

THE GUILD REPORTER

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Signing Denver News Agreement



Jack Foster, editor of the Scripps-Howard Rocky Mountain News, is pictured signing the 1946 agreement between the News and the Guild. Standing, left to right, are Ward Melody, ANG international representative; Barron B. Beshoar, Denver Guild president, and H. W. Haily, News business manager. Agreement was reached after the unit voted to strike.

Contract Won by Denver News Unit On Strike Vote

Denver—Three days after the unit voted to strike, settlement was reached on a new Guild contract covering editorial and commercial departments of the Rocky Mountain News providing for wage increases and other gains.

The contract provides for a horizontal wage increase of approximately 13 percent for all employees, and raises top minimum for reporters to \$60 after four years, compared to \$52.50 after five years in the old agreement. The increases were written into the minimums in nearly all brackets.

Agreement on most of the 1946 terms was reached after all-day negotiations Sunday, Dec. 16, just three days after a Guild-requested strike vote, Dec. 13, had been tallied by the NLRB examiner, Howard Kleebe, at 61 to 37 to strike.

ALSO MAINTENANCE

On Dec. 21 the WLB recommended continuation of the maintenance of membership provision which had been included in the previous agreement. Other points have been ironed out in the meantime, and the agreement was signed Dec. 22.

Barron B. Beshoar, local president, signed for the Guild, with Ward B. Melody, ANG international representative, who had been assisting the local since a strike vote was asked.

All pay increases are retroactive to Aug. 18, burial day of the Little Steel formula. In addition, management agreed to pay a \$3-a-week bonus to each employee from June 30, expiration date of the old contract, to Aug. 18, or \$21 apiece.

Editor Foster expedited writing of pay checks so all employees received the pay additions for Christmas. The new contract will be in force from Dec. 22, 1945, to Dec. 21, 1946.

OTHER IMPROVEMENTS

Other gains recorded in this new agreement include: Four holidays annually, with time and a half pay for holiday work if the holiday happens to be an em-

ployee's weekly day off; time and a half pay in cash for all overtime work; inclusion of military service time in computation of severance pay accrual; a raise to \$2.50 a day from \$2 in car allowance for district circulation men.

After negotiations had broken down and the Guild had asked for the strike vote last November, News management made several overtures for reopening of discussions, and one session was held before Thomas Hyland, U.S. labor conciliator. Management stuck with its original wage offer of less than 10 percent, which craft unions had accepted, though the Guild had asked originally for 20 percent and more under the ANG Wage Program.

READY TO STRIKE

The News unit of the Guild then moved into its strike campaign with renewed vigor, with Melody, Beshoar and an aggressive policy committee directing activities. Leaflets were issued daily, the Guild placed its side of the case before the local radio public, and emergency head-

(Continued on Page Two)

GUILD WINS 3 ELECTIONS

The American Newspaper Guild was chosen the collective bargaining agent in three NLRB elections in one week.

1—Springfield, Mass.—editorial departments of four daily papers voted Guild 49 to 28.

2—Chicago Daily News—editorial department employees voted Guild 102 to 61.

3—Jewish Telegraphic Agency—editorial and commercial department employees voted Guild 18 to 1.

In the Springfield and Chicago elections, campaigns were marked by spirited opposition to the Guild.

After the publisher declared at an NLRB conference, there would be no intimidation or coercion by management, three days later two Springfield veteran city editors, leaders in the Guild drive, were demoted to reporters with the explanation, "the Guild is coming and there has to be reorganization of staff."

RECENT VICTORIES

Newsweek, circulation (Oct. 19), 72 to 32.

Denver Post, commercial (Nov. 10), 72 to 55.

American Weekly (Nov. 27), 66 to 1.

Springfield, Mass., 4 papers, editorial (Dec. 18), 49 to 28.

Chicago Daily News, editorial (Dec. 20), 102 to 61.

Jewish Telegraphic Agency (Dec. 21), 18 to 1.

a staff meeting to make it clear he did not want a Guild at the News.

The Jewish Telegraphic Agency balloting was in a consent election. There were 21 eligible. The agency distributes news to papers in the United States. Jack

Deegan, New York Guild organizer, headed the drive.

In Springfield, one vote was challenged and six did not vote. In Chicago, servicemen voted by mail, 22 of 48 casting ballots. Of staffers in Chicago, only 12 did not vote.

Chicago News Votes for Guild As Reply to Publisher's Blast

Chicago—By a vote of 102 to 61, editorial employees of the Chicago Daily News gave an unmistakable answer to Publisher John S. Knight's outspoken opposition, and chose the Guild as their bargaining agent in an NLRB election on Dec. 20.

The election made history, not only for the News, but also for the NLRB. It was, according to Gilbert Shotts, local NLRB official, the first representation election in which servicemen employees were allowed to vote by absentee ballot.

THREE OUT OF FOUR

Thus three of the four newspapers in the Knight chain have recognized Guild bargaining units: the Detroit Free Press, Akron Beacon-Journal, and the News. Only the Miami Herald remains unorganized. Contract negotiations on the News will open shortly after the first of the year with Basil Walters, executive editor of the Knight newspapers.

Of the 163 votes cast in the election, 141 were from the 153 eligible employees then on the payroll. Twenty-two servicemen voted out of a total of 48.

The victory was doubly sweet to Daily News Guildsmen in that

it climaxed eight years of organizing effort and was won so decisively despite a blistering attack on the Guild by Publisher Knight.

Nine days before the election, Knight called a meeting of the entire editorial staff and made it clear that he did not want the Guild at the Daily News.

OPOSED GUILD

In a slashing speech, Knight asked why the Guild could offer that the employees did not already have, or that could not be obtained by bargaining through an independent committee representing the staff.

