

The GUILD REPORTER

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Cleveland Ups Top, Gets Raises After Press Strike Move

Cleveland, O.—Move towards a strike vote by the Cleveland Press Unit brought quick conclusion to city-wide negotiations in Cleveland, with Local No. 1 upping top minimums from \$105 to \$114 in the sixth year, getting general increases up to \$7 a week, and an "alternate benefit" severance clause.

The terms cover three dailies, the Scripps-Howard Press, the Plain Dealer and the News.

Agreement came in the last hour before a strike vote of the Press unit. Some forms of job and union security were accepted by the publishers for the first time in Cleveland.

Extensive changes in all categories of minimums brought the starting rate for the reporter-photographer - artist - salesman group to \$50 for the first six months, \$55 for the second six months, up to the top of \$115. This is a \$10 increase in the sixth year.

General wage increases were as follows: \$3 for those earning up to \$50, \$3.50 for the \$50 to \$70 bracket, \$4 for the \$70 to \$90 group, \$5 for those in the \$90 to \$109 category, and \$7 for all above \$109.

The minimum boosts were the greatest won in recent years.

Also established for the first time in Cleveland was the alternate benefit plan, recognizing the principle of severance, as against dismissal indemnity.

The alternate benefit plan gives a retiring employee his full severance pay of 42 weeks at his highest salary when he reaches 65, or he may retire on the same terms at 57 if he has 25 years of employment. There is a provision that he shall not take employment in a substantially equivalent job.

The contract will run one year—the expiring one was a two-year deal.

A new employee will get the experience rating equal to his pay bracket if he is hired over the minimum, a new clause.

For the first time premium pay is established for holiday work—an extra half-day's pay for any work performed on a holiday or holiday eve.

A \$9-a-week guarantee for those who must use their ears also is new.

Agreements were reached outside the contract for notification of the Guild when employees advance into different dues brackets and in the case of the Press for advance notification of dismissal. The other two dailies already had the latter clause.

Terms are retroactive to Nov. 1, when the old contracts expired.

Although a start toward job and union security was a major gain, settlement was reached in one of the shortest but hardest-fought negotiations in many years. Almost continuous sessions.

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Five Months' Retro Cash Makes Turkey Day Payday At Philadelphia Inquirer

Philadelphia, Pa. — A happy coincidence brought 800 members of the Philadelphia-Camden Newspaper Guild employed at the Philadelphia Inquirer their retroactive pay-increase checks from the new contract the day before Thanksgiving.

The new agreement, running for two years and retroactive to June 1, provides for increases of from \$3 to \$13 weekly, totalling a half-million dollars for the contract term.

General increases provided for are:

\$30 to \$39.99	— \$3.00
\$40 to \$59.99	— \$4.00
\$60 to \$79.99	— \$5.00
\$80 to \$99.99	— \$6.00
\$100 and over	— \$7.00

These increases plus an additional \$1 on top minimums brings the top minimums of reporters to \$120 and display advertising solicitors to \$110.

An increase in the night differential from 50¢ to \$1.00 gives late shift journeymen reporters and deskmen an additional \$2.50 a week and moving back the

night-shift hour from 10 p. m. to 8 p. m. brought more than 250 members under the differential, giving them a total contract raise of \$13.

Other contract gains eliminate the exemption of the Washington and Harrisburg bureaus from the 5-day, 40-hour week, and boost severance pay on voluntary retirement from 31 to 40 weeks.

In the six months of negotiations, the Guild successfully fought off an attempt to weaken the Guild shop through arbitration of inclusion under the Guild shop of "newly created positions."

The contract provides for a reopening on wages June 1, 1953, with arbitration if no agreement is reached.

Guild negotiators included President J. Edward Klein, Treasurer Roberta Bailey, Vice President Aaron Rosenfeld, Unit Chairman Norman Collie, Controller Earl Gilbert and Administrative Officer Dave Schick.

Tough Erie Unit Ends Strike, Writes Ticket on Grievances As Dispatch Learns Hard Way

Erie, Pa.—The Dispatch unit of the Erie Newspaper Guild wound up a 10-day strike "writing the ticket" and putting in contractual form settlement of 14 grievances which blazed trails in collective bargaining.

The Erie Guild dealt with a complexity of grievances, which it was unable to adjust without strike.

