Farson Announces Retirement; Perlik Seeks Top Executive Job



CHARLES A. PERLIK, JR.

William J. Farson announced last week that he will retire next October after 14 years as ANG's executive vice president, and Secretary-Treasurer Charles A. Perlik, Jr., declared his candidacy for the union's top executive post.

The International Executive Board, at the same time, recommended unanimously that the title of executive vice president be changed to president and that the title of president be changed to "Chairman of the American Newspaper Guild," making the position of president the Guild's top executive post.

James B. Woods, the incumbent president, announced that he will seek re-election, as chairman if next month's ANG Convention adopts the IEB's recommended change or as president if it does not.

The IEB said it was recommending the change in titles to make them correspond to general organizational practice, under which an organization's executive officer is its president. There would be no change other than in the officers' titles.

Seven incumbent vice presidents—Joe Holt Anderson, Jr., from the Southern Region, Noel L. Wieal from the Midwest, Hugh H. Harrison from the Far West, Glen Ogilvie from Canada and At-large Vice Presidents James G. McMahon, Barney Peterson and Harry Ryan—announced they will seek re-election.

But At-large Vice President Robert D. Nordin, of Vancouver-New Westminster announced that he will step down from the board "for personal reasons" after four years in office.

And At-large Vice President George M. Muldowney of the Wire Service Guild said he does not intend to run.

Vice President Thomas M. Buckley, Jr., of the Northeast Region and At-large Vice President James H. White of Memphis had previously announced they would not seek re-election. The New York regional vice presidency, resigned at the start of this year by Joseph Eisenberg, also remains to be filled.

(Continued on Page 6)



WILLIAM J. FARSON

IEB Recommends 4% Assessment Schedule

The GUILD REPORTER

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

Vol. XXXVI, No. 10 Washington, D.C. May 9, 1969

Increase Seen Vital to Build Defense Fund

A new assessment schedule providing payments of four percent of weekly earnings or a bracketed equivalent was recommended unanimously last week by the International Executive Board to ANG's 1969 Convention in San Antonio next month.

The schedule, designed to strengthen the Guild's hard-pressed International Defense Fund, is higher than the present $1-to-$6 schedule but lower than the five-percent schedule overturned in a referendum last December. It is designed to eliminate inequities as well as raise more money.

To ease the Defense Fund's burden the board recommended that convention strike-lockout policy be changed to eliminate benefit payments during the first seven days of a strike or lockout and to deduct any vacation pay and unemployment compensation from benefits.

And it recommended that the date for realization of the Defense Fund's two-million-dollar Constitutional floor be changed from next Sept. 1 to Sept. 1,

(Continued on Page 7)

St. Louis Wins $46, Classified Parity

St. Louis, Mo.—Parity for outside classified salesmen, producing a $59 increase to $253.50 in their top minimum, has been won in a three-year contract ratified last week by the St. Louis Guild's Post-Dispatch Unit. The top for reporters and display salesmen is increased $46.50, to $253.50.

General increases range from $18 to $50, and a new cost-of-living clause provides for increases in the third year of the contract to compensate for any increase over four percent in the Consumer Price Index during the second year.

The top for circulation dispatchers is increased $63.75, to $211.75.

A differential of $12.50 over the reporter top minimum is provided for copy editors with at least five years' experience, giving them a $266 top minimum, up $59, in the third year of the contract.

The top general increase of $50 and the key top-minimum increase of $46.50 are $3.50 higher than had been negotiated in a tentative settlement that ANG's Contracts Committee had refused the local permission to submit to ratification.

The final settlement was ratified by the unit April 29, five days after the end of a week-long Paper Handlers' strike that shut down both the Post-Dispatch and Newhouse's Globe - Democrat. Guild bargaining is continuing at the Globe-Democrat, which has refused to offer more than $33 over three years at the reporter top-minimum level.

The Paper Handlers ended their strike April 24, but the

(Continued on Page 5)

IEB Urges $369 Wage Goal, Cites New Organizing, Bargaining Gains

Citing the erosion of record wage gains by the constantly rising cost of living, the International Executive Board last week recommended that ANG's 1969 Convention raise the Guild's wage goals to $369 for key classifications and $184.50 for all adult jobs.

The increase, from goals of $340.50 and $170.25 adopted by last year's convention, are to compensate for increases in productivity and the cost of living, which the board noted rose 4.7 percent in the United States in 1968 and is climbing at an even steeper rate this year.

The board urged concentration on collective bargaining, particularly wages, which it noted produced wage gains 14.9 percent higher in the last fiscal year than in the previous 12 months, itself a record year.

Wage increases in 56 newspaper, news-magazine and wire-service contracts of two years or longer averaged $14.21 the first year and $11.03 the second, for a two-year average of $25.24. In the previous fiscal year the two-year average

(Continued on Page 6)

The International Executive Board, reporting the Guild's greatest gains since 1959-60, recommended last week that ANG's pilot organizing project in New England and Eastern New York be continued for another year.

The board, in making this recommendation to next month's ANG Convention, declared that experience during the first nine months of the project, while insufficient to finally evaluate it, warrants its continuation for an additional year.

The board noted that 18 new groups representing 789 employes were brought into the Guild during the past fiscal year, a 64-percent increase over the previous year. Five of them were in the pilot-project area.

Totally, representation was won for more employes in the past year than in the two previous years combined, moving the IEB to voice hope that "the nine-year plateau of membership has ended."

Despite pilot-project gains, International Representative Ed Allen, who is in charge of the project, said in a memorandum appended to the IEB report that the number of organizing cam-

(Continued on Page 4)

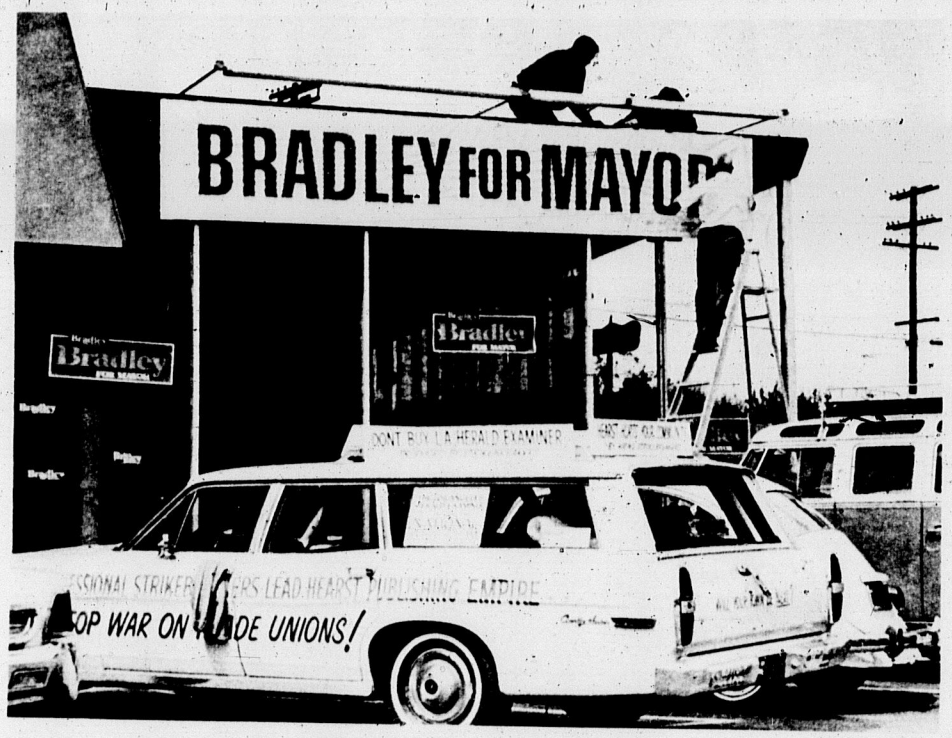
Unions to Ask AFL-CIO For Intensified L.A. Aid

Los Angeles, Calif. — International leaders of striking and locked-out unions at Hearst's Los Angeles Herald-Examiner will ask the AFL-CIO Executive Council next week to intensify its assistance to the 17-month strike.

The international leaders, meeting here May 5 and 6 for a review of the strike situation, decided to meet with the AFL-CIO council during its spring meeting in Washington May 14 and 15. They acted after hearing detailed reports on all aspects of the strike, including the union's advertising and circulation boycotts.

ANG Secretary-Treasurer Charles A. Perlik, Jr., represented the Guild at the meeting. Among others attending were Pressmen's President Anthony J. DeAndrade, a member of the AFL-CIO Executive Council, Stereotypers' President James H. Sampson, and Lithographers' and Photoengravers' Executive Vice President

(Continued on Page 2)



Campaign Assist

Representatives of the Los Angeles Herald-Examiner Strike-Lockout Council help install one of several hundred signs painted by Herald-Examiner unionists on Studio City headquarters of Los Angeles mayoralty candidate Thomas Bradley, who has pledged settlement of the Herald-Examiner strike as one of his first goals in office. On ladder is ANG International Representative Charles Dale; on roof are Mike Mulcahy, left, and Jack Dyer of the Strike-Lockout Council's National Boycott Team.

Newspaper-Union Leaders to Ask Increase in AFL-CIO Aid to L.A.

(Continued from Page 1)

William J. Hall. Leaders of several nonnewspaper unions in the Los Angeles area also participated.

Los Angeles mayoral candidate Thomas Bradley appeared at the meeting to greet the union leaders. Bradley has pledged that one of his first goals in office would be settlement of the strike.

The union's Joint Strike-Lockout Council is waging an intensive campaign on Bradley's behalf.