Guild members replied to Knight that only by a legal contract, openly agreed upon by both sides, could the employees be sure of security, good pay, and fair working conditions.

Knight pointed to his Detroit Free Press, where he recently has granted a Guild shop and pay increases, and charged that "now with 100 percent Guild membership, morale never was lower, the staff more incompetent."

REPLY TO BLAST

Free Press members replied to Knight, refuting his statements (Continued on Page Two)

Policy Conference Is Called by CIO

Washington (LPA)—A National Policy Conference of the CIO will be held at Atlantic City, N. J., on Jan. 29, 30 and 31 in place of the 1945 national convention which was cancelled because of wartime travel restrictions.

CIO President Philip Murray and Secretary-Treasurer James Carey announced that 250 delegates will attend the conference, with the CIO executive board meeting the day previous, Jan. 28, to prepare an agenda. Apportionment of delegates will be: national and international unions and organizing committees, one-half of their normal number of delegates; state CIO councils, one delegate each; local industrial unions "with the larger membership," one delegate each.

The American Newspaper Guild will be represented by President Milton Murray, Secretary-Treasurer William Rodgers, and a third IEB member to be designated by Murray.

REACTION HERE AGAIN

In calling the conference Murray and Carey declared, "It is not impossible for fascist ideas to conquer America even though Axis military might is crushed. Reaction which was temporarily silenced by the war, is again be-

coming prevalent. Those who place profits before people, those who believe the Negro should be kept 'in his place,' those who seek a scapegoat in the Jew, are now as vociferous as ever.

"Likewise, those who seek to crush labor as the protagonist of democracy are determined to use unemployment as their tool and the financial reserves built at the taxpayers' expense as a weapon."

The CIO's 10-year history has been "woven into the entire fabric of American life," the CIO Economic Outlook shows in its current issue reviewing the CIO accomplishments during its first decade.

GROWTH OF CIO

In 10 years, the CIO has grown to 6,000,000 members, substantially raised levels of living and employment conditions, strengthened democratic patterns throughout our nation, and forged the weapons that defeated world fascism," the Outlook reports.

"The CIO has the same ideals as when it started," says the Outlook. "It uses the same methods. It is opposed by the same kind of enemies and it must overcome similar difficulties."

CIO organizations, the Outlook (Continued on Page Six)

Wage Program Results Made 1945 Quite a Year

The year 1945 was marked by transition and a record of progress for the American Newspaper Guild.

Most important was the shaping of a Wage Program aimed at more realistic minimums and pay increases. As a result, local after local consistently has been writing such minimums—or better—as \$65 for reporters, \$40 for stenographers and phone operators, and \$35 for typists, along with other pay raises. Other minimums are in step with these basic rates.

Earlier in the year the Guild continued to battle capricious rulings of the Newspaper Commission.

In February, a wage conference was called to tackle matters on

an industry-wide basis. As a result, WLB officials came face to face with commission actions, and steps were taken to have commission decisions follow WLB policy. At the conference, the wage program was shaped, and today these basic minimums have become the pattern for the industry, having been written in contract after contract.

With the lifting of stabilization regulations, demise of the WLB and the Newspaper Commission, and the return to full and free collective bargaining, Guild locals stepped out and negotiated pay boost after pay boost for members—along with higher minimums.

After no strikes or lock outs in the war years, the Guild bumped (Continued on Page Two)

\$35,000 Annual Wage Increase For Sacramento

Sacramento—Newspaper men and women covered by Guild contracts in Sacramento, exclusive of the wire services, will be more prosperous by approximately \$35,000 during 1946.

This was announced by Bert W. Rustin, retiring president of the Sacramento Valley Guild after computing the annual benefits of contracts recently negotiated with the Sacramento Bee and the Sacramento Union. The Bee increases will total \$25,000 and those at the Union \$10,000.

Both contracts call for a full 15 per cent increase in all wage classifications. The Guild represents editorial and advertising employees of the Bee and editorial and circulation employees of the Union, about 115 workers in all, 80 at the Bee and 35 at the Union. Increases range from \$3 for copy boys at the Union to \$8.70 a week for display advertising salesmen at the Bee. New top minimums include \$37.50 for editorial men at the Union, \$48.88 for Union circulation district managers, \$64.40 for editorial men at the Bee and \$67.85 for display salesmen at the Bee.

Rustin also announced that along with pay gains the Guild made a substantial gain in membership. As negotiations reached a climax, the Guild membership committee put on a campaign at the Bee, signing up several veteran editorial employees.

The entire campaign, including wire services and the Union, netted about 15 new members. The AP, UP and INS bureaus in California's capital are now signed up 100 per cent with the Guild.

Special Session in California to Take Up Labor Proposals

Sacramento—Gov. Earl Warren has called a special session of the state legislature on Jan. 7 and has announced child care centers, public works, housing and aviation are among the items to be included on the agenda.

Organized labor has been active in urging the governor to propose legislation for child care centers and housing. Labor also seeks legislation on full employment and fair employment practices, but so far the governor has not committed himself on these issues.

Detroit Unit Replies to Publisher Knight's Blast

Detroit—The Free Press unit of the Newspaper Guild of Detroit replied in an open letter to statements made in Chicago by Publisher John S. Knight reflecting on the competence and morale of the staff.

Knight is publisher of the Free Press, the Chicago Daily News, the Akron Beacon Journal, and the Miami Herald. His remarks were made at an editorial staff meeting of Chicago Daily News employees nine days in advance of an NLRB election there in which the employees voted 102 to 61 to select the Guild as their bargaining agent.

Called Morale Low

Implying that his relations with the Detroit Guild had steadily worsened during the past five years, Knight had said:

"Now, with 100 per cent Guild membership, morale was never lower, the staff more incompetent."