The contract spells out a whole series of protections, including re-employment, job assignment, sick leave rights and pay of 10 Guild members, and contained a provision defining rights of alcoholics.

Peace came with the Guild strike committees well-ordered and with reserve pressures unapplied.

Dispatch Guild members got back to work for the Sunday edition in this highly competitive newspaper city.

The 10-day's open war was the second showdown in the seven-year history of the Guild at the paper. The first, last August, was a "quickie" when Publisher Edward Lamb of Toledo, Ohio, made a flying trip to Erie and "settled" his problems verbally within 24 hours.

Lamb, however, then left matters in the hands of his newly-named Erie representatives, who played with language and loose ends in sessions with the Guild committee.

This time the Guild struck—and dug in.

Members of the Guild grievance committee, headed by Dispatchman Don Bailer, had talked to small avail for three months. Language on the August problem remained unwritten and unsolved grievances piled up.

Then came the kicker: Bailer, committee chairman and for seven years a Dispatch reporter, rewriter and columnist, was transferred summarily to the night-side copydesk.

The unit struck at a night meeting Nov. 12.

Along with nine other cases affecting individual Guild members, the case of Bailer was solved in the strike settlement.

Collective bargaining and grievance sessions with management continued through the picketing.

State Mediator Troy Burns of Meadville, on management's invitation, assisted during the last five days and down the home-stretch for an estimated total of 36 solid hours. Federal Mediator Grover Stainbrook also assisted during one midweek session.

The strike, at least according to one impartial observer, was a "friendly" one. A local radio interviewer made the comment after a broadcast five-minute Q&A chat with Len Khelos, Dispatch unit chairman. Len, corralled after a mediation session, gave the public its first break on the issues in dispute.

Wire service coverage, as evidenced in papers from outside Erie, was disappointing. Earliest reports originated in the struck plant, and an imaginary "Guild spokesman" was never quoted.

Chief harassment, outside the rumor factory, was printed and word-of-mouth sharpshooting at Grievance Chairman Bailer, whose arbitrary transfer tipped the long-teetering pile of 13 grievances.

Management resorted to a "false front" advertising agency to keep advertising copy flowing.

The agency, of which Fred McCauley, Dispatch advertising manager, is a prominent member, added a number of telephone solicitors.

McCauley made the calls on merchants, picked up the ads and crossed the picket line.

With Assistant to the Publisher W. Howard (Peg) Parsons and Vice President Paul Albracht tied down by the strike negotiations, the Dispatch managed to publish while the noose tightened.

Society Editor Hy Yaple and Woman's Page Editor Dorothy Conboy turned reporters and even covered police beats by phone. The day the strike started they crossed the picket line shoulder to shoulder.

Editor James Blissell and Assistant to the Editor Richard Haratine also helped by doing such duties as copyreader and sports editor.

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Pick Three New Guild Delegates To CIO Session

Because the CIO convention next week was shifted from Los Angeles to Atlantic City, the Guild's delegation to the sessions has been changed as to personnel, by direction of the IEB, whose members were polled on the move.

Guild delegates will be Harry Martin, ANG president; Ralph B. Novak, executive vice president; Sam B. Eubanks, executive secretary of San Francisco-Oakland local; John H. Thompson, of Boston, regional vice president; and J. Edward Klein, president of the Philadelphia-Camden local.

Eubanks replaces William J. Farson, secretary-treasurer, who is on the west coast now and who had planned to combine vacation time with attendance at the Los Angeles sessions. Thompson serves in place of western regional Vice President Al Dipman, and Klein for Arthur Atwell, Los Angeles local president.

Committee assignments will probably place Martin on the resolutions committee, Novak on constitution, and Thompson on officers' reports. Eubanks will represent the Guild's interest in press expansion, as furthered in Eubanks' survey of the need for a national labor daily newspaper.

Martin Sends Message On Death of AFL Head

The death last week of William Green, president of the American Federation of Labor since 1924, prompted ANG President Harry Martin to send the following message in behalf of the Guild to George Meany, AFL secretary-treasurer:

"Heartfelt sympathy from the officers and membership of the American Newspaper Guild is herewith extended to the American Federation of Labor in the loss of President William Green. He was a dedicated and devoted servant to advancing the cause of an improved lot for the work-

ing men and women of the United States and the world.