Campaign signs, literature and other campaign materials are being produced by the unionists. Dick Houdek, a member of the strike-lockout "truth team" and chairman of the Guild's Herald-Examiner Unit, is working full-time on Bradley's publicity staff, while 50 other striking and locked-out workers are assisting in all phases of campaign activity, including a speakers' bureau.

Strike-Lockout Director William Robertson last month outlined a council political-action program including support for Bradley and three Negro candidates for the Board of Education and intensive efforts to settle the strike.

Addressing the city's Negro community, Robertson said that the Herald-Examiner "opposes everything black people and their allies stand for in this election campaign" and urged it to join forces with the striking and locked-out unions to end the strike.

All segments of the Los Angeles labor movement, including independent unions, announced a united labor campaign committee for Bradley May 2.

Bradley, in addition to pledging his efforts to seek an end to the strike, is also on record in support of a municipal antistrike-breaking ordinance.

A state bill to outlaw professional strikebreakers was killed by the Assembly's Labor Relations Committee April 23 despite an appeal by Bernie Hughes of the Typographical Union, who submitted a list of 15 professional strikebreakers employed by the Herald-Examiner. He said they traveled from as far away as Florida and New Jersey and were paid wages as high as $1,000 a week.

"They come for the easy money and get out," Hughes said. "Some are now in Texas waiting for the next strike."

But Ben Martin of the California Newspaper Publishers Association, stating that federal law prohibits paying a "strike replacement" higher wages than are normally paid, said he was "certain the management of the Herald-Examiner was obeying the law."

Meanwhile, about 75 members of LAGALS (Los Angeles Gals Against Labor Scabs) demonstrated April 26 at a Pasadena dress shop that advertises consistently in the struck paper. Leafleting is continuing at a number of bowling alleys participating in a Hearst-sponsored bowling tournament, with attendance reportedly down as much as 75 percent.

The ratio of advertising to available space fell to 47.4 percent during the week of April 20, compared to 57.5 percent for the same period last year.

Stereotyper negotiations with Hearst continued May 1 but produced no progress. ITU Mailers bargained the next day, also without progress. The two unions and the printers have scheduled further sessions later this month.

A membership meeting of the Los Angeles Guild April 23 ratified trial-board fines ranging from $4,293 to $13,246 against nine Guild members who have crossed picket lines at the struck paper.

The nine — Ed Cohen, Dale Munroe, William R. Blake, Robert Tonge, Ann Thompson Smith, Samuel Sansone, Allen Malamud, Harold M. F. George and Loy Allen—were fined the amounts they have earned while working in the struck plant, less the strike benefits they would have received had they honored the picket lines. A 10th member, Clifford P. Blackburn, was fined $699 for violating the ANG Constitution by disavowing the Guild as his bargaining agent.

Additional contributions to the Los Angeles Guild strike fund totaled $2,209, including the following:

Denver Guild	$150
Rockford Guild	25
Terre Haute Guild	50
Toledo Guild	100
Washington-Baltimore Guild	300
Vancouver-New Westminster Guild	100
Boston Guild	150
Chicago Guild	150
Hawaii Guild	300
North Jersey Guild	50
Pittsburgh Guild	100
Providence Guild	100
San Francisco-Oakland Guild	300
San Jose Guild	60
Toronto Guild	200

The latest contributions bring total contributions to $140,255.

Broadcasting Firm Buys Pontiac Press

Pontiac, Mich. — The Capital Cities Broadcasting Co. last week announced its purchase of the Pontiac Press for an undisclosed sum.

The Press, whose editorial employes are covered by a Detroit Guild contract, owns two suburban weeklies and operates offset-printing, photoengraving and office-supply businesses. It has a circulation of 80,000.

Acquisition of the Press will mark Capital Cities' entry into the general-newspaper field. It presently owns Fairchild Publications, publisher of Women's Wear Daily and seven other trade papers, as well as five television and seven radio stations. They include a television station in Flint and a radio station in Detroit.

Guild Supports AP Telegraphers

New York City—The Wire Service Guild has pledged to support the United Telegraph Workers in negotiations with the Associated Press. Wire Service Guild President Malcolm Barr notified AP branch chairman last week.

Reminding Guild members of "the invaluable support provided by UTW members" during the Guild's AP strike last January, Barr said "Guildsmen will be asked to honor UTW picket lines in the event of a strike."

Convention to Hear Texas Labor Head

Hank Brown, president of the Texas State AFL-CIO, and Ray R. Evans, its secretary-treasurer, will address the Guild's 35th annual convention in San Antonio June 23 through 27.

Evans will speak at the opening session, which will also hear George Eichler, president of the San Antonio AFL-CIO Council, and official addresses by ANG President James B. Woods, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr. Brown will appear at a subsequent session.

The convention agenda, adopted last week by the International Executive Board, also includes clinics on organizing, collective bargaining and local administration, to be held the first evening.

The traditional convention banquet will be replaced by a boat ride down the Paseo del Rio, a branch of the San Antonio River, to La Villita, an historic village in Old San Antonio, where a Mexican dinner will be served.

The convention outing for delegates and their families will include visits to the Alamo, the Institute of Texas Cultures at last year's Hemisfair, a brewery and Old San Antonio Western Village, where there will be entertainment, stagecoach rides and a barbecue.

The host San Antonio Guild has scheduled a program for wives and children that includes a trip to historic missions, La Villita, Playland Park, the zoo, the Mexican Market Place, Trinity University and the Sunken Gardens as well as lunch and a fashion show atop the Hemisfair Tower.

The opening cocktail party will be held June 22 beside the swimming pool at the El Tropicano Motor Hotel, the convention site. A closing reception will be held at the San Antonio Press Club.

The San Antonio Guild has arranged a postconvention tour to Mexico City June 27 through July 1 for those delegates and families who wish to take it. The round trip from San Antonio to Mexico City and back, plus four nights and five days in the Mexican capital, will cost $106 per person.

L.A. Appeal Held Invalid

The International Executive Board ruled last week that a Los Angeles Guild member fined for crossing picket lines in the current Herald-Examiner strike had forfeited his right to appeal to next month's ANG Convention because he did not appeal in time to the IEB.

The board noted that its Appeals Committee had found the appeal by William W. Kennedy, who claimed the Herald-Examiner could have sued him for breach of a personal-service contract had he refused to work, was submitted to the IEB after expiration of a statutory 30-day limit for such actions.

Kennedy subsequently sought to appeal this finding to the convention, but the IEB, acting on a recommendation by its Constitution Committee, ruled that it was not appealable.

Dues on Scales Held Valid in Some Locals

Locals that have dues schedules yielding income "substantially equivalent" to those produced by ANG's bracketed or percentage Model Dues schedules can collect dues on contract minimums rather than salaries, the International Executive Board ruled last week.

The Board made this interpretation of an ANG Constitutional clause allowing locals to maintain dues schedules differing from the model bracket or percentage schedules if they produce "substantially equivalent dues income."

But the board recommended that next month's ANG Convention change the language from "equivalent dues income" to "at least an equivalent total dues income," to insure that a schedule producing any lesser dues does not qualify.

And it went on record as stating that such a dues schedule, while conforming to the Constitution, "is an undesirable basis for collecting dues and should be eliminated as soon as practicable and possible."

"The IEB is of the opinion that dues should be based on all earnings," it declared.

The board recommended that the Model Dues clause be clarified by amending it to substitute the word "earnings" for "salary" and "pay" as the basis for dues payments.

In order to properly define what should be included under "earnings," however, it asked ANG Secretary-Treasurer Charles A. Perlik, Jr., to query Guild locals for information on that elements of earnings are reflected in their dues collections.

Under the board's interpretation of the Constitution, locals with either ANG's bracketed or percentage Model Dues schedules are in violation of the Constitution if they collect dues on minimums rather than actual salaries. Only locals with "substantially equivalent" schedules can so collect them.

IT SEEMS TO US

Starting Pay Corrected For Pittsburgh Paper

PITTSBURGH, PA.

Editor:

In the April 25 GR (Page 5) one of the tables with your "Pay Check vs. Budget" article gave Pittsburgh's reporter starting minimum as of April 1, 1969, as $109 a week. This is incorrect. The correct figure is $120, still low but not as bad as your figure.

NICK WALLACE
President
Pittsburgh Guild

Printed in U.S.A. Second-class postage paid at Washington, D. C., and at additional mailing offices. Issued twice monthly at 1126 16th Street, N.W., Washington, D. C. 20036. Subscription, $3 a year.

$32 Wage Boost Over Two Years Won by Buffalo

Buffalo, N.Y.—The Buffalo Guild has won an increase of $32.50 in the reporter top minimum in a new two-year contract at the Buffalo Courier-Express, raising it to $226.65.

The Guild also won a fifth week of vacation for employes with 29 or more years of service.

General increases of $32.50 will go to all employes earning $190 and over and to district managers earning $162 and over. Other increases range down to $12 for employes earning less than $90.

The flat minimum for the highest subeditor group will go to $264.15, up $32.50. The top minimum for circulation district managers goes up $29, to $192.16.

The Courier-Express increases are roughly similar to those for editorial employes at the Buffalo Evening News, who earlier this year won general increases of up to $34 and a reporter top minimum of $226.50. The reporter top at the Courier-Express goes up $16.50 retroactive to Jan. 5 and $16 next Dec. 29.

The minimum for top editors will go to $242.65, up $32.50. Copy editors, rewrite men and assistant editors will reach a new top of $234.65, also up $32.50.