The unit's reply declared: "You and the Guild came to the Free Press at approximately the same time. In the ensuing five years, the Free Press has gone from a weak third to first in daily

INP and Central Press Units To Vote on New Pay Boosts

Proposed terms for 1946 contracts, providing increases in all minimums and general increases, have been submitted for action to Guild members on Central Press and International News Photos, Hearst feature and picture services.

Proposed minimums are the highest ever negotiated on the two services. Payroll increases, under the proposals, would be about \$1,050 per week for the 175 employees represented by the Guild on the two services. Annual increase would be \$33,000.

Tentative agreement was reached on the agreements in further

As the Guild Reporter went to press, negotiations were proceeding in an effort to secure an industry-wide agreement on wage minimums and contract terms for Associated Press, International News Service and United Press.

The cases remained in the hands of Judge Knous, public member of the Newspaper Commission pending continued negotiations.

negotiations, after the cases had been remanded to the parties for new parleys by the Newspaper Commission. The cases had gone to the commission last May, and hearings were held in October.

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for newsmen, artists and photographers would start at \$32.50 and go to \$72.50 after five years, compared to former top minimum of \$60. Other minimums also were boosted.

The contracts would be for 1946, and would include general increases on the following schedule: To employees on the payroll as of Jan. 1, 1945, and whose salary Jan. 1, 1946, is \$35 or less, \$4 per week; to those earning from \$35.01 to \$50, \$6 per week; and to those earning more than \$50 and less than \$65, \$8 per week.

The retroactive agreement would provide a bonus of \$50 to those eligible for the \$4 general increase; \$120 to those eligible for the \$6 increase; and \$160 for the others.

The contracts also would have

Chicago News Votes for Guild As Reply to Publisher's Blast

(Continued from Page One) by quoting management statements, in an open letter. (Story, page 2.)

The history of the Guild at the Chicago News goes back to 1937, when the five-day week was being established on various papers, in line with provisions of Guild contracts. A group of employees attempted to organize for better wages and hours.

The late Frank Knox, then publisher, called a staff meeting and granted the five-day week, three weeks vacations after three years, and a few pay boosts.

In the winter of 1941-42 another Guild drive gained momentum. A year later the NLRB was asked to conduct an election. Balking was delayed by technicalities and company appeals until May, 1944. By that time many

WAGE PROGRAM RESULTS MADE 1945 QUITE A YEAR

(Continued from Page One)

into two lock outs—one in St. Louis, and one in Quincy, Mass. In both cases stemmed from strikes or lock outs involving Typographical Union members. In both situations, the Guild assisted in publishing a daily paper which aided in successful settlements.

During the war the first company-paid hospitalization and surgical benefit plan was negotiated, and has been placed in effect on Hearst newspapers.

During the war, the WLB would consider only maintenance of membership. But in 1945 Guild shop agreements were negotiated on the York Gazette and Daily, Allentown Call and Chronicle, Columbus Dispatch, Detroit Free Press, Detroit News, Toledo Blade, Kingston Freeman and Lynn Item.

Minimums of \$65 or better for reporters, and comparable minimums for other classifications were set in such cities as San Francisco, Seattle, Los Angeles, St. Louis, San Diego, Detroit, Chicago, Washington, Cleveland and Boston. In New York minimums of \$90 and \$95, news highs, were negotiated.

Because of war-time regulations, the 1945 convention had to be streamlined, with one delegate per local because of ODT regulations. In the biennial election of ANG officers, only one office was contested, and William W. Rodgers was re-elected secretary-treasurer over Charles Whipple.

An expanded organization program was launched, to continue the Guild's progress.

All in all, it was quite a year.

NAME CHANGED
Washington—The CIO Paper Workers Organizing Committee now is the United Paperworkers of America.

News Contract Won by Denver On Strike Vote

(Continued from Page One)

quarters were opened just around the corner from the News building. On strike-vote day, management worked early and late to get out votes it deemed anti-strike. The grapevine reported it felt confident the strike issue would be defeated.

Negotiations for the 1945 agreement collapsed last March, and the cases ultimately were certified to the Newspaper Commission. Last August the Guild asked that all wire service cases be consolidated, and hearings were held on an individual basis in October. When the WLB remanded all pending disputes back to the parties for further negotiations, new parleys were held and the proposal now before the members resulted.

Joseph G. Colangelo, ANG director for wire services, headed the negotiations.

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NEW BOSTON MINIMUMS

Herald-Traveler Record-American

Reporters, artists, photographers
Beginners \$33.25
After 1 year 39.00
After 2 years 45.75
After 3 years 51.50
After 4 years 56.25
After 5 years 60.75
Rewrite, copy editors, Herald-Traveler, \$75.50 flat.

Display ad salesmen
Beginners 39.00 45.75
After 1 year 45.75 51.50
After 2 years 51.50 56.25
After 3 years 56.25 60.75
After 4 years 60.75 65.50

Stenographers
Beginners 29.80 30.95
After 1 year 32.10 34.40
After 2 years 35.40 36.70
After 3 years 37.70 41.00

Typists
Beginners 27.00 27.00
After 1 year 27.00 27.00
After 2 years 27.00 27.00
After 3 years 27.00 27.00

Telephone operators
Beginners 29.80 29.80 32.78
After 1 year 32.10 30.95 34.05
After 2 years 35.40 33.25 36.58
After 3 years 37.70 38.50 42.35

Guild Survey Seeks Data on Earnings

The ANG research department is now surveying advertising sales and outside circulation departments under Guild contract to get information on the earnings level of non-clerical employees. With the co-operation of all Guildmen involved, the survey should fill in the scanty contract references to these jobs and reveal:

1. The job duties in each classification so that collective bargaining negotiations can put inter-newspaper comparisons to use in the same effective manner that is being done for the reporter classification.

