francisco's to more than \$6.50 for each of its 1,400 members, and New York's to about \$2 for each of its 7,000 members.

Eight other locals have contributed at the rate of \$5 or more per member: Boston, Chicago, Hawaii, Sacramento, St. Louis, San Antonio, San Diego and Wilkes-Barre.

Twenty-four locals and two district councils have made no contributions to Los Angeles.

Local and council contributions are used to help meet administrative expenses of the strike; benefit payments to individual strikers are made from ANG's International Defense Fund and currently total about \$140,000 a month.

Timetable

Following is the timetable for next month's assessment referendum:
Nov. 25—Ballots and lists of eligible voters go to locals.
Dec. 11-16—Locals conduct balloting.
Dec. 19—All ballots opened and counted.
Dec. 24—All returns sent to the International Election and Referendum Committee in care of ANG headquarters in Washington, postmarked no later than midnight.

2 Major Food Chains Desert Herald-Examiner

(Continued from Page 1)
in the Herald-Examiner since the 11-month strike-lockout started. Once the largest afternoon daily in the nation, the scab-produced paper has suffered an estimated circulation loss of 50 percent since the strike began last Dec. 15.

A federal mediator this week called the Guild to a bargaining session with Hearst Nov. 26. It will be the first such session in three months.

The Stereotypers have a session scheduled for Nov. 25.

The NLRB on Nov. 15 ordered elections for most Guild employees and the Typographical Union, Machinists, ITU Mailers, Pressmen, Paper Handlers, Stereotypers, Teamsters and Electrical Workers.

No date for the elections has been set, but they are scheduled to take place before the first anniversary of the strike, Dec. 15, after which only the strikebreakers would be allowed to vote should Hearst seek decertification elections.

The unions will be protected against any decertification move for a year after they are certified by the board following the elections.

The NLRB declined to order an election in the classified-advertising and display-dispatch departments, where the Guild already is certified as the bargaining agent. The Guild and the eight other unions were recognized without NLRB certification in other departments, making the current elections possible.

The Service Employees Union, which also had been certified, was denied a new election.

Strikers' families brought the ghost of "no Christmas presents" to haunt the home of Publisher George Hearst, Jr., Nov. 9. Hearst's sumptuous Spanish-style Brentwood home was left decorated with a unique ornament—a crudely lettered sign reading "Justice for My Dad."

"Scrooge-Hearst," as he was called on one sign, was picketed by 250 wives and children of Herald-Examiner unionists protesting his refusal to settle the dispute that has kept their husbands out of work for 11 months.

Three-year-old Wyatt Somrek, the son of a locked-out pressman, left his picket sign on Hearst's front door. He had tried, along with his sister, brother, mother and Kathleen Maher, the wife of another pressman, to carry their message to Hearst personally.

"We hoped that Mrs. Hearst would talk to us, woman to woman and mother to mother," said Mrs. Maher after her knock at the front door brought no response but a dog's barking. "With the holiday season approaching, our children are facing their second Christmas with few presents and an unhappy household."



They All Agree

Wives and children of striking and locked-out Los Angeles Herald-Examiner employees express their feelings about Publisher George R. Hearst, Jr., in a demonstration outside his suburban home.

ond Christmas with few presents and an unhappy household."

"We will walk until Hearst talks," the demonstrators chanted as they marched in front of Hearst's home.

Their picket signs proclaimed, "Hearst's real name is Scrooge," "I'm only one but not so dumb—please help my daddy," "Put our men to work" and "18 years with Hearst for this?"

A camper-truck stood by dispensing milk, coffee and doughnuts.

Hearst's neighbors, obviously unaccustomed to such scenes in their exclusive suburb, made their antinuclear feelings plain. A youngish matron spat: "Ridiculous! I have three subscriptions to the

paper just to show how I feel. If they don't like what's going on why don't they get other jobs?"

But the demonstrators were undismayed. As a final gesture to their Christmas wish—of husbands employed by Yuletide—they stacked their signs along the entrance hedge of the stately Hearst dwelling.

At a meeting later in the day the demonstration wives voted to send delegations to major Hearst advertisers and to handbill their stores.

The May Co. store in downtown Los Angeles, one of the biggest advertisers, will be the site of mother-and-child handbilling tomorrow.

\$13 Raises Won At Jewish Daily

New York City—General increases of \$13 over three years have been won by the New York Guild following a strike vote at the Day-Jewish Journal.

The settlement, reached three days before a strike deadline last month, also provides severance pay for the first time.