The minimum for circulation drivers goes up $18, to $152.38.

The top minimum for copy boys is raised $12, to $94.40, while the top for telephone operators goes up $13.50, to $117.15.

The Guild won a second floating holiday, bringing total holidays to eight. In addition to a fifth week's vacation for employes with 29 years' service, the contract provides four weeks and four days for those with 28.

The Guild also won three extra days of sick leave for employes with less than six months' service, for a total of eight.

The mileage allowance is increased to a flat 13 cents; it was formerly 10 cents after the first 100 miles a week. The Guild also won improvements in funeral and maternity leaves, as well as educational leaves of up to one year.

The severance-pay ceiling is increased two weeks, to 32.

Rise in Prices Ups Key N.Y. Top to $255

New York City—A cost-of-living increase has raised the top minimum for reporters and ad salesmen on the New York Times an additional $5.25, to $255.25, and brought employes of New York's three major dailies increases ranging from $1.85 to $5.78 a week.

The increases result from a cost-of-living clause that provided for additional pay increases equal to any rise in New York living costs over four percent in the 12 months ending March 31. The cost of living rose 6.1 percent, yielding a raise of 2.1 percent of the top minimum in each classification, with all minimums in that classification going up by the same amount.

Increases at the Times range from $2.01 for messengers to $5.78 for columnists, critics and copy-desk chiefs. Increases on the Post range from $1.85 to $4.90, and at the News, from $1.85 to $5.35. The new top minimum for reporters and display salesmen is $239.20 at the Post, $242.30 at the News.

The new Times minimums range from $97.51 in the copy-boy group to $280.78 in the columnists' group. Those at the Post range from $79.95 to $239.20, and those at the News from $78.45 to $260.50, the latter covering deskmen.

The increases were calculated after the Bureau of Labor Statistics reported that the New York City Consumer Price Index had risen from 122.1 to 129.6 during the contract year.



Cleveland's 'Establishment'

Two past presidents of the Cleveland Guild are among this group, which the Cleveland Plain Dealer calls "The Establishment" in a recent promotional ad. They are William Barnard, top left, and James Naughton, top center. Other Guildsmen in "The Establishment" are Daniel Coughlin, top right, Judith Sammon, second row right, Barbara McDonald bottom center, and Jeanne Albers, seated right. Says the ad: "A lively slice of the prize-winning staff of Cleveland's Plain Dealer. Average age: under 30. Dedication: total. Status: thoroughly established reporters."

$28 in 2 Years Won At Sheboygan Press

Sheboygan, Wis.—A $28.60 increase over two years will produce a new top minimum of $188.30 for reporters and ad salesmen at the Sheboygan Press.

The settlement is $5.92 higher than a proposed agreement rejected by ANG's Contracts Committee.

Telephone operators and clerks will reach a new top minimum of $96 after a $12 increase, while general circulation men will go to a new top of $135.80 after a $12 increase. The top for society reporters is raised $16.80, to $135.10.

The settlement includes a new mileage rate of 11 cents for the first 150 miles a week and nine cents thereafter (up one cent), and a seventh holiday, the employe's birthday.

The service requirement for a fourth week's vacation is reduced from 25 years to 22 next year.

The publisher will pay the full premium for employes' medical insurance and 50 percent for dependents. Previously the publisher paid 60 percent of both premiums.

Breslin Joins Mailer Ticket

New York City—Former columnist Jimmy Breslin, a New York Guild member who announced three years ago that he would organize an independent editorial union, announced last week that he would run for City Council president on a ticket headed by novelist Norman Mailer.

A drive has begun for signatures to place a Mailer-Breslin ticket on the ballot in the city's June 17 Democratic primary.

The Village Voice said Breslin was included on Mailer's ticket "to appeal to the working class."

NLRB Sets Aside Rochester Vote, Hits False Statements by Gannett

Buffalo, N.Y. — The National Labor Relations Board last week set aside a circulation-department election lost by the Rochester Guild at Gannett's Times-Union and Democrat & Chronicle, citing false statements in a management election pamphlet.

NLRB Regional Director Merle D. Vincent, Jr., ordered a new election in the 500-member circulation unit, which includes 410 part-time employes.

The Guild had charged a long series of election violations by Gannett, but Vincent grounded his nullification of the balloting on false statements about the Guild in the management pamphlet, issued a few days before the election.

"To condone the distribution of these misstatements immediately prior to the election would be to allow the employer to capitalize upon its own unlawful conduct," Vincent said.

The Guild lost the Feb. 20 election by 339 to 137. The Guild filed election objections with the NLRB, charging that management illegally undermined a nearly two-thirds Guild majority.

Vincent found that the Gannett pamphlet, "Now Ask Yourself," distributed Feb. 18, misrepresented the Guild's bargaining position with another Gannett paper in Yonkers, although management was aware of the actual facts.

The Gannett pamphlet said the Guild had won an election at the Yonkers Herald-Statesman 18 months earlier but had been unable to gain a contract.

"With respect to the Yonkers affair," Vincent said, "the employer's remarks are calculated to lead employes to believe that the failure of the Yonkers employes to receive a pay increase for 18 months was due to the union's ineptness and ineffectiveness.

"However, at the time the employer was having the pamphlet prepared, it was aware that the board had determined that the actual reason for failure to reach agreement at Yonkers was the employer's unlawful refusal to bargain."

Vincent also found management allegations that the Guild failed to act in the discharges of two Rochester newsroom employes untrue. Vincent said that in one case the Guild had the firing changed to a resignation while retaining the employe's severance pay for him. The other discharge resulted from an employe's chronic alcoholism, and no grievance was filed, Vincent said.

"From the foregoing," Vincent said, "it is clear that the union did effectively represent one of the Rochester newsroom employes referred to by the employer, and the employer's assertion that the union did nothing amounts to a material misrepresentation."

The Guild had charged a number of other company violations, including the circulation of bogus Guild literature, a company luncheon for carrier counselors within a prohibited 24-hour period before the election and supervisors' escorting of counselors to the election scene.

Interception In Baltimore

Baltimore, Md. — Evidently Hearst's Baltimore News American doesn't want its employes to read the Guild Reporter.

The Washington - Baltimore Guild, seeking to lay the groundwork for future organizing, had the Guild Reporter mailed to 250 employes at the Hearst paper last month. But the Post Office reported it was unable to deliver the GRs because delivery was "refused" at the News American.

Guild Files for Unit At San Juan UPI

San Juan, P.R. — A petition seeking Guild representation for 14 San Juan employes of United Press International was filed with the National Labor Relations Board May 1.

The petition covers editorial, janitorial and Teletypesetter employes of UPI's San Juan bureau.

Raiding Charge Dropped In Fort Worth Dispute

ANG decided last month not to press a charge that the Allied Industrial Workers Union violated no-raiding provisions of the AFL-CIO Constitution by organizing 45 circulation employes at the Fort Worth Star-Telegram.

The decision was made after the AFL-CIO said the charge was insufficient because ANG had no prior bargaining relationship at the paper.

N.Y. Rejects Bid to Cut Scab Fines

New York City — The New York Guild's executive board and representative assembly last month rejected a proposed out-of-court settlement under which 57 members who crossed picket lines during the Guild's 1965 strike at the New York Times would pay 30 percent of their fines.

The settlement had been recommended by local officers and attorneys as the best that could be obtained without a long court battle. But it was turned down after the Times unit council voted 10 to 5 against it.

The 57 were among 64 fined up to four months' pay for working during the strike. The other seven have left the Times.

The compromise settlement was proposed by counsel for the 57 after the Guild initiated action in State Supreme Court to compel payment of the fines.

IEB Challenges Publishers on Antitrust Bill

Proponents of the Newspaper Preservation Bill have "all but ignored the fact" that the courts have ruled that "only the profit-pooling, market-splitting and price-fixing provisions" of joint-newspaper operations—not joint printing—are illegal under the antitrust laws, the International Executive Board charged last week.

The bill's proponents "have instead raised the cry" that the Supreme Court has forbidden joint printing, the board said in a resolution calling for the bill's defeat.

Noting that the bill's backers are asking Congress to "legitimatize retroactively and perpetually . . . profit pooling, market splitting, and price fixing in joint newspaper operations," the board pointed out that jointly operating publishers "failed to demonstrate" in Congressional hearings during the past two years that the practices "are vital components of joint publishing arrangements."

In fact, the board said, jointly operating publishers "in more candid days" have stated that "the greatest portion of savings realized in joint newspaper operations" comes from joint printing facilities, which the courts have not banned.

The IEB said the publishers also declined to publicly document in the Congressional hearings their claims that they had entered joint operations "only when there were no other means of sustaining publication of more than one newspaper in a city," while "several witnesses presented convincing testimony that many of the full and partial mergers had been entered in order to maximize profit rather than to preserve or restore profit."

The board noted that "no one has a greater stake" than the Guild in the "continued vitality of the U.S. newspaper industry" and that "no one is more concerned . . . that the nation's press be truly free—that it speak with a multiplicity of voices, that more newspapers not be closed, that more barriers to new papers starting not be erected."

Nor is anyone more aware than the Guild that "the nation's press is only as truly free as it is totally competitive and free of obligation for favored treatment by any sector of our society — public or private," the board said in inviting congressmen to discuss with Guild representatives "a proposal for legislation which, contrary to the Newspaper Preservation Bill, has as its purpose stemming the trend toward concentration in the newspaper industry."

The resolution, accompanied by a letter from ANG Secretary-Treasurer Charles A. Perlik, Jr., was sent this week to all members of Congress, where 33 senators and 94 representatives are sponsoring the bill.