2. The method of compensation and the effect of bonuses and commissions so that the contract minimums can be equated. Inequalities may exist between two newspapers which pay the same contract minimum for a comparable job if earnings on one paper are augmented by a bonus or commission system.

3. The level of earnings so that inter-newspaper and intra-newspaper inequalities can be eliminated.

4. The major problem common to these jobs so that the scope of collective bargaining can be extended to deal with the problems.

Units within the New York area are now being surveyed by Clara Handelman, economic consultant. Jean Weinstein, ANG research director, will interview units in Cincinnati, Cleveland, Indianapolis and Toledo in the week beginning Jan. 7, 1946.

All other units have already received copies of a questionnaire

Pittsburgh Wins 15%

Pittsburgh—The Pittsburgh Newspaper Guild and management of the Pittsburgh Post-Gazette have agreed on a wage settlement for their current contract, providing for a 15 per cent general increase with a minimum increase of \$4 and a top of \$9, as well as increases in the ANG National Wage Program figures.

The general increase and part of the raise in minimums are retroactive to April 1, 1945, expiration date of the old contract. The wage provisions were the only issues remaining for settlement. Other sections of the contract, which expires April 1, 1947, were signed last summer.

AFL to Strike Western Union

Washington (LPA)—More than 48,000 AFL Western Union workers are set for strike on Jan. 7 following a directive sent to all locals of the WU division of the Commercial Telegraphers Union (AFL).

15% Plus Pay Boosts for Detroit Free Press Staff

Detroit—Pay increases averaging 16.6 percent, or \$9.28 per week, are provided in an agreement between the Detroit Free Press and the Newspaper Guild of Detroit. Annual cost to Publisher John S. Knight for 250 employees in the Guild jurisdiction will be in excess of \$120,000. A full Guild shop also was agreed to.

The agreement, recommended by Guild negotiating committee, is subject to ratification by the unit and the IEB contracts committee. The over-all proposal provides:

1—A 15 percent increase to all editorial and commercial employees, with a floor and no ceiling, retroactive to April 25, 1945. The new contract will expire July 31, 1946.

2—An additional dollar a week to all employees receiving \$55.25 a week or less, also fully retroactive. Those receiving \$55.25 to \$60 per week will get \$9, or 15 percent of \$60; those over \$60 will receive a straight 15 percent.

3—New minimum rates, meeting the ANG Wage Program of \$65 for reporters, \$40 for stenographers, and \$35 for typists. In numerous instances, increases in minimums exceed 15 percent. In such cases, the new minimum will be met, resulting in increases in excess of 15 percent for a considerable group.

New Officers For Rochester

Rochester, N. Y.—Thomas F. Hicks, veteran Guildman, was elected president of the Rochester local at a city-wide meeting. Hicks is vicinity editor for the Democrat & Chronicle, and retiring unit chairman.

Rose Sold of the Times-Union unit was elected vice president. Donald Jagger, Times-Union, was re-elected secretary-treasurer. Mrs. Joan Lynn Schild, retiring president, was named delegate to the CIO council, with Jean Walrath.

Donald Record was named Democrat & Chronicle unit chairman, and Charles Wagner was elected Times-Union unit chairman.

EL PASO GETS PAY RAISE

El Paso, Tex.—New contracts providing for \$2.50 to \$5 increases have been signed by the El Paso Guild with the El Paso Herald-Post and Times.

The first to three year reporter minimum steps were increased \$2.50, while the top minimums remained at \$50 in the sixth year. Servicemen will receive credit for time spent in service toward severance pay.

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4—A full Guild shop, except for negotiable and arbitrable exclusions limited to management-executive positions. About 10 minor changes in conditions also were negotiated.

Guild negotiations were conducted by a committee headed by President Don Schram and Executive Secretary Paul Weber. Management representatives were Henry C. Weidner, business manager; Dale B. Stafford, managing editor, and Norman Applebaugh, secretary of the Detroit Newspaper Publishers Association.

New editorial top minimums include \$65 for four-year reporters, artists, photographers and women's department writers, up from \$60.25; for copywriters, rewrite men, financial editor and assistant state editor, \$78, up from \$66; special writers, editorial writers and reference room head, \$78, up from \$65.45; for assistant city editors \$85 flat, up from \$73.50; for telegraph and state editors \$85, up from \$65.45; for head copywriters \$85, up from \$71.50; makeup and picture editors \$83, up from \$68.

On the business office, advertising and inside circulation minimums, increases ranged as high as \$14.75, with most of them running \$4.75 to \$9 a week better than former rates.

The effect of minimum rate increases in excess of 15 percent, the addition of \$1 for those now receiving less than \$55.25, and the floor of \$5 brought a yield of 16.6 percent, average from a 15 percent formula.

Actually, no increase will be less than \$6, because those at the floor will receive the extra \$1.

Wage Increases Are Secured At Washington Times-Herald

Washington—A general increase ranging from \$2 to \$7.50 for employees earning under \$90 has been negotiated by the Washington Guild in a wage reopening of the Times-Herald. Raised are retroactive to Nov. 5.

After Jan. 1, reporter minimums will be increased from \$53.75 to \$65 in the fourth year. Copy writers and deskmen minimum is \$70 after one year's experience, and for department heads and editors \$75.

Wage Gains on Two Papers Registered in Cincinnati

Cincinnati—Wage increases averaging 12 percent, increased minimums and other gains have been won by the Cincinnati Newspaper Guild in agreements reached on contract renewals with the Post and Times-Star. The former covers editorial, commercial and maintenance employees, and the latter commercial employees.

All employees on both papers will get a general increase ranging from \$3 for those earning up to \$24.99 to \$6 for those earning \$50 and over. On the Post (Scripps-Howard), \$3 will be retroactive to April 25, expiration date of the old contract, and on the Times-Star the same amount will be retroactive for 22 weeks.