Increases of \$5 are retroactive to July 1, with \$4 increases effective next July and in July 1970.

Among the resulting top minimums are \$135.80 for advertising supervisors, \$125.80 for collector-solicitors, \$110.80 for switchboard operators and stenographers, and \$105.80 for classified solicitors.

Severance pay ranging up to 12 weeks for 25-year employees is provided upon merger or suspension and on retirement at 65 or after 25 years' service.

Hearst's Wife Files Decert

Santa Monica, Calif.—In the 1930s a popular union song, "Talking Union," lyricized, among other things, about an antinuclear boss, "Bet he beats his wife."

This month Mary H. Hearst filed suit for divorce in Santa Monica Superior Court against George Hearst, Jr., publisher of the Los Angeles Herald-Examiner, charging him with "extreme cruelty" and causing her "grievous mental suffering."

The suit was filed Nov. 13, four days after 250 wives and children of striking and locked-out Herald-Examiner unionists picketed the Hearst's home bearing such signs as "Hearst's real name is Scrooge."

Scab's Weekly 'Blood Money'

Would You Believe \$873?

Los Angeles, Calif.—The price of strikebreaking is high.

Wage information released by Hearst's Los Angeles Herald-Examiner shows that strikebreakers earn three and four times as much as the union men and women whose jobs they take.

Payroll data submitted to the union discloses that Hearst has paid up to \$873.81 a week to strikebreakers working in printers' jobs, up to \$745.75 a week to scabs in the mailers' department and up to \$736.53 a week to strikebreakers performing pressmen's work. These sums do not

include substantial expense allowances paid many of the strikebreakers.

Strikebreakers working in the Guild's jurisdiction have received weekly gross earnings of up to \$477.15.

Before the strike began last Dec. 15, the top minimum for reporters was \$174.80, with only two of 165 fully experienced employees in that category receiving more than the minimum rate. Hearst's final offer before the strike would have increased the top minimum by only \$13 over a two-year period.

"Hearst's willingness to pay inflated sums to strikebreakers is evidence that George Hearst values union-busting more than paying decent wages," said ANG International Representative Robert J. Rupert, interim administrative officer of the Los Angeles Guild.

"The swollen wages paid to strikebreakers is blood money," he said, "representing food taken from the mouths of families of striking and locked-out employees."

The high wages paid strikebreaking employees in the mechanical departments flow in part from large amounts of overtime, with work weeks averaging as high as 84 hours. But the Typographical Union reports that some of this overtime represents "down time," spent sleeping inside the plant.

In contrast, strikebreakers in departments represented by the Guild average far less overtime. The average work week in those departments went no higher than 41.4 hours, dipped as low as 34.9 and was only 40.2 hours during the latest week available.

The data supplied by Hearst gives payroll information for the weeks from Dec. 25, 1967, through March 31, 1968. A check stub thrown down by a strikebreaker for the week ending Dec. 24 showed that he was paid \$890.38 for 49 "regular" hours and 57 hours overtime.

Hearst Ad-Boycott List

The following national advertisers have most consistently supported the Los Angeles Herald-Examiner with their ads, according to the Herald-Examiner Joint Strike-Lockout Council.

SEARS, ROEBUCK & CO.

J. C. PENNEY

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'Neil Co.
Jacksonville—May-Cohens
Cleveland—The May Co.
Portland, Ore.—Meier & Frank
Youngstown—Strouss-Hirschberg
Hartford—G. Fox & Co. and Brown Thomson Inc.
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 Rol 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; A.C. spark plugs, Delco auto batteries and radios, and Frigidaire home appliances.

The Price Of Strikebreaking

This is the breakdown of highest gross earnings paid strikebreakers at the Los Angeles Herald-Examiner, according to the latest figures made available by Hearst:

Week Ending	Guild	Printers	Mailers	Pressmen
Dec. 31, 1967	\$222.40	\$808.90	\$745.75	\$736.53
Jan. 7, 1968	329.96	678.21	459.95	673.19
Jan. 14, 1968	458.00	851.92	572.05	524.46
Jan. 21, 1968	344.73	684.31	445.85	675.96
Jan. 28, 1968	440.89	721.35	518.01	620.79
Feb. 4, 1968	457.65	743.59	422.13	566.50
Feb. 11, 1968	409.76	629.39	460.32	530.01
Feb. 18, 1968	446.86	873.81	368.00	450.94
Feb. 25, 1968	456.43	717.31	379.26	671.06
Mar. 3, 1968	477.15	728.07	401.54	536.47
Mar. 10, 1968	388.46	661.91	359.54	466.38
Mar. 17, 1968	363.65	671.14	419.01	478.16
Mar. 24, 1968	454.89	842.48	446.79	458.31
Mar. 31, 1968	400.44	725.91	267.28	574.14

Editorial

Bargaining Basement

Newspaper magnate Lord Thomson once stated that low salaries are a key element in his success formula. The 20 Toronto Guild members who struck Thomson's Peterborough Examiner on Nov. 2 after almost six months of fruitless bargaining for a first contract can confirm this.