Meanwhile, William F. Schmick, Jr., president of the American Newspaper Publishers Association, speaking at last month's ANPA convention, contended that serious injustices will result unless Congress corrects at an early date the situation created by the Supreme Court's decision outlawing a profit-pooling, rate-fixing and market-splitting arrangement in Tucson.

"Rather than creating more competition," he said, government action against similar arrangements in other cities "would actually reduce it."

Schmick also charged that "anti-newspaper sentiment on the Federal Communications Commission has grown," calling recent FCC actions questioning newspaper ownership of broadcasting stations and community-antenna TV systems "wholly arbitrary and without justification."

But Ben H. Bagdikian, president of the Mellett Fund for a Free and Responsible Press, speaking at an Associated Press Managing Editors meeting last month, said that joint rate fixing "can be very unfair to those who don't have access to this joint operation."

"I think there are problems in survival of papers," Bagdikian said. "But I think the answers to those problems are not to be had in suspension of antitrust laws but in their solving their basic problem, which is that they are in extremely expensive technology, which is fixed, at a time when their communities are changing in their geography, their demography and every other way."

Publishers' Auxiliary last week quoted House Judiciary Committee Chairman Emmanuel Celler as saying that he plans to hold new hearings on the bill. It said Sen. Philip A. Hart, chairman of the Senate Antitrust and Monopoly Subcommittee, also feels new hearings are necessary to assess the impact of the Tucson decision on joint operations.

Tucson Joins Antitrust Suit

Tucson, Ariz.—The City of Tucson has joined other advertisers in initiating an antitrust damage suit against the Tucson Citizen and Arizona Daily Star.

The Tucson City Council last month authorized action to collect triple damages from the two papers for increases in city advertising rates under their joint operating agreement. From $25,000 to $30,000 is involved.

Nine business firms filed similar suits after the Supreme Court's March decision outlawing the papers' rate-fixing, profit-pooling and market-splitting agreement.

Hearst Buys, Merges Schenectady Paper

Albany, N. Y. — Hearst's Albany Times-Union and Knickerbocker News last month purchased the nearby Schenectady Union-Star for an undisclosed sum and merged it with the Knickerbocker News.

Hearst's first action was to suspend the Schenectady paper's month-and-a-half-old Albany edition, published as the Albany Union-Star.

Hearst's Capital Newspapers Division began publication of the afternoon Schenectady paper as part of the afternoon Knickerbocker News April 28.

The Knickerbocker News and the Union-Star are being published under a single flag, with the News dominating the nameplate in Albany editions and the Union-Star the nameplate on Schenectady copies. Many Union-Star employes were dismissed.

The Clarity Publishing Co., owner of the Union-Star, said in announcing the sale that "the unfortunate experience of the four different publishers of the Union-Star in the past 10 years demonstrates that the high costs of newspaper publishing today make it necessary to combine as many operations as possible with an existing and successful paper."

Schenectady has a second newspaper, the morning Gazette, published independently.

The two Albany papers operate under a Guild contract, and the Albany Guild plans to bring the remaining Schenectady employes into its unit.

IEB Puts 'Tokenism' Brand on Minority Hiring

Despite advances during the past year in equal employment opportunity, the newspaper industry's minority - employment practices "continue to wear the brand of tokenism," the International Executive Board declared last week.

"Too many — Guild locals, publishers, educational institutions—are doing too little too slowly to allow more than the tiniest bit of the remotest corner of that label to be lifted," the board declared in its report to next month's ANG Convention.

It noted that some Guild locals have intensified employment-opportunity activity while others have revived it from dormancy.

But it declared that "with scattered though notable exceptions, efforts of the industry and groups and individuals in and around it to launch and carry out meaningful programs for minority employment still must be characterized as tokenism, at best."

Among recent Guild activities to promote minority employment it cited the following:

► The assistance of the Twin Cities Guild in the St. Paul Dispatch and Pioneer Press's hiring of a Negro reporter who will help recruit other Negroes for jobs in all Guild-covered departments.

► Wire Service Guild co-operation with United Press International in preparing to set up a federally supported training program for newsmen.

► ANG co-operation with the Washington Journalism Center is establishing training programs for potential Negro journalists with the assistance of a $250,000 Ford Foundation grant.

Calling for new dedication to the goals of "recruit, train, promote," the board recommended that Guild locals:

► Initiate or strengthen contacts with publishers to develop joint programs not only for non-discriminatory hiring but also for the recruitment and training of "those who might otherwise be considered unqualified" for jobs within Guild jurisdiction.

► "Encourage promotion and upgrading of qualified Negroes and members of other minority groups by seeking and co-operating in joint Guild-management skills-improvement programs" and by obtaining or strengthening fair-employment clauses to cover both hiring and promotion.

► Seek to make certain that hiring, training and promotion requirements in Guild jurisdiction "do not exclude qualified people for irrelevant reasons."

► Establish functioning human-rights committees "to chart and carry out down-to-earth employment-opportunity programs."

► "Vigorously protest" to top management of any papers that use "irrelevant racial identifications in new stories, especially crime stories."

► Establish or redirect scholarship programs to help "interested but deprived young men and women secure the training necessary to qualify for both editorial and noneditorial jobs."

The board also urged that locals consult with ANG's Research and Information Department in developing their human-rights programs and keep it informed of their progress.

IEB Urges Use Of Labor Center

The International Executive Board last week recommended that ANG explore the possibility of utilizing the new AFL-CIO Labor Studies Center for the training of international and local Guild staffs.

The board, in its Research and Information report to next month's convention, also recommended that ANG consider supplementing the labor-center program with instruction at Guild headquarters in Washington, the city in which the center is scheduled to open by Labor Day.

10-Year Organizing Peak Cited by Board

(Continued from Page 1)

paigns conducted thus far have been "too few to justify any sweeping generalization concerning organizing procedures."

But Allen noted several specific conclusions on organizing tactics resulting from experience with the pilot project thus far and cited organizing prospects on five New England newspapers in addition to those that have already borne fruit.

The pilot project was authorized by last year's convention to test the idea of organizing in a limited geographical area where newly organized groups could either be formed into a new local, linked with each other in a servicing arrangement or attached to an existing local.

At last week's meeting, Vice President Joe Holt Anderson, Jr., reiterated his contention that "the project represents less than the pilot project directed by the Cleveland Convention" and stated his dissent "to this extent" from the Organizing Report. Vice Presidents Noel L. Wical and Hugh H. Harrison associated themselves with Anderson's statement, which was entered into the record.



ED ALLEN
Project Pilot

The board noted that of the 18 new groups organized last year, eight were in departments at newspapers where the Guild already had contracts and the remaining 10 were organized as new units in existing locals.

"This assures the greatest opportunity to protect the new members and, at the same time, enhance the Guild's bargaining power," the board said, noting that many of the new groups "might have been chartered as locals in the earlier days of the Guild and left to fend for themselves, perhaps to die."

The board, at last week's meeting, revoked the charter of one such local, Cumberland, which had been inactive for several years.

Declaring that "the best potential source of new members is free riders" (an estimated 5,000 in units now under Guild contract), the board recommended that all locals establish organizing committees "which should be alert to all opportunities."

The board recommended that each local conduct a detailed survey of its own bargaining units, list the number and names of potential new members and provide the IEB Organizing Committee with a copy.

It urged locals to utilize information provided by new members' application cards on organizing possibilities at unorganized papers and to pass the information to ANG. And it asked locals to report regularly to ANG any change in situations at unorganized shops in their areas and to indicate any organizing efforts they desire to initiate.

"The locals that constantly review their own potential are the ones most likely to make gains," the IEB declared.

Despite a heavy demand on staff time for strike assistance, the board reported, 52.3 percent of international representatives' time last year was devoted to organizing, compared to 41.6 percent the previous year. While the field staff shrank from eight to six and ANG finances did not permit the hiring of replacements, the board noted, the Guild utilized a number of local leaders for temporary organizing and bargaining assignments.

The board reported that preliminary talks with the Communications Workers and the International Typographical Union on a possible merger or agreement to organize and service unorganized employes have not as yet produced "any over-all progress toward solving any major structural changes such mergers would entail."

$19 Average Chicago Increase 2nd Highest in 2 Guild Decades

Chicago, Ill.—A $58 increase to $263 in the reporter top minimum won by the Chicago Guild last month at Field's Sun-Times and Daily News represents the second highest average annual increase in more than two decades of Guild bargaining. The increase averages $19.33 a year.

The highest average increase—$24.45—was achieved last year at the San Jose Mercury and News.

The new Chicago contract, ratified April 27, produces general increases ranging from $24 for those earning less than $125 to $56 for those earning $250 and over. Salaries and minimums will be increased additionally March 1, 1970, and March 1, 1971, to compensate for any rise over four percent in the cost of living in the preceding year.

The top minimum for communications-center operators is raised $35, to $176, the top for clerks is raised $25.50, to $129, and the top for copy boys is raised $23.50, to $107.

The Guild also won:

► Up to two weeks' salary for employes called to civil-emergency military duty.

► A fourth week's vacation after five years instead of 10.

► A seventh holiday, the Monday after Washington's Birthday.

► An increase of six weeks in the severance-pay ceiling, to 58.

► An increase in the pension-accrual rate from 1.15 percent to 1.25 percent of total earnings, with vesting after 10 years and age 40.

► An increase of one cent, to 11, in mileage payments.

► Up to 26 weeks of sick leave at full pay instead of 13, depending on length of service.