Other Post gains were a two-cent increase in mileage allowance, a clause providing for time and one-half overtime payment, replacing a provision tied to the Fair Labor Standards act, and improvement of the holiday clause.

Under the new Times-Star agreement, returning servicemen will have their time in service credited toward wage increases and other benefits, and management will give advance dismissal notice.

Only issue in dispute is renewal of maintenance of membership in the Post contract. This issue will be submitted to the Newspaper Commission, and if the commission rules for inclusion in the Post case, maintenance will be written into both contracts.

New York Minimums

Reporters, photographers, artists
To start \$40.00 \$40.00
After 6 months 45.00 45.00
After 1 year 50.00 50.00
After 2 years 55.00 55.00
After 3 years 60.00 60.00

Writing reporters, rewrite, copywriters
To start 75.00 75.00
After 1 year 85.00 85.00
After 2 years 90.00 90.00
After 3 years 95.00 95.00
After 4 years 100.00 100.00

Stenographers, telephone operators
To start 30.00 32.50
After 6 months 35.00 35.00
After 1 year 40.00 35.00
After 2 years 45.00 40.00
After 3 years 50.00 45.00

Typists
To start 20.00 20.00
After 1 year 22.50 22.50
After 2 years 25.00 25.00
After 3 years 27.50 27.50

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Other Post gains were a two-cent increase in mileage allowance, a clause providing for time and one-half overtime payment, replacing a provision tied to the Fair Labor Standards act, and improvement of the holiday clause.

Under the new Times-Star agreement, returning servicemen will have their time in service credited toward wage increases and other benefits, and management will give advance dismissal notice.

Only issue in dispute is renewal of maintenance of membership in the Post contract. This issue will be submitted to the Newspaper Commission, and if the commission rules for inclusion in the Post case, maintenance will be written into both contracts.

As the All-Guild Quartet Performed at Cleveland Party



An all-Guild quartet gave out with the melody at a party for 250 members of the newly-formed News Varsity club in Cleveland. Employees with 10 or more years of service were inducted by Guildman Ed Bang.

Newspaper Unions in Grand Rapids Act to Form Organization

Grand Rapids—Representatives of the Grand Rapids Newspaper Guild, Typographical, Pressmen and Stereotypers' unions at a meeting voted to establish a Grand Rapids Council of Newspaper Unions to promote co-operation and harmony between the various unions on the local papers, and to exchange information.

Peter H. Harvey, Guild president, was elected temporary chairman. Plans for setting up a permanent organization will be made at a meeting in February.

WILKES-BARRE 'BUFF' NOW HAS FIRE-FIGHTING DIPLOMA

Wilkes-Barre—The "buff" who used to break out of Guild meetings or picket lines here to hop apparatus on way to fires is the first resident of northeastern Pennsylvania to complete the University of Chicago's course in municipal fire administration.

He is Sheldon Clark Wintermute, now a petty officer second class attached to the U. S. Navy fire fighters at Newport, R. I.

But Wilkes-Barre Guildsmen know him best as the person who could hear a fire siren a mile away, sprint from his seat and down three floors to wave down the apparatus so he could get a hitch to the fire.

Wintermute took his course in fire fighting by correspondence and sandwiched it between his



duties with the Navy. For almost two years he was attached to the Navy's fire fighters at Sampson (N. Y.) Training Base, teaching the inductees how to put out fire aboard ship.

Superseniority Idea Invented By Hershey Exploded by Arbitrator

Washington (LPA)—Superseniority received another body-blow with an arbitration award which repudiated the anti-union interpretation of the Selective Service Act by Director Hershey. Hershey's construction of memorandum 190-A, issued by the selective service system and used by anti-labor employers as a union-busting weapon, was exploded completely by Dudley E. Whiting, arbitrator in a dispute between the Dow Chemical Co., Bay City, Mich., and the United Auto Workers-CIO.

The superseniority memorandum, Whiting found, "is not a rule or a regulation... by which the parties are bound. The act does not empower the director to promulgate rules or regulations of that nature and the memorandum does not purport to be such." The arbitrator emphasized that the selective service interpretations of the act have little or no value and that Hershey's construction of superseniority is his own invention.

Whiting declared that: "Since the statute itself is perfectly clear and unambiguous, it would be highly improper and contrary to accepted rules of statutory construction to distort its lan-

guage to conform with the executive construction of the act made by national headquarters of selective service system."

Meyer Bernstein, of the CIO Veterans Committee, pointed out that while the Dow case deals with layoffs, nevertheless, "the principle, namely, that superseniority is contrary to the clear intent of the law, can be applied to any case involving the relationship of older employees to veterans with less seniority."

Knoxville—Wage increases in line with the ANG Wage Program ranging from \$3 to \$18 per week, a Guild shop, and three weeks' vacation after three years are among major provisions of proposals for a new contract at the News-Sentinel, Scripps-Howard paper here.

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Parleys Begun For New Denver Post Contract

Denver—With Guild bargaining rights established for the Denver Post commercial departments in an NLRB election, by 72-to-55 vote, the Guild and Post management have begun negotiations for a 1946 contract for both editorial and commercial departments.

Ward B. Melody, ANG international representative, led the Guild negotiators in the opening discussions, with Byron B. Benson, Denver Guild president; Sam Lusky and Al Nakula of the News unit on the general committee.

COMPANY OBJECTS

F. W. Bonfil, Post business manager, objected to classification proposed by the Guild for the commercial employees, and the Guild immediately began preparing arguments in support of its groupings for presentation at a second meeting by Jan. 1. The Guild's wage proposal for the new departments is modeled closely on the recent ANG Wage Program.