The company has refused to budge from an offer that would set an initial reporter top minimum of \$117 a week after six years' service, with increases of \$4.25 the second year and \$4 the third. What is particularly startling about the company proposal is that the current prevailing wage is \$120.

The Thomson chain earned profits of \$4,066,692 in the first half of 1968, up 70 percent from the same period last year.

So the question really isn't whether Lord Thomson can afford to pay his Guild employees in Peterborough a decent salary. (He already pays the printers \$143 a week.)

Thomson has referred to small community papers like the Examiner as "cashboxes." "I am completely dedicated to success," he once declared, "and the proof of success is making money."

But Thomson, whose 300 newspapers include the London Times, has different formulas for success in different places.

"In London we're in the big league," he once told the New York Times. "We are generous because we want the best. That's why we are on top of the heap there. If we want top men we have to pay for them."

This apparent double standard must appear perplexing to readers of the Peterborough Examiner—who have every right to expect a quality newspaper from Thomson. And it must appear doubly perplexing to the Examiner's Guild employees, who must conclude that Thomson either doesn't want qualified employees or believes he can keep them at bargain-basement rates.

Robot's Rules

The American Newspaper Publishers Association's Research Institute has come up with a computer that will edit news copy to prescribed length. It professes to be not the least bit frightened by what it has wrought.

But if it has indeed developed an electronic copy editor programmed to decide, on rules of logic, what should and should not go into a news story, then copy readers are not the only humans becoming kin to the whooping crane.

If computers can determine what goes out of a story, why not what goes into it? An electronic rewriter—perhaps related to the computers that have been programmed to write poetry (of a sort)—who can apply logical formulas to prefabricated information is surely not far over the rim.

The legman may survive a little longer, until the problem of mobile computers—otherwise known as robots—can be solved.

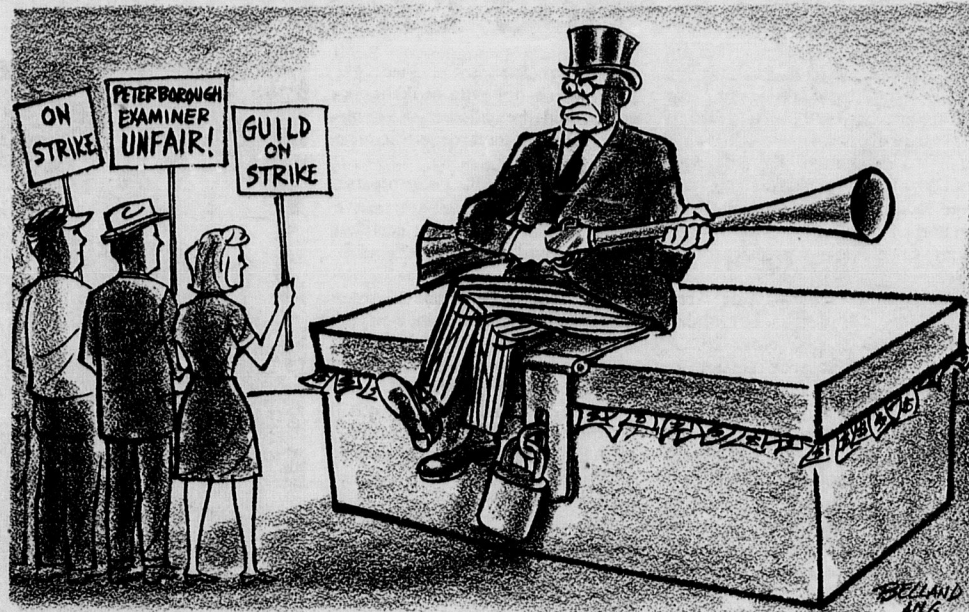
And in the other direction, who will long need editors? If computers are to decide what deserves to get into print in a story of given length, why should they not determine the length themselves after a judicious balancing of the day's news budget? And news play is at least as prone to logical determination as playing with the news, while makeup should hardly strain a transistor.