► An increase in the publisher's contribution to hospital and medical insurance from $3 to $5 a week for family coverage and from $1 to $1.50 for single coverage.

In addition, the contract provides insurance protection of $100,000 for employes assigned to civil disorders, with the publisher to provide protection and protective devices. An employe unable to report to work because of disorders cannot be docked if he notifies a supervisor.

Writers making more than $13,000 a year, columnists, critics, political, society, fashion and travel editors and employes of bureaus more than 150 miles from Chicago, previously exempt from night-differential payments, will henceforth be covered.

Contributors to the Chicago Daily News—Sun-Times wire service will receive $10 during a week when four or more of their stories are moved. Previously they were paid a flat $5.

The Guild also won a 10-percent differential for copy-desk slotmen in news, sports and feature departments who work in such jobs more than five hours a week and supervise at least one other employe.



St. Louis Guild Photo by Larry Williams

At Ratification Meeting

Robert A. Steinke, left, executive secretary of the St. Louis Guild, and Martin Goldman, chairman of the St. Louis Post-Dispatch Unit, report to membership on settlement producing a $46.50 increase in key top minimums. The meeting later voted to ratify the pact.

Locals Urged to Mount Major COPE Drives

The Guild must prepare for elections ahead by joining with the AFL-CIO's Committee on Political Education in conducting annual register-and-vote drives and by making every effort to meet the Guild's COPE fund quota, the International Executive Board urged last week.

The IEB warned that "21 progressive and prolabor senators and numerous progressive members of the House of Representatives will be up for re-election" in 1970 and that "those who failed in 1968 to elect Senate and House candidates with platforms aimed at hamstringing labor and progressive programs have already begun to prepare for another go at it in 1970."

The IEB recommended that the Guild's annual convention urge locals and district councils to "make every effort to fulfill and surpass" the Guild's COPE quota of $2,950 by conducting COPE dollar drives. It also recommended that locals make treasury contributions to COPE's educational and voter-registration funds.

The board, in its report to the convention, also urged that locals establish political-action committees to conduct on-going voter-education programs through regular meetings and reports to the locals.

It is up to the local leadership, the report said, "to initiate and oversee programs to keep members informed on local, state and national issues and candidates, to encourage their members to express themselves to elected public officials and to encourage and assist their members to register and vote.'"

The report also urged locals to work for introduction and enactment of a federal antistrike-breaking law in the United States and to continue support of such legislation at all levels of government in the United States and Canada.

It urged continued support of Canadian unions' fight against the use of injunctions as a strike-breaking weapon. The Guild's Canadian locals should continue to resist oppressive labor legislation and the fragmentation of national bargaining units, it said.

St. Louis Wins $46, Parity for Classified

(Continued from Page 1)

afternoon Post-Dispatch did not resume publication until the next day and the morning Globe-Democrat until April 26 as the result of a dispute with printers and ITU Mailers.

Members of the two crafts, who had been furloughed the day after the strike began, refused initially to report for work unless they were paid for the strike period. They finally returned under an agreement to submit the dispute to established grievance procedure.

Under the Guild's settlement, employes earning $235 and over will receive $12.50 retroactive to Jan. 1, $11.50 July 1, $12.50 next Jan. 1 and $13.50 Jan. 1, 1971. The lowest general increase, $18, goes to employes earning less than $95.

The top for classified telephone solicitors is increased $33, to $175.75, the highest of its kind in any Guild contract.

The top for secretaries is raised $28, to $154.25, that for telephone operators and stenographers is increased $25, to $138.50, and that for typists and file-room clerks is increased $14, to $129.

Under the cost-of-living clause, all employers in a given classification will receive raises based on the increase over four percent in 1970 living costs multiplied by the top minimum for that classification.

A minimum differential of $7.50 a week for employes working in higher classification is increased to $1.75 a day for the next highest classification and an additional 50 cents a day for each higher classification. A minimum differential of $10 a week for employes filling in for supervisors is raised to $2.50 a day.

The service requirement for a fourth week's vacation is reduced from 10 years to seven this year and five in 1971. A seventh holiday, the employe's birthday, is added, and an exemption from overtime pay for legislative correspondents is dropped.

An agency shop, under which nonmembers must pay the equivalent of Guild dues, is extended to up to four new employes a year whom the publisher has been able to exempt from the Guild shop.

Weekly car-expense guarantees are increased $5, to $20, for district advisors and $2 for others, to $22 for photographers and $17 for others, while the daily guarantee for irregular users is up $1.25, to $3.25. Mileage allowances go up one cent, to 12 cents in most cases.

The company will also provide uniforms for members of the night cleaning staff.

'Best 5 Years Ahead'

'68 Ad Revenue Tops $5 Billion

New York City — Newspaper advertising topped the five-billion-dollar mark for the first time last year, up six percent over 1967, the American Newspaper Publishers Association was told last week.

And an ANPA Bureau of Advertising official predicted that newspapers are "on the threshold of the best five years in the history of newspaper advertising."

ANPA general manager Stanford Smith, reporting to the association's annual convention, noted that newspaper advertising has continued to rise at a faster rate than the growth of the economy as a whole.

"Circulation rose 1.5 percent to a record total of 62,535,394," he reported, "surpassing the rate of growth of the adult population.

"Employment continued to rise. Newsprint consumption showed a 1.7-percent increase over 1967, which, in turn, was an increase of 1.8 percent over 1966."

The prediction of a record five-year period for newspaper advertising came from Jack Kauffman, president of the ANPA Bureau of Advertising.

"National advertising is running more than 12.5 percent ahead in the first quarter of 1969," he reported, "following a gain of 12.4 percent in the last three months of 1968. And retail advertising has been turning in impressive gains since last fall.

"Classified advertising in this year's first quarter will be up 18 percent after a rise of 16.2 percent in the last quarter of 1968."

The ANPA's labor-relations committee reported 27 strikes affecting 29 newspapers last year, eight fewer than in 1967. But it voiced concern over what it termed "an alarming number of agreements" rejected by union memberships, blaming the trend on "the impact of inflation."

Moss Committee Seeking Names

Rep. John E. Moss's Freedom of Information Subcommittee is seeking the names of all members of local Guild committees "interested in any aspect of government information problems."

Moss said the subcommittee wants to put the names on its mailing list for its reports and hearings and for solicitation of advice and comment.

Jim Cesnik, associate director of ANG's Research and Information Department, has notified local presidents of the request, asking them to send the names and addresses of members of any such committees or informal groups to Moss.

Times Unit Officer Joins N.Y. Staff

New York City — William Montes, vice chairman of the Guild's New York Times Unit, has been named a local representative. He succeeds Robert Keane, who has been named administrator of the Guild-Daily News pension fund.

Montes, a promotion artist, has served as grievance chairman and a member of the local's representative assembly in addition to unit vice chairman.

Picketing Stops in Peterborough

Peterborough, Ont. — Toronto Guild picket lines have come down at the Peterborough Examiner, and a number of Guild strikers have returned to work under a unit decision.

The local executive committee has voted to continue strike benefits to members who do not return to work or obtain other jobs.

The Peterborough Unit, on strike since Nov. 2 for an intial contract at the Thomson paper, voted last month to take down the picket lines, close strike headquarters and negotiate for a return to work by those of 14 remaining strikers who desired to go back.

T.H.B. Symons, president of Trent University, served as an intermediary at the Guild's request, and Publisher W. J. Garner subsequently said he would consider taking back all but one of 10 employes who desired to return.

As of this week, six had gone back.

The unit acted after Garner rejected a Guild bid to reopen negotiations suspended since December. The Examiner had published since the start of the strike with the aid of supervisors, strikebreakers, printers and pressmen who crossed picket lines of Guild members and students.

A printer charged with creating a disturbance during large-scale picketing by Guild members and sympathetic students Dec. 6 was acquitted in Provincial Magistrate's Court last month.

The printer, William McKelvey, was beaten by police and arrested when he tried to crawl into the struck plant through a newspaper chute after a printer inside taunted him by waving a pay check. The Guild, in a telegram to Ontario Atty. Gen. Arthur Wishart, charged police with brutality in the beating of McKelvey and several students.

Farson to Retire; Perlik Seeks Top Executive Job

(Continued from Page 1)

Biennial nominations for all of the officers' positions will be made at next month's convention in San Antonio. Any contests will be decided by an international referendum.

Farson, who will be 65 next December, announced his retirement during the IEB's quarterly meeting last week. He has served as executive vice president since 1955, longer than anyone else in the Guild's history. Before that he was secretary-treasurer, organizing director and an international vice president.

Perlik, who has been secretary-treasurer during the 14 years Farson has been executive vice president, declared his candidacy for the Guild's top executive post in the wake of Farson's announcement.

"We sense a quickening pace in the Guild," he said, "one that should help us step briskly into a new decade—the 1970s—with determination renewed, a new resolve to achieve more, work harder at it and do it better.

"The 50s and 60s wavered from adversity to prosperity and back again. I believe a new dedication to growth, stability and progress offers itself to us, and I seek the opportunity to lead the Guild toward it."

Characterizing Farson "as one of the most forthright leaders the Guild has ever had," Perlik said:

"I want to be among the first of the many who will wish him many years of fruitful and pleasant retirement. Few men have served ANG as long in as many responsible positions.

"I came to my present office as his partner in a change of international leadership, and I know the Guild will want to show its appreciation for his service, so long and so unselfishly given."

The IEB, in proposing the change of titles for ANG's top officers, said that the present titles "have always led to widespread confusion within the labor movement and in institutional circles generally."