"It had been my personal privilege, as representative of the CIO, in England in December of 1949 to share with him in an official presentation ceremony connected with the dedication of a workers hospital which the two great American labor movements had helped to make possible. I was impressed then, as always, with the sincerity, the vigor and the effectiveness of his leadership. We share with the AFL and the family of President Green in the sorrow over his passing."



HALF-MILLION DOLLAR BOOST—The two-year contract here being closed for Philadelphia Inquirer employees by the Philadelphia-Camden Newspaper Guild means an increase of \$500,000 for its beneficiaries. Seated, Local President J. Edward Klein and Stewart Hooker, personnel director for the Inquirer. Standing, Dave Schick, Guild's administrative officer; Fred Chait, of counsel for management; Roberta Bailey, Guild treasurer; Aaron Rosenfeld, local vice president; and Donald Kahn, of management.

TAFT-HARTLEY AMENDMENTS IN THE MILL

Ohio Senator Planning Changes Without Waiting for Eisenhower

By PUBLIC AFFAIRS
INSTITUTE
Washington, D. C.

DURING THE RECENT campaign President-elect Eisenhower promised that, if elected, he would call a conference of industry and trade union representatives to consider changes in the Taft-Hartley Act.

Senator Robert A. Taft (R., Ohio), however, one of the co-authors of the original Taft-Hartley Act, has not waited for such a conference. As ranking minority member of the Senate Labor Committee he has had his own experts on the staff of the committee. At the Senator's direction they have been preparing changes in the Act.

So, while he was in Cincinnati after the election, he passed the word on to his people to shape up these proposed changes. Taft will introduce them in the new Congress which opens January 13 and he will be chairman of the Senate Labor Committee which will first consider them.

AT PRESENT TAFT is preparing to propose eight changes. They are largely a rehash of his 28 changes which passed the Senate in 1949 but were stopped in the House. The eight changes are:

1. Removal of the provision which denies a vote in National

PAC Needs Expansion, Wider Contact, Says IEB

The Guild's International Executive Board believes that CIO's political action committee should be both overhauled and expanded, with new emphasis on grass roots participation in candidate endorsement.

The November meeting of the IEB spent considerable time in a round-table report of PAC activities in the national elections. A drafting committee noted the details of the discussion and later in the three-day session the board adopted unanimously the following statement, to be forwarded to CIO leaders and PAC officials:

"The International Executive Board of the American Newspaper Guild devoted much of its November meeting to re-examining the role of CIO-PAC in the light of the recent elections.

"Experience in our locals showed, the ANG believes, that what is needed is more, not less, political activity by labor but that a new approach is called for in an expanded CIO-PAC program.

"Where CIO-PAC was well organized and was able to rally enthusiastic support by rank and file members behind strong candidates, the results were in some instances spectacular.

"For example, in Illinois, in the face of a Republican sweep, CIO-PAC was credited with unseating a labor-baiting congressman, Rep. Vail. In another Illinois district CIO-PAC had a part in re-electing the brilliant, liberal young Democratic congressman, Sidney Yates.

"In an industrial community near Chicago, CIO-PAC did a splendid job of registering and getting out the voters and in winning the polls on Election Day. Democratic leaders generally concede that CIO-PAC had an important part in the defeat of reactionary US Senator James K. Eastland and Rep. Bakewell, who voted for the Taft-Hartley Act.

"Many other instances could be cited of CIO-PAC's contribution to the paradox of a landslide victory for Eisenhower being reflected by only an uncertain majority in both houses of the new congress.

Labor Relations Board elections to strikers—and gives them to workers who take their jobs. In speaking before the AFL convention Eisenhower agreed with union leaders that this was a "union busting" provision. Taft calls this an imaginary fear but is willing to go along with the change.

2. Strengthen the section outlawing secondary boycotts. Taft says there are inequities and loopholes.

3. Require employers, as well as union officials, to sign the non-Communist affidavit. Eisenhower had advocated this change.

4. Redefine the term "foreman" so that only those who actually perform management duties are excluded from the collective bargaining unit.

5. Revise the section dealing with union welfare funds so that the Secretary of Labor will have greater powers of "proper supervision."

6. Clarify the relations between the NLRB and the general counsel of the Board. This could have hidden meaning, such as a complete reorganization of the NLRB and its procedures.