The trend would only match that developing among the news makers themselves. A recent news story, for example, reports that the U.S. Army is making no attempt to recover 75 million dollars worth of equipment lost track of by a computer when U.S. forces left France last year, because it would take five years to find out where the computer made its mistake.

Thus, in the brave new world a-coming, computers, properly programmed for objectivity, can report what computers are doing. The only thing left for humans will be to read about their fate.

Until they start working on that.

'Small-town newspapers are like cashboxes'—Lord Thomson



DATELINE: WASHINGTON

Democrats In Congress Look To Muskie

By WILLARD SHELTON, Washington Guild



THE ALWAYS-FASCINATING game of helping out a President-Elect by picking his Cabinet for him is in full swing. There will be none of it here, for the simple reason that it would be as useful to print all the names on slips of paper, stir them in a barrel and then pluck them out one at a time.

The first sound principle in Cabinet-making gamesmanship is to comprehend the natural desire of any Chief Executive for the unchallenged personal loyalty of his subordinates. Thus John F. Kennedy was totally unwilling to make Adlai E. Stevenson, his chief party rival, his Secretary of State. As a man, Stevenson was as loyal as anyone could be, but he had a stubborn group of followers within the party who couldn't accept the reality that Kennedy had won both the nomination and the election.

This is a factor weighing heavily today against Governor Nelson Rockefeller of New York, making it harder for Nixon—harder although not impossible—to turn over to him either the closely related Department of State or Department of Defense.

The second Cabinet-making principle is that the President-elect must be allowed to discard what during the campaign he has seemed to say or is passionately believed to have said.

He is entitled to the presumption that the simple fact of his election changes things.

Franklin D. Roosevelt did not forgive himself the Pittsburgh campaign speech promising tax cuts and a drastic slash in federal expenditures. But he forgave himself sufficiently to repudiate it in his actions and operate as President—not just a campaigner—and win three more elections.

On something that should concern the people equally as closely as the Cabinet—to wit, the relationships between a Republican President and a House and Senate controlled by Democrats—Nixon has a different problem. He can settle Cabinet picking on his own, but it is harder to intrude on the affairs of Congress, which jealously guards its status as a coequal branch of the government in choosing its leadership.

Among Democrats, the majority, the word is out. House Speaker John W. McCormack (D-Mass.) wants to retain the post, and he will do so, despite the fact that most observers consider the leadership in the House a sham.

Mike Mansfield (D-Mont.) the Senate leader, can certainly continue. There is an incipient rebellion against Senator Russell Long (D-La.) as whip, but he says he wants to continue and generally that's enough to settle things.

TAKE IT FOR GRANTED that every Senate Democrat is aware of the distinguished campaign mounted by Edmund S. Muskie (D-Me.) for the vice presidency. The strength and appeal he showed were a surprise only to the public, not his colleagues.

A couple of weeks before the Chicago convention, one liberal senator put it to this reporter this way: "Since Hubert Humphrey left the Senate, Muskie is the best of all of us."

In such a context, the only possible interpretation was that Muskie had the same kind of Senate effectiveness in getting liberal things to happen. So Muskie has a future in the Democratic leadership, if not in something grander than the Senate.

Senate Republicans must choose a new whip to replace Senator Thomas H. Kuchel (R-Calif.), beaten in his party primary. GOP intimates say that Senator Roman L. Hruska (R-Neb.) has the post locked up, which would leave Republican liberals in the cold.

House Republicans have shifted leadership posts several times in recent years, but no clear sign has come of another change for the 91st Congress. If a change should develop, the central name would be that of Representative Melvin Laird (R-Wis.).

The Guild Reporter

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IT

SEEMS
TO US

GR Charged With Using Anti-Nixon Propaganda

BUFFALO, N.Y.

Editor:

The sneaky way of getting anti-Nixon propaganda into the Guild Reporter just prior to Election Day ("Walking Billboard," GR, Oct. 25), was asinine, in my opinion, but nonetheless reprehensible.

As a long-time dues- and assessment-paying member, I object to my money being spent to further the hack political views of the GR staff. This also goes for the Shelton stuff in the GR, which caters to the same hack views.

Stop trying to shove your ideological viewpoint on the members! Get with the job of publishing union news and technological information on communications. That is what you are being paid for out of our hard-earned money!

THOMAS V. O'GRADY
Buffalo Guild

Editor's Note: "Walking Billboard" was the caption on front and rear pictures of ANG Contracts Committee Secretary Robert Christofferson carrying sandwich boards criticizing Nixon for his refusal to debate Vice President Humphrey.