It said it was recommending the change to make the titles "correspond to the prevalent and virtually universal practice and the understanding in trade-union circles and society generally that the president of an organization is its chief executive officer and to streamline and improve the ANG's relationship and communication with the trade-union world."

The ANG Constitution presently provides that the executive vice president "shall be the executive officer of the ANG." It is a full-time, paid position.

The Constitution presently provides that the president, who is unpaid and a working newspaperman, "shall preside over conventions and IEB meetings" and "shall be a delegate to conventions of any organization with which the ANG is affiliated."

Under the proposed Constitutional change, the chairman would have the duties now delegated to the president and the president those now held by the executive vice president.

Farson, before his election as executive vice president in 1955 in a contest with incumbent Ralph B. Novak, served as secretary-treasurer for four years. Before that he was organizing director for four years and served as an international vice president from 1937 to 1940 and 1943 to 1947.



ROBERT D. NORDIN
To Leave IEB

In 1935, at the depth of the Depression, when nonunion newspaper employes were bearing the brunt of wage cuts and economy dismissals, Farson, an advertising salesman for the Philadelphia Inquirer, organized the Philadelphia-Camden Advertising Guild and served as its only president.

He worked closely with Philadelphia and other Newspaper Guild leaders to persuade editorial and commercial employes across the nation that neither group could stand alone, and when ANG expanded its jurisdiction to include commercial-department employes in 1937 he led the Advertising Guild into ANG.

Elected an international vice president at that time, he was active in organizing locals in New Jersey and Pennsylvania. He was a founder of the caucus that succeeded in freeing the Guild of pro-Communist influence on the international level in 1941.

Farson is vice president for North America of the International Federation of Journalists; he is attending a meeting of the IFJ bureau in Zurich this week.

He is a member of the executive committee of the U.S. Commission for UNESCO, has been a member of the AFL-CIO Internal Disputes Panel since 1963 and represented the federation as a fraternal delegate to the British Trades Union Congress in 1963 and 1966.

Farson attended Swarthmore College and worked for the old Philadelphia Public Ledger before joining the Inquirer and the Guild.

Perlik was elected secretary-treasurer with Farson in 1955 at the age of 31 after serving as an international representative for three years, mostly in Canada. He served as president of the Buffalo Guild in 1951, when he worked as a general-assignment reporter for the Buffalo Evening News.

He has served as cochairman of the Inter-American Federation of Working Newspapermen's Organizations, which he was instrumental in organizing in 1960.

Perlik was graduated from Northwestern University's Medill School of Journalism after serving as an Air Force communications officer during World War II, receiving a bachelor's degree in 1949 and a master's degree in 1950.

He had started his newspaper career as a copy boy in the International News Service's Pittsburgh Bureau in 1942 and worked as a newsman for United Press in Pittsburgh and Chicago from 1946 to 1948.

Nordin, elected to the IEB in 1965, is currently chairman of its organizing committee. As a three-term vice president and one-term treasurer of the Vancouver-New Westminster Guild he had been instrumental in bringing federally chartered Vancouver newspaper locals into the ANG.

A display-advertising salesman for the Vancouver Sun, he has served as a shop steward and was the first recipient of the local's award for Guild service. He was chairman of ANG's 1961 Convention in Vancouver.

The IEB, at last week's meeting, adopted a resolution extending its "congratulations and regrets" to White, who has resigned from the Memphis Press-Scimitar to become an attorney.

The board hailed White's service as an international officer and Memphis Guild leader as "dedicated, imaginative, intelligent and—wonder of wonders!—witty."

IEB Urges Increase of Wage Goals to $369, $184.50

(Continued from Page 1)

was $21.96, lower by $3.28.

In contracts of three years and more, the average third-year increase was $13.59, compared to $10.97 the previous fiscal year.

"It was the fifth straight year in which the two-year average gain was better than any year since the round of catch-up wage increases following the end of World War II," the board reported.

The number of contracts providing key top minimums above the Guild's old wage goal of $200 increased 72 percent, to 55, the board added.

Wage parity for outside classified salesmen with reporters and display salesmen was won at six more papers during the year, while parity for society reporters was gained at two. The board recommended continued efforts to achieve parity for key advertising, circulation and business-office employes.

Among other board recommendations were:

► Inclusion of long-term disability insurance as a bargaining goal in Convention Recommendations on Bargaining, to be sought when the Guild's goal of unlimited sick leave with full pay cannot be achieved.

► Similar inclusion of full pay for employes called to jury duty or to testify in court.

► Incorporation of a bar to dual jobs, such as reporter-photographer, in the Guild's Collective Bargaining Program.

The recommendation to add long-term disability insurance as a bargaining objective followed a study directed by last year's convention. The board reported that ANG pension consultant Joseph H. Daoust had informed it that such insurance is "relatively cheap."

The board said disability insurance can serve to bridge the gap between the end of full salary payments under sick-leave provisions and the start of a disability pension. "Such insurance is even more desirable where there is no disability pension," it added.

In response to another convention directive, that it study the desirability of cost-of-living clauses, the board found that "our historic opposition to cost-of-living escalator clauses should be continued."

"We oppose them," the IEB said, "because we believe that adequate wage increases negotiated at the bargaining table and short-term (preferably one-year) contracts are the best answer to combating the upward spiral in living costs."

The convention also directed the board to study "bargaining problems peculiar to the magazine field which warrant special provision" in the Guild's bargaining program or recommendations.

The board said that locals with magazine contracts are best able to discern such problems, and it invited such locals to meet with Collective Bargaining Director J. William Blatz "to suggest any such areas that they feel are not now covered."

Responding, finally, to a directive that it determine whether the Chase Manhattan Bank is "a suitable organization" to handle ANG's Commingled Pension Fund in view of its investments in South Africa, the board said it "would prefer that no financial institution with which ANG and its locals deal have investments in any country whose policies deny the rights of man."

"But," it added, "it is unlikely that any major investment institution would not have from time to time invested either its own funds or funds it manages in countries whose policies are highly repugnant to the ANG and its members."

The board thus concluded that the most it can assure in dealing with any financial institution is that no funds of ANG or its locals are invested in such countries. "This," it added, "the ANG has done."

The board urged all locals to bring their pension plans into the Commingled Fund for higher return on investments and lower administrative costs.

In other recommendations, the board urged locals to set up coordinated bargaining and organizing efforts wherever possible "for the greater success of both programs" and called for continued efforts to build interunion co-operation "at all levels."

It recommended continued efforts to eliminate wage discrimination against women and to achieve job protection through adequate jurisdiction clauses, including protection against farming out, and the prohibition of dismissals resulting from automation.

IERC Asked to Draw Up Election-Reform Rules

The International Executive Board last week asked the International Election and Referendum Committee to draw up "election reforms" in time for IEB scrutiny before ANG's annual convention next month.

The board, taking cognizance of sentiment for election revisions to forestall irregularities of the type that occurred in December's assessment referendum, said that "any election reforms" should be promulgated by the IERC, "which has had extensive experience in election problems," rather than by Constitutional amendment.

The board said that "placing such rules in the Constitution would unduly burden the Constitution with details and would introduce unnecessary rigidity in applying these rules and in making desirable amendments to them."

It asked the IERC to draw up such rules, with the assistance of ANG Secretary-Treasurer Charles A. Perlik, Jr., in time for the board to examine them at its pre-convention meeting in San Antonio June 20.

4 New England Locals Get Joint ANG Subsidy

The International Executive Board last week approved an ANG subsidy to help establish a joint servicing, organizing and bargaining program involving four Northern New England locals.

Under the proposed plan, the Boston, Portland, Manchester and Brockton locals would be served by an administrative employe operating out of the Boston Guild's office, providing organizing, servicing and bargaining assistance.

Several conferences have been held among ANG officers and leaders of the four locals, the IEB noted, reporting that "planning has reached the point where membership endorsement of the plan, and financial implementation, will soon be sought."

The board approved payment of a monthly $400 subsidy plus a leased automobile for the administrative employe until the program becomes self-sustaining. In exchange, the administrative employe would be available for limited ANG assignments in the area.

Under the conditions approved by the IEB, ANG "must be satisfied that the participating locals have made adequate provision for financing their pro-rated share of the program." ANG would also have a veto over the administrative employe to be hired.

The administrative employe would be available for ANG assignments up to a maximum of seven days a month, with such assignments limited to New England except in "extreme emergencies" elsewhere.

San Jose Guild Helps Vocational Guidance

San Jose, Calif.—High-school students in Santa Clara County can get the word on newspaper-career prospects directly from newsmen in the San Jose Guild.

In a letter to area school superintendents, San Jose Guild President Al Glusker outlines a new Guild speakers' bureau that will send Guildsmen to talk to high-school students on "career days" and similar occasions.

The Guild is placing particular stress on encouraging more minority-group students to consider newspaper work as a career.

Board Recommends 4% Assessment Schedule

(Continued from Page 1)

1970. An emergency triggering assessments exists whenever the Fund is below the stipulated floor; it stood at $618,006 at the end of the fiscal year March 31.

A motion by International Vice President Noel L. Wical of Cleveland to recommend that the convention submit the new assessment schedule to another referendum after enacting it was tabled.

Vice President Robert D. Nordin of Vancouver-New Westminster, in making the tabling motion, said he would prefer to see the decision on a referendum made at the board's preconvention meeting June 20.

The board, in response to a directive by last year's convention that it study the implications of double assessments and of increasing strike benefits to a top of $100 a week, said neither was "feasible at this time." Assessments are presently limited to one a month.