7. Retain the penalties against unions or employers which strike or lockout during the 90-day waiting period but remove penalties to individuals.

"Tempering these somewhat cheerful examples is the frustration reported by rank-and-file members over the present operation of CIO-PAC in many places.

"A major source of resentment among local union officers and PAC chairmen, as well as of rank-and-file members is against what to them is the mysterious manner of awarding endorsements to candidates for state and local offices.

"It appears to them that endorsements are decided upon by a few CIO officers at the top without consultation with representatives of union locals.

"The ANG believes the CIO-PAC cannot reach maximum effectiveness until there is instituted a policy of broad consultation on endorsements that reaches into the union locals.

"In this connection the ANG believes a more effective means of two-way communication from the top of the PAC structure down to the rank-and-file members and from the rank-and-file to the top PAC leadership must be devised.

"The ANG also believes that where CIO-PAC has only a check between a candidate it cannot support and an opposing candidate who does not measure up to the standards of personal and political integrity and status, our people have a right to expect that neither candidate should be endorsed. In those rare cases where both opposing candidates are worthy of labor's support both should be endorsed.

"The ANG believes also that CIO-PAC should remain independent of the political machine, that machine candidates of any party should not be supported uncritically but should be judged on their individual merits.

"ANG is convinced that CIO-PAC can become a powerful and perhaps decisive force in restoring control of congress to the people in 1954 and in electing a liberal administration in 1956 if it expands CIO's political activity and brings into full participation local union officers and rank-and-file members."

8. Speed up procedures by the NLRB in hearing and deciding cases.

FROM A UNION standpoint, some of the changes are favorable while others are decidedly not. Several have hazy meanings and only the exact wording of the proposed change will show what is intended. The proposed changes do not, in themselves, come up to the greatest fear of many union leaders. No one is sure what else is to come.

One of the greatest fears held by union officials is that the combination of Southern Dixiecrats and Republicans will seek to outlaw industry-wide or nation-wide collective bargaining by regions. It would seriously weaken the strength of the unions across the bargaining tables.

So far as can be learned here in Washington, Taft is not inordinately concerned. This could have hidden meaning, such as a complete reorganization of the NLRB and its procedures.

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cluding such a change in his present plans. He does expect heavy pressure to be exerted by the National Association of Manufacturers and others for enactment, however. "A number of industrial organizations are going to have such bills introduced," he said. Hearings will be held on them if they come.

The present position of the Ohio Senator was recently summed up by him as follows: "If nation-wide strikes cannot be dealt with any other way we might have to consider a limitation of nation-wide bargaining to prevent monopoly in labor as well as industry. But, I have always regarded such a law as very difficult to draw and I do not believe that it is going to be necessary. A lot of in-

convenience is justified to keep the field of collective bargaining as free as possible."

NO CHANGE in the present method for dealing with so-called "emergency" strikes is presently planned by Taft. There are a lot of things he doesn't like about the provisions in the Act, he said. "But the more I look at them, the more it seems to me that the wisdom of the change is very doubtful." Still, he says he is willing to consider other solutions.

The core of this section is the 80-day cooling-off period. It has long been a target of union officials. He says it has not yet solved one dispute. Under the Act the cooling-off period would be obtained through an injunction.

Adopting a report by its special committee on press expansion, the Guild's IEB has directed a resolution to the upcoming CIO convention underscoring the necessity of supporting fully the Guild-instituted project for a national labor daily newspaper.

The Guild's committee comprises Milton A. Lapine, Adolph Rahm, Felix Wood and Chandler Foxworth, executive director of the Guild, and others.

The committee has been in touch with vice presidents of the CIO, to whom the matter of adequate financial support for launching the project had been referred, and who will presumably endorse the CIO convention.

The IEB's resolution: "The recent national election campaign, in which all means of mass communication were taken over by the Republican Party with a newly-developed saturation technique, has emphasized the high critical need for such a daily newspaper as the projected National Reporter."

"Since the endorsement of the project at the 1951 CIO convention, a broad general survey has indicated that sufficient support for such an undertaking exists within the labor movement.

"It is clearly evident that such a project can become self-supporting within a reasonable period of time, but that in the early stages it will be necessary to provide certain additional financing which is easily within the means of the CIO and its affiliates.