Management demurred at taking up the 1946 proposals for the editorial department until agreement is reached on the long-delayed 1945 contract. This question was to be discussed further also at the second conference.

A number of non-wage issues are awaiting ruling by the WLB Newspaper Commission, to which both sides submitted them. Wage questions will be settled in negotiations here.

After the NLRB election, management made a horizontal wage increase of 10 per cent, retroactive to Aug. 18, for all employees of the editorial and commercial departments. Since then the Guild and the Rocky Mountain News have signed a new 1946 contract with general 15 per cent increase, written into contract minimums, and a top minimum for reporters of \$60 after four years.

CHARGES FILED

A few cynics want to give this gift horse a good look in the mouth, but after all—\$14 is \$14.

Aug. 15—management announced, with fanfare, that as a result of the lifting of wage stabilization, it is privileged to raise minimums to \$245. (Parenthetical note: As agreed upon with Guild negotiators earlier.) So the honored dozen, whose work two weeks earlier was worth \$14 a month more than minimum, now get \$259, don't they? But no. They get \$250. Simultaneously and mysteriously, the premium value of their work has depreciated by precisely \$9 a month.

And here's the pay-off. The new contract is retroactive to June 26. Each man will get the difference between \$250 and his pay during that period. So the more he received in pay "raises," the less he will get in retroactive pay. His

Our Daily Bread ...

Philadelphia—Members of the Philadelphia-Camden Guild, at a membership meeting adopted a resolution protesting proposed fact-finding and cooling off legislation sponsored by President Truman.

A covering letter termed the proposals "a move backwards for labor and a repeal of the new deal."

The resolution said the proposal would shackle labor.

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Wilkes-Barre Re-elects Two Veteran Heads

Wilkes-Barre—Wilkes-Barre officers—President Joseph Collis and Secretary-treasurer Anne Poskaitis—have been retained by the local for another term.

Nominations were made at the local meeting in December and none of the nominees was opposed.

Collis will start his sixth term as president, having taken over the presidency in 1940 when Edward Donohoe, new president of the Scranton local, resigned.

Miss Poskaitis will start her fourth term as secretary-treasurer. Under her guidance the local has maintained steady membership on the ANG Honor Roll for paid-up membership.

Other officers nominated and elected without opposition were: first vice president, Arthur Rice, Times-Leader, Evening News editorial; second vice president, Charles O'Connell, Times-Leader, Evening News editorial; recording secretary, Mrs. Robert Weiss, Record editorial.

Mrs. Gertrude Thomas was appointed chairman of a committee to arrange a dinner in January when officers formally will take their posts.

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Oakland Unit Celebrates at Annual Meeting



Left to right, Frank Tierney, representative assemblyman for the Post-Enquirer unit; Robert Syman, new unit chairman; Mrs. William McCloskey; Gordon Bennett, former unit chairman; Harry Koch and William McCloskey.

Oakland, Cal.—Emphasizing cordial relations that exist between management and the Guild at Oakland's Post-Enquirer, a bottle of fine wine was sent to every table at the annual election meeting of the unit at a local cafe recently, the gift of Managing Editor G. W. Roe.

Nearly 75 members of the staff attended the annual get-together, which was featured not only by the selection of new unit officers for 1946, but by the first steak dinner since the war.

The meeting was partially in the nature of a celebration over recent conclusion of contract negotiations, wherein substantial pay

raises and improved working conditions were won throughout the Post-Enquirer and four San Francisco papers, the San Francisco-Oakland Guild. Included were retroactive pay increases for 34 weeks.

SPONG President Al Dipman, Executive Secretary Bob Brown, and International Vice President Floyd Healy were guests.

Robert L. Syman, editorial department, was elected 1946 unit chairman to succeed Leonard H. Verburg, who was a member of the contract negotiating committee.

William Ryan, former SPONG president, was re-elected vice chairman, and Rosta M. Bunn and Marian Retynski were retained as treasurer and secretary. All four elections were unanimous.

Dancing and entertainment followed the meeting.

SPONG Elects Gray President

San Francisco—C. W. Gray, first vice president of the local and former unit chairman of the Examiner, has been elected president of the San Francisco-Oakland Guild. He won over Charles Raudebaugh, 408 to 178. Gray succeeds Al Dipman.

Three vice presidents were elected unopposed. They are: James Murray, Vernon O'Reilly, and Hal Weller. Frances Grubb was named recording secretary, and Bob Brown was re-elected executive secretary. Florence Hertel was named treasurer, unopposed.

With the signing of a new contract, Wilkes-Barre members collected sizeable checks for retroactive increases. Above, left to right, Elmer Williams, Mrs. Robert Weiss, Wilbert Taylor, and Michael Drugash are counting their \$150 each in back raises. All are on the Record. The company set a record by paying off before the contract was typed and signed.

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Legion Plan on Conscription Favors Rich

Washington (LPA)—The American Legion has renewed its annual request for peacetime conscription in testimony before the House military affairs committee. It presented the Legion plan, which calls for intensive basic training up to four months for all youths between 18 and 20, and those of 17 who have parental consent. Trainees would have several ways of completing the remainder of their year's training, either in the armed forces, the National Guard, the ROTC or special work in college or industry.

AFL spokesman Lewis Hines made an immediate attack on the Legion proposal. Calling it a plan to institute a "class and caste system," Hines charged that the Legion proposal would benefit the sons of the rich. He said sons of working men would be forced to take 12 full months of training; those who could afford to go to college were given the chance to become officers, or work in school or industry.

Asked whether wages paid regular trainees under the Legion program should equal regular army wages of \$50 a month, S. Perry Brown of Beaumont, Tex., who testified for the Legion, said he did not think so.