The new schedule, proposed by ANG officers, would give locals the choice of assessing members a straight four-percent of earnings (rounded off to the nearest nickel), to a maximum of $10 for those earning $250 or more, or a bracketed schedule based on the same percentage and rising 20 cents at each $5 salary interval to a $10 top for those earning over $245. (See table on Page 7.)

The board, in recommending that the date for realization of the two-million-dollar Defense Fund floor be moved back from next Sept. 1, proposed that the floor become 1.5 million dollars on that date. The floor has been 1.5 million since September 1967.

The board, in its Finance Report to the convention, noted that the Fund had "rough and tough sledding" during the past year. Only an additional $400,000 in income produced by the five-percent assessment schedule before it was rescinded in the referendum "enabled it to survive the fiscal year at all," the board declared.

"But as of the first of the new fiscal year," the IEB reported, "Defense Fund income from assessments was back at its lower level, with outgo outdistancing income each month, and the convention again faces the task of making provision to restructure Defense Fund financing in such a way that it will withstand the twin assaults of membership resistance and the drain imposed by publisher intransigence."

The board noted that "the long and grueling Los Angeles Herald-Examiner strike" has cost the Fund $1,884,496 during the year and a total of $2,484,662 altogether.

"None in history has been more costly to the Guild," it said, "and few managements more intransigent, heartless and brutal than Hearst."

The board urged the convention to address itself to the task of "providing adequate Defense Fund financing to support our beleaguered strikers . . . and to arm other Guild locals with the strength necessary to wrest respectable and acceptable contracts from their employers."

"There is good reason to believe," it said, "that because publishers across the land could see the Guild's Defense Fund dwindling last fall and sense the turbulence the assessment schedule produced inside the Guild, they chose that occasion to provoke strikes and lockouts in local after local, as though to test our endurance by poking fingers at our sails to see if they would collapse.

"They found out we could survive, but the Defense Fund needs a permanent new sail — new money available in emergency circumstances, and that can only be in the form of assessments."

The proposed new schedule, the board said, also "addresses itself to the inequity between the percent of salary our lower-paid members pay when assessments are levied and what our higher-paid members pay; the breakage all goes to the latter. It's high time this injustice was overturned."

Wical, in proposing submission of the schedule to referendum, said he thought it "unwise" to ask the convention to effect a new schedule without a membership vote only seven months following the referendum in which the previous new schedule was defeated.

The referendum motion was seconded by Vice President Harry Ryan of the New York Guild, which initiated last year's referendum. While New York opposed the five-percent schedule, its executive board has gone on record in favor of a new four-percent schedule, although only after an international referendum.

Vice President Hugh H. Harrison of Seattle-Tacoma said he did not favor the referendum proposal now but "might do so later if sentiment seems to make it inevitable." Nordin then proposed his tabling motion, which was adopted with Wical and Ryan recorded as voting against.

The recommendation to eliminate benefit payments during the first seven days of a strike and to offset vacation pay and unemployment insurance against benefits was adopted by a divided vote, with Ryan and Vice President Joe Holt Anderson, Jr., of Washington-Baltimore recorded in opposition.

Anderson proposed that benefits be denied during the first week of a strike only when the strike lasts less than a week and that the present policy of allowing strikers to receive unemployment compensation and vacation pay without loss of benefits be continued.

"I do not believe we should substantially decrease our payments to striking members in a year when we are proposing to increase the assessment rate for their support," Anderson said.

But ANG Secretary-Treasurer Charles A. Perlik, Jr., said that, in view of the outcome of last year's referendum, the board, in proposing again that Defense Fund income be increased by raising the assessment schedule, is under some obligation to "tighten our belt" in dispensing that income.

And Executive Vice President William J. Farson, stating that benefits are intended only to help strikers survive, said it is an inequity to allow some members to receive additional income and still collect full benefits.

Vice President James H. White of Memphis proposed an amendment that would double the $5 increment in benefits after the fifth week of a strike or lockout in place of the additional $5 payable after the 13th week.

But the amendment was defeated after Perlik, while stating the extra $5 was "a better way to use money now spent in the first week of a strike," said it still ran counter to the goal of reducing Defense Fund expenditures.

The board said it could not "in good conscience" recommend that the policy of reimbursing the General Fund from the Defense Fund for salaries and expenses of staff members assigned to strikes be changed this year in view of the condition of the General Fund.

Last year's convention directed the board to prepare a budget that does not anticipate such repayments. The board, stating that a final decision on the matter would be up to this year's convention, approved a budget in which reimbursements were assumed only for the first two months of the fiscal year, prior to the convention.

But the IEB, citing a year-end General Fund deficit of $15,850 and a recommended 1969-70 budget in which expenditures would exceed income by $20,447, said that the only alternative to retention of the present policy is an increase in per-capita payments over the 18½ cents they have already risen under ANG's Constitutional formula tying them to the increase in the average reporter top minimum.

Receipt of Defense Fund reimbursements, the board said, has been "the only difference between a struggle in the General Fund and its actual survival." Had it not been for more than $66,000 received from this source last year, it said, the Fund would have suffered "a traumatic shock."

"Abolition of the policy," it added, "would put the General Fund in double jeopardy; the spigot [a strike] that turns on the flow from this source automatically turns off the flow from the basic source, per-capita payments, for striking members pay no per capita."

A motion by Ryan to recommend termination of the reimbursement policy was defeated.

Ryan said he felt that ANG was "living beyond its means" and that paying international representatives who are servicing strikes from the Defense Fund served to cloak that fact. The ANG's General Fund, Ryan said, faces two alternative choices in the future: to obtain higher per-capita payments or eliminate services.

"We can 'nickel and dime' the budget to death," Anderson commented, saying he felt that ANG could not cut back on services. Harrison agreed, saying "we can't keep cutting down on organizing and international representatives."

The year-end General Fund deficit, produced by slumping per-capita averages and soaring costs, was the second largest in a dozen years, the board noted.

Per-capita averages were at their lowest point since 1961-62, largely as a result of strikes, it reported, but the most important factor in producing the deficit was "the way in which available money simply was overwhelmed by the rising cost of running the union."

The board approved a budget of $673,660 for fiscal 1969-70, anticipating income of $653,213.

The board, which had been directed by last year's convention to study the feasibility of linking officers' salaries automatically to the average reporter top minimum or some similar yardstick, said it was "not inclined to recommend any such connective relationship at this time" but asked that the question be referred back to it for restudy.

It authorized execution of an automobile-leasing contract, within the framework of fleet-leasing plans negotiated by the AFL-CIO Secretary-Treasurers Conference, for full-time ANG personnel and the payment through Oct. 15 of a monthly automobile allowance to retiring Executive Vice President William J. Farson equal to the cost of leasing an auto.

Such cars as may be leased, the board said, will be assigned to "full-time ANG personnel in a manner that will serve the interest of the personnel and ANG."

It also recommended a change in Constitutional language that would change the requirements for ANG check signatures, allowing payroll checks of $500 or less to be signed by one officer or designee of the IEB, General Fund checks of $500 or less to be signed by one of two officers plus one of two IEB designees, and Defense Fund and Insurance Fund checks to be signed by two officers and one of two IEB designees.

The board said existing "elaborate" requirements for signatures seem "pointless."

The board recommended that a requirement that ANG's quarterly budget be printed in the Guild Reporter be replaced by a requirement for printing the annual budget and the audits of ANG's General and Defense Funds.

The board authorized a contribution of up to $5,000 a week to the Erie Typographical Union, whose members have been observing Guild picket lines at the Erie Times and News for two months without receiving benefits.

The IEB also voted contributions to the following organizations: the Norman Thomas Fund, $25; the National Committee on Tithing in Investment, $25; Project Hope, $25; the Southern Christian Leadership Conference, $50; the National Association for the Advancement of Colored People, $25; the Scholarship, Education and Defense Fund for Racial Equality, $25, and the Congress of Racial Equality, $25.

Proposed Assessment Schedule

Following is the schedule of assessments proposed by the International Executive Board to next month's ANG Convention as an alternative to a straight four-percent-of-earnings schedule. Locals would have the option of selecting either.

Earnings	Payment	Earnings	Payment
Up to $ 5.00	$ .10	$125.01 to $130.00	$5.10
$ 5.01 to 10.00	.30	130.01 to 135.00	5.30
10.01 to 15.00	.50	135.01 to 140.00	5.50
15.01 to 20.00	.70	140.01 to 145.00	5.70
20.01 to 25.00	.90	145.01 to 150.00	5.90
25.01 to 30.00	1.10	150.01 to 155.00	6.10
30.01 to 35.00	1.30	155.01 to 160.00	6.30
35.01 to 40.00	1.50	160.01 to 165.00	6.50
40.01 to 45.00	1.70	165.01 to 170.00	6.70
45.01 to 50.00	1.90	170.01 to 175.00	6.90
50.01 to 55.00	2.10	175.01 to 180.00	7.10
55.01 to 60.00	2.30	180.01 to 185.00	7.30
60.01 to 65.00	2.50	185.01 to 190.00	7.50
65.01 to 70.00	2.70	190.01 to 195.00	7.70
70.01 to 75.00	2.90	195.01 to 200.00	7.90
75.01 to 80.00	3.10	200.01 to 205.00	8.10
80.01 to 85.00	3.30	205.01 to 210.00	8.30
85.01 to 90.00	3.50	210.01 to 215.00	8.50
90.01 to 95.00	3.70	215.01 to 220.00	8.70
95.01 to 100.00	3.90	220.01 to 225.00	8.90
100.01 to 105.00	4.10	225.01 to 230.00	9.10
105.01 to 110.00	4.30	230.01 to 235.00	9.30
110.01 to 115.00	4.50	235.01 to 240.00	9.50
115.01 to 120.00	4.70	240.01 to 245.00	9.70
120.01 to 125.00	4.90	245.01 and over	10.00

Lensman Seized, N.Y. Guild Acts

New York City — The Police Department has promised the New York Guild that a police attack on a Daily News Guildsman photographing an April 15 welfare recipients' demonstration will not be repeated.