"Experience gained in pioneering the field is now beyond the trial and error stage, the knowledge to carry out the project successfully has been developed and the amount of capital required for the project can be estimated reasonably.

"Obviously it would be foolish to expect that this project can be successfully and profitably launched overnight. Like many of the great unions affiliated with the CIO, indeed like the CIO itself, the National Reporter cannot be expected to achieve a self-supporting basis at the very start. This will take time.

"The 1952 convention of the American Newspaper Guild reiterated its support for the National Reporter and appointed a special committee to cooperate with a committee of the CIO.

"The American Newspaper Guild has found almost unanimous support for the project at all levels of leadership in the

Representative Assembly.

Units are making preparations for election of unit officers and delegates and alternates to the Representative Assembly.

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Campaign Techniques Cited As Pointing Up New Need For Labor's Own Newspaper

Administration Renominated In New York Local

The present administration of the Newspaper Guild of New York was renominated at its state of local officers candidates at a meeting of the Representative Assembly of the local.

The slate, headed by Arthur Rosenstock, president, and Thomas J. Murphy for executive vice president was backed as before by the Committee for Guild Unity, which some years ago successfully fought communist influence in the big local.

The Representative Assembly of the New York Guild has the constitutional function of nominating officers and ANG convention delegates, though other nominees can be placed on the ballot by membership petition.

This year the Unit-Administration slate were the only names presented on the floor of the Representative Assembly.

The Administration slate for delegates to the Portland convention was nominated by the RA without opposition. The 1952 biennial election of officers will be held December 18 and 19.

The RA-Administration-Unit Slate:

President—Arthur Rosenstock, Post Unit; First Vice-President—Tom Fay, Herald Tribune Unit; Second Vice-President—Joe Kemmer, Standard & Poor's Unit; Third Vice-President—William Burgess, News Unit; Executive Vice-President—Thomas J. Murphy, Secretary-Treasurer—M. Michael Polster.

For the Executive Board—Eliason Callahan, News Unit; Gilbert Cant, Time, Inc. Unit; Greta Carlson, Mirror Unit; Gene Connolly, Standard & Poor's Unit; Jim Evans, World-Telegram & Sun Unit; I. Kaufman, Brooklyn Eagle Unit; Victor Lee, Journal-American Unit; Frank Marva, Journal-American Unit; Ed McQuamper, Post Unit; Morris Iushewitz, Labor Press Unit; Edward Johnson, Morning Telegraph Unit.

Members desiring mail ballots must request them by midnight next Thursday. Mail ballots are sent automatically to members of the Labor Press and Registered Units and those in military service or overseas.

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Union Label Promotion SFONG Wins San Diego Guild Heard Old in Labor Movement In Johnson In Arbitration Case

The Amalgamated Clothing Workers this month are emphasizing their continuing union label campaign for which the union has had a department set up since 1938, operating under a \$500,000 budget appropriated in 1945.

Many unions promote their label, but Amalgamated has the most extensive promotional program of selling the product its members make.

Amalgamated's "look for the label" slogan is not new. The idea dates back to the guilds the Emperor Pompius organized in ancient Rome.

The union label, first used in Europe, gained vigor when it crossed the Atlantic. Americans began to have an awareness of the necessity for social justice, and the American labor movement began to adopt emblems for its cause.

While the cigar makers are generally credited with being the sponsors of the earliest label in this country, a similar device

was used six years earlier, in 1889, by the Carpenters' Eight-Hour League of San Francisco. The league furnished a stamp to all planing mills operating on the eight-hour plan that they might identify the 10-hour mills. Originally, the cigar makers' label was a weapon for use against cheap labor on the Pacific coast. Its value soon became apparent.

In 1891 the barbers and retail clerks adopted a label, and after that many unions joined the ranks of label users each year until now the number has reached over 100 AFL, CIO and independent unions.

The union label has, in fact, become the symbol of progress in the labor movement. Many central bodies insist delegates show that they wear union-label garments.

Some manufacturers consider the use of the label a major selling point. The makers of two brands of cigars frequently advertise that their products have the union label.

teach and advocate the overthrow of the U.S. government, he did not intend to go to jail to support the U.S. Constitution.