With proponents now having 131 days as against 7½ days for the opponents of conscription the House committee has agreed to recess the hearing until Congress reconvenes. With over 70 organizations opposing the military training proposals still demanding to be heard, the extension of time was considered a victory against the Army, which has sought to stifle debate on the issue.

Massillon Publisher Loses in WLB Appeal on Guild Contract

Washington—The National War Labor Board has issued a directive denying an appeal by the publisher of the Massillon (Ohio) Evening Independent from a Newspaper Commission order, issued last May, which directed that provisions for severance pay, servicemen's benefits, and overtime retroactivity be written into a contract.

The WLB action brings to a close a dispute which has been before the commission and the board for nearly two years, and is expected to result shortly in the signing of an initial contract with the Massillon paper.

Negotiations for a contract began in February, 1944. A month later the paper was sold, and the new publisher refused to continue negotiations on the grounds that

Elizabeth Units Slate Get-together

Elizabeth, N. J.—Members of the Elizabeth Newspaper Guild will hold a get-together Jan. 6 at LeFree's Cocktail Lounge in Roselle Park. The affair is to bring together members in all units in Elizabeth, New Brunswick, Long Branch and Plainfield.

Big Pay Day at Wilkes-Barre

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Caught ON THE RUN

GMC Christmas spirit



General Motors, in its vicious attitude toward the UAW and the UAW strikers, couldn't even drop its campaign for a moment when sending out Christmas greetings.

One of the GMC press agents (Doug Stengel) shipped to newspapers a mimeographed blast at UAW, filled with the mathematical distortions used in the big paid ads, as holiday greetings.

Bearing the imprint of General Motors Corporation and labeled "background information," and "confidential and personal," Stengel's own brand of Christmas whimsy opened up:

"Did you ever think your wife unreasonable? Well, I did. Did you ever have trouble making both ends meet? Well, I did. Did you ever get peeved with your boss? Well, I did. But hell, that's nothing. Wait until you have trouble with the UAW!"

Then came the usual song-and-dance about the "reasonable" company offer and this plaint:

"This unreasonable strike brings no holiday for anyone in public relations or in top management. It is one damn headache, especially for one no longer young, no longer thin and wiry, no longer sparse of gray hair. . . ."

Having peddled his GMC publicity, Stengel closed (without any more profanity) with "A very Merry Christmas and a Happy New Year."

For the record, let it be noted that the same mail brought a release from UAW headquarters saying the union again was offering to negotiate.

Our friend Hemlock Peterson observes that Stengel should have delivered his GMC yuletide message (above) at the end of a 10-foot pole.

Answering several queries as a result of Wilbur Baldinger's piece on the UAW strike: Contributions to the UAW strikers at General Motors should be sent to UAW-CIO (General Motors Dept.), 411 West Milwaukee Ave., Detroit, Mich.

It's pretty cold on the picket line.

The rather well-known executive secretary of the Detroit local now is known as Paul WALTER Weber, but that doesn't mean he's going high hat.

The Guild Weber publicized his middle name when billboards were splashed with posters heralding the appearance of one Paul Weber at a Detroit bistro. The bistro Weber was billed as "the swing master of the Hammond organ," stirring all kinds of comment which Paul (Guild) Weber didn't appreciate.

Paper holiday



With newsprint running short, the NY Post didn't publish the Saturday and Monday before Christmas, in order to remain within its quota for the rest of 1945. The Post normally does not print on holidays.

The Post's paper problems stemmed from increasing circulation.

All employees were paid during the two-day printing holiday, however. Two columns were devoted to explaining what was happening to various comic strip heroes during the holiday.

New York papers were able to build up a little newsprint surplus due to suspending publication for 17 days during a strike of deliverymen last summer.

A perfect record on grievances has been set by Rufus Swaim, chairman of the Detroit News maintenance unit. During 1945, Swaim settled 19 grievances successfully.

In the midst of negotiating and signing new contracts (with pay raises) Detroit Guild officers had another headache. The Michigan Bell Telephone Co. expanded and took over four more floors, forcing the Detroit Guild office to move.

New address, the first of the year, is 58 Adams west (608 in the Fine Arts building).

HEADS PHOTOGRAPHERS

Chicago—Guildsman Al Mosse, veteran photographer for the Chicago Sun, has been elected president of the Chicago Press Photographers Association.

WASHINGTON ROUND-UP

Good Old 1945 - It Certainly Was Not an Ordinary Year

By ALAN BARTH
Washington Guild

Washington—It doesn't seem possible that historians will look upon 1945 as an ordinary year. They will have to give it some special title—most turbulent, perhaps, or most bewildered, or most terrifying.

How can this be an ordinary year when it was the year in which Shirley Temple got married? The event, with a single blast, moved us all measurably nearer to senility; since time has dared to touch her, he must have touched us all. And it was also a year in which Tommy Manville got married—again.

It was in 1945 that the house of representatives found it necessary to establish a standing committee on un-American activities—feeling, no doubt, along with the committee's prime mover, Mr. Rankin of Mississippi, that all who dare to exercise the elementary rights of American citizenship are indelibly tinged with un-Americanism.

The State Department was re-organized in 1945 by Ed Stettinius and re-organized by Jimmie Byrnes. Pat Hurley laid a dinosaur egg in the lap of the senate foreign relations committee. Colonel Lindbergh returned from a well-earned oblivion, to preach a new foreign policy based upon "Christian ideals," not including the Russian.

The congressional Pearl Harbor inquiry of 1945 has shown unmistakably (or has it?) that we should never have gone to war in 1941—and wouldn't have done so if FDR hadn't persisted in antagonizing the peace-loving Japanese.

I DO NOT KNOW how well these events which I have selected will jibe with those to be singled out by the AP as the biggest news stories of 1945 or whether they will be among those selected by historians as most significantly revealing the temper of our time.