The Guild protested after cameraman James Garrett, photographing demonstrators outside Gov. Nelson Rockefeller's home, was seized from behind by a police lieutenant who thrust a nightstick under his chin and dragged him back for a considerable distance.

Dep. Police Commissioner Jacques Nevard told the Guild that steps have been taken to insure that the incident is not repeated. Only a few weeks ago the department issued a directive to all its members ordering them not to interfere with newsmen.

The News as well as the Guild protested the April 15 incident.

Pulitzer Won by Delugach, St. Louis Guild Leader

New York City—Albert L. Delugach, a former vice president of the St. Louis Guild and former chairman of the Guild's Globe-Democrat Unit, was awarded a Pulitzer Prize this week for special reporting. He received the award jointly with Denny Walsh, a former Globe-Democrat Guildsman now with Life magazine.



Delugach

They won the prize for a series of articles exposing fraud within a St. Louis local of the Steamfitters Union. Their investigation of the union began in 1965 and resulted in a series that ran into 1968.

The investigation helped bring about the conviction of the local and three of its officers on charges of conspiracy to violate laws against the use of union funds in federal election campaigns.

Delugach, 43, was graduated from the University of Missouri School of Journalism in 1951 and joined the staff of the Kansas City Star as a specialist in investigative reporting. He has been with the Globe-Democrat since 1960 and was local vice president in 1967-68.

Erie Mailers Reject $39 Contract

Erie, Pa.—The Erie Mailers' Union last week unanimously rejected a $39, three-year management offer at the struck Erie Times and News.

The Mailers also rebuffed a management demand that observers from other unions no longer be permitted to sit in on their bargaining sessions.

A Guild bargaining session April 25 brought management rejection of a Guild proposal that Guildsmen receive the same $39-per-member increase granted to the printers, who have voted to accept the settlement. The company did agree, however, that a health-insurance plan might be taken from the money package, and it assented to a bonus arrangement for display salesmen.

Additional bargaining sessions May 1 and 6 brought no progress, although the company finally supplied information on circulation bonuses, and the Guild's strike continued into its ninth week.

The printers are continuing to honor Guild picket lines after agreeing to a three-year settlement providing a $13 annual increase, an increase of 20 cents a shift in night differentials, an additional floating holiday and lump-sum retirement pay of up to 12 weeks after 50 years' service.

Academy Homes, contractor for a new Times and News plant, filed unfair-labor-practice charges against the Guild and the Stereotypers last week, charging them with conducting a secondary boycott by picketing the construction site. The Stereotypers, who are also on strike, contend that the new plant will contain new equipment reducing the number of stereotypers' jobs.

The Times and News sought an injunction against picketing at the building site last week but failed to follow up the move in court this week.

Meanwhile, management sent letters to newspaper carrier boys offering them double profits and delivery of bundles to their door if they would resume delivering the struck papers.

The Guild issued a statement accusing management of seeking to involve children in a labor dispute and urged parents to consider whether their children should carry the struck papers. The Guild also sent a letter to all carriers and agents, reiterating its plea.



Erie Calling

Manning telephone lines at Erie Guild strike headquarters are wire editor Elwyn Hildum, president of the local for many years, and Shirley Skadhauge, a retail advertising-department clerk.

The Guild announced additional contributions to its strike fund, including the following:

Erie Stereotypers Union	$ 50.00
Toronto Guild	50.00
Philadelphia Guild	125.00
York Guild	50.00
North Jersey Guild	50.00
San Jose Guild	50.00
Providence Guild	100.00
San Francisco-Oakland Guild	50.00
Erie Inter-Union Bowlers	19.25
Akron Guild	100.00
New York Guild	100.00
St. Louis Guild	100.00
Hazleton Guild	25.00
Erie Local 199 United Transportation Union	25.00
POI District Council	100.00
Erie Local 4186, United Automobile Workers	50.00

Erie Mayor Louis J. Tullio sent $25 to the Guild's strike fund last week, stating his hope that "you will resolve your differences soon and that everything will be to your complete satisfaction."

Stoppage Puts Mundo Back In Bargaining

San Juan, P.R.—Management of El Mundo agreed to resume negotiations on contract coverage for circulation distributors May 1 after a 4½-hour work stoppage by Guild drivers halted delivery.

The drivers, together with mechanics and repairmen, quit work at 2:30 a.m. after the expiration of a Guild ultimatum demanding that management execute a supplemental agreement for the distributors, for whom the Guild has been seeking contract coverage for 18 months.

No picket lines were set up, and other Guild members continued to work.

With its newspapers tied up in the plant, management agreed at 7:30 a.m. to resume negotiations May 5 and to hold in abeyance pending the May 5 session a National Labor Relations Board petition seeking a new representation election. The bargaining session was later rescheduled for yesterday in Washington, with both local and ANG officials participating.

The Puerto Rico Guild was certified as bargaining agent for the distributors in November 1967 after the NLRB rejected a company claim that they were independent contractors.

Management engaged in bargaining for the group and eventually offered to include them under contract terms covering the transportation department, with the same wage minimums as drivers. The Guild accepted, but then *management withdrew the offer*, renewing its claim that the distributors were independent contractors and should not have union representation.

On April 21 a group of distributors filed a petition for a decertification election; the NLRB threw it out eight days later on the ground that the group was part of the transportation department and not an appropriate unit. The company immediately petitioned, itself, for a new election.

On May 7 another election petition was submitted by a group calling itself the Independent Union of El Mundo Newspaper Distributors. ANG Counsel Irving Leuchter immediately challenged appropriateness of the unit.

18 Years Later

Guild Stand on Oatis Vindicated

Prague, Czechoslovakia — A 1951 ANG Convention charge that Associated Press Guildsman William N. Oatis had been imprisoned by the Czechoslovak Government "because he attempted to carry out his duties as a working newspaperman" received official confirmation last month.

A special senate of the Prague Municipal Court, annulling Oatis's conviction of espionage, said that the accusation was brought to keep AP from covering Czech news.

Oatis, who headed AP's Prague Bureau, served two years of a 10-year prison term before being released in 1953 after an appeal by his wife. Two of Oatis's Czech assistants were not freed until a general amnesty was declared in 1960.

Last month CTS, the official Czech news agency, said that government documents have established that "the so-called espionage-agency group was artificially construed upon orders from the then Minister of National Security L. Koriva."

"The minister," it said, "gave orders to obtain admission of guilt of all the accused within 14 days, in order to have grounds for closing down the Associated Press branch in Prague, though the security authorities had no legal basis for the court proceedings.

"Mental pressure was used to force the accused to testify against one another, and evidence was falsified, the senate found out."

ANG's 1951 Convention, in a resolution asking Oatis's release, charged that his imprisonment by Czech authorities served "only to betray their fear of a free press."

The Czech charge d'affaires in Washington stalked out of the room when ANG President Harry Martin sought to deliver the resolution and a covering letter for transmittal to the Czech Govenment. He termed them insulting.

Martin's letter charged that Oatis had suffered "indignities and torture" and that he had been tried in a manner "utterly brutal and unfair."

The Czech attache, Jan Vinar, retorted that the Guild was in no position to know what Oatis had done.

The Guild Reporter

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Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. $5 per year. Single copies 25c.

Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036: News, the Monday preceding publication; features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXVI, No. 10 **May 9, 1969**

American Newspaper Guild

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Area Code 202—296-2990

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Grapes Become Forbidden Fruit

Chicago, Ill.—Grapes have disappeared from the Chicago Sun-Times and Daily News cafeteria after a complaint by Chicago Guild members supporting the boycott of California Farm Workers.

Protest petitions appeared on bulletin boards at the two papers when grapes were offered for sale in the cafeteria. They quickly received signatures by more than 60 Guildsmen, and no grapes have been sold in the cafeteria since.

$207 Reporter Top Is Won by Lansing

Lansing, Mich.—A new three-year contract between the Lansing Guild and the Lansing State Journal provides an increase of $37, to $207, in the reporter top minimum and a $59 increase in the top for women's-department and church writers to give them parity with reporters.

The top for the highest subeditors' group is increased $46, to $236.

The reporter top, raised $15 retroactive to Oct. 7, will rise another $12 next Oct. 6 and another $10 Oct. 5, 1970. Women's-department and church writers receive a $14 increase retroactive to last Oct. 7, an additional $23 on contract signing, $12 next Oct. 6 and a final $10 on Oct. 5, 1967.

The top for copy boys is raised $16, to $90, and the top for library clerk is raised $23, to $129.

The contract provides employes with full pay less other compensation when performing jury duty or called to military service during civil disturbances or natural disasters.

The service requirement for a fourth week's vacation is reduced from 15 years to five; that for a third week is reduced from five years to one.

The contract also adds a $2 premium for callbacks, three days' funeral leave, a $5 night differential and a $15-a-week premium when an employe is assigned to executive duties.

Employes required to work on Sundays will be paid a minimum of three hours at double time instead of two.

The mileage rate goes up one cent, to 11, on contract signing, another half cent Oct. 6 and a final 1½ cents, to 13, Oct. 5, 1970. The minimum weekly guarantee is raised from $5 to $6.