But no event is small, or even insignificant. As Jeremy Taylor once observed, "No grain of sand is small in the mechanism of a watch."

IN 1945, THE MOST cruel and terrible war in the whole recorded history of mankind came, at last, to an end.

In 1945, the curtain was lifted a little to reveal depravities of which men scarcely believed that their fellow-men were capable.

In 1945, Franklin D. Roosevelt, a very great American, died in his post of leadership in the penultimate hours of trial, just before realization of the victory to which his life had been devoted.

And a very great Englishman, Winston Churchill, also died in

a certain sense during this fateful year. His leadership rejected as ill-suited for the future, he quietly stepped down from office to make way for new concepts of government embraced by the people he had served in war.

On a summer's day in 1945, men brashly unleashed the most potent and elementary force in nature. They showed how to shatter the foundation of the universe. The environment in which we live was radically changed in 1945. And we have yet to learn the adaptation to the change which will enable the human species to survive.

THERE WERE OTHER happenings in 1945—developments, rather than isolated events—which may have meaning to historians.

In San Francisco, a rudimentary, tentative, inadequate association of peoples was contrived. The acceptance of it marked the end of an era, certainly at least in the history of the United States.

The reorientation of this country in international affairs was signaled, too, by acceptance of the Bretton Woods agreements, by participation in UNRRA, by effective implementation of our adherence to the United Nations Organization.

These developments are not so much dramatic as portentous. They are beginnings. They mark a vital change in the attitude of Americans toward the world.

They point—waveringly perhaps, but not without hope—to the years that lie ahead.

WE TEND TO FORGET that Christmas, in origin, was a time of renaissance and commencement. And New Year's, too, is essentially a hopeful day. There is something heartening about our practice of dividing time into yearly segments. It affords at least the illusion of a fresh beginning in which old errors can be redeemed and a fresh effort made toward the ideal.

It is true of men, and may be true also of mankind, that the New Year brings new resolves—and new courage to accomplish them. This past year has been too full.

If we bid it farewell with a sigh more largely of relief than of regret, that is no bad sign. It suggests a moving forward. And if the moving is uncertain or slow, that is no occasion for despair. The attainment of perfection is not a prerequisite to the achievement of progress.

Hopefully, I wish all of you a Happy New Year.

"For Your Own Good"



—Cartoon by Seaman

THE GUILD REPORTER

Copyright, 1945, by the American Newspaper Guild (CIO)



Editor:
Wilbur E. Bade
Assistant:
Fred Jaeger

Guild Reporter deadlines at 63 Park Row, New York 7, N. Y.: letters and features—the Friday preceding publication date; news, Tuesday preceding publication; news bulletins, Wednesday preceding publication.

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ANG INTERNATIONAL OFFICERS

President: Milton Murray
Executive Vice President: Sam B. Enbanks
Secretary-Treasurer: William W. Rodgers
Regional Vice Presidents: 1—George A. Harris, 196 Cedar Ave., Arlington 74, Mass. 2—W. A. Copeland, 1403 So. Willett St., Memphis 6, Tenn. 3—Ralph Novak, 14824 Park Grove Ave., Detroit 5, Mich. 4—George E. Hutchinson, 1003 No. Niagara St., Burbank, Calif. 5—John T. McMann, 1 Christopher St., New York, N. Y.

At Large Vice Presidents: Joseph F. Collis, 352 Pierce St., Kingston, Pa. Chandler Forman, 3740 Columbia Ave., Lincolnwood 45, Ill. Floyd Healey, 1617 Grand Ave., Piedmont 11, Calif. Cervase Love, 2041 Appletree St., Philadelphia, Pa. Dorothy Rockwell, 1810 Calvert St., N.W., Washington 9, D. C.

International Representatives: Joseph C. Colangelo (Director for Wire Services). Edna Berger, Charles E. Crissey, Larry MacLean, Gerda Martin, Ward B. Melody, Stephen Ripley, Karl Weber. On leave: John Blawie.
Director of Research: Jean Weinstein.

International Headquarters, 63 Park Row, New York 7, N. Y.

December 28, 1945

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Vol. XIII—No. 1

CTU on United Press Wins \$9 Raise After Voting to Strike

After voting to strike, the Commercial Telegraphers Union (AFL) negotiated a contract with United Press providing for \$9 per week increases for operators and maintenance men, and an additional \$2.50 increase in minor bureaus, eliminating a differential. Increases are retroactive to

May 15. Negotiations had bogged down some time ago and no satisfactory offer was forthcoming from UP until the CTU voted to walk out.

Earlier, CTU members on INS had negotiated a \$9 per week pay boost.

DIE-HARD ALABAMA GRID FAN AWARDED TRIP TO ROSE BOWL

ris, News-Sentinel sports writer and active Guildsman, consistently rated Alabama's Crimson Tide over the Army Cadets in the Associated Press football polls, he knew what he was doing.

Week after week the Tide read where Alabama had a first place vote, and from Newsweek and others they learned that Harris was

the diehard for the Tide.

Last week Harris accepted an invitation from the University of Alabama to be a Crimson Tide guest when the team plays Southern California's Trojans at the Rose Bowl game in Pasadena on New Year's day.

Who'll win? "That's easy," says Harris. "Alabama."

CURRENT AGAIN PREXY IN LIMA

Lima, Ohio—Members of the Lima Newspaper Guild have elected Wayne Current to his third term as president of the local.

Clair Miller was chosen vice president, and Phyllis Wentz was re-elected secretary. Evelyn Greenland was named treasurer.

Maintenance Plan Upheld

Grand Rapids—The Newspaper Commission has issued a recommendation that a standard maintenance of membership clause be included in the current Guild contract with the Grand Rapids Press. Renewal of the maintenance provision was the only issue in dispute in the contract which expires next May.