GUILD MEN HONOR Zenger's Memory
New York local was represented by its president-elect, Arthur Rosenstock, and by the chairman of its RA, Bert Gumpert, at the dedication of School 18, the Bronx, named in honor of John Peter Zenger.

Zenger was arrested and tried more than two centuries ago, for criminal libel, and the case has served as a pattern for press freedoms, as well as enshrining Zenger as a patron saint of Journalism.

For the first time the editors and business managers did not appear in negotiations, turning the job over to lawyers and personnel men.

Unit Chairman Is 'Guinea Pig' To Test Contract Provision

Niagara Falls, N. Y.—Operating under a contract which provides for sick leave with pay but without provision for paid time off in the event of sudden emergency, members of the Niagara Falls Gazette unit of the Buffalo Guild have succeeded in proving a point.

Chairman Jack Allen was the guinea pig in the case. Reporting off when his wife was sick, but promising to come to work if he could locate a baby sitter, Allen found he was minus a day's pay when his check appeared a couple of days later.

Members of a committee presented the case to management for clarification of future policy on sudden emergency calls of like nature. Consideration was promised but no immediate action taken.

At a unit meeting, members voted to solicit donations to make up the lost day's pay for the chairman with the provision that a notice to that effect be placed on the Guild bulletin board.

San Francisco, Calif.—Mrs. Eva Putnam Johnson, central figure in one of SFONG's most important grievance victories, has been given a check for six months' back pay.

Management at the San Francisco Chronicle also has restored Mrs. Johnson to her former job of editorial research staffer.

When her case was taken to arbitration, Arbitrator John P. Trexell decided that she did not resign from her job last May as management had contended.

The fact that she was overheard to say "I'm not coming to work on Monday" was not the equivalent of saying to the Chronicle "I am quitting," Trexell held.

Erie Settles
(Continued from Page One)

Peoples Press, Erie CIO weekly covering northwestern Pennsylvania, gave the Dispatch strike play and full coverage. The Erie Dispatch of Sunday, November 23, gave page one space to not much, to the settlement.

"GRIEVANCE SETTLED WITH UNION NEWSMEN"
Grievances between members of The Dispatch unit of The Erie Newspaper Guild (CIO) and management have been settled, employees returning to their jobs Saturday.

The union caused a work stoppage Nov. 12. Members of four other unions with which the paper has contracts worked their regular hours and the newspaper published regular editions daily.

Informed observers here, reading between the lines of the Dispatch item, hoped Dispatch management had not resolved inter-union relationships to such simple sentences in its own mind.

The Guild grievance and negotiating committee, as constituted during the strike, included Bud Smith, Tom Macquire, Chuck Yost, Jerry Candela, Jack Ruines and Unit Chairman Kluch.

Paralleling the debates were the active strike committees and picketers, the militant men and women who powered the strike, the scene helping on some of the chores was Justin McCarthy, international representative, who was very pleased to get home for Thanksgiving.

The notice had been on the board for a matter of minutes when the managing editor asked Allen to remove it, explaining that he believed something would be done. The grievance group later was informed that the day's pay would be repaid if that future emergency would be recognized without loss of pay.

At the same grievance session, the Gazette Guildmen won an argument which had changed their payday from Friday to Saturday. Blamed on a day's change in the payroll week, management first proposed to cut one week's paycheck by a day's wages to make up for the shorter week. This was countered with the Saturday payday solution. The return to Friday was argued on the basis of the fact that employees with Friday's day off previously had been paid on Thursday afternoon and the payroll department should be able to prepare checks on a day-later basis on Friday afternoon.

San Diego—The Guild local awaits an arbitration decision from James F. Price, former chancellor of the University of Denver and former WLB regional panel member, on whether the Union-Tribune Publishing Company may continue to juggle hiring dates to gain more exemptions under the contract's Guild Shop clause.

The hearing was held in San Diego with Glenn R. Dodd, local president; Charles D. Wood, local grievance chairman; and Sam Rubenstein, administrative officer of SFONG, presenting the Guild's case. The arbitrator has until December 5 to give his decision.

The San Diego contract provides that no fewer than four out of five new employees must join the Guild as a condition of continued employment. An administrative understanding gives management the right to designate one person in each five hirings as exempt from mandatory membership. But if management fails to designate an exemptee, all five persons in a unit-of-five group must join.

The Guild insisted at the hearing that the units of five must be kept on the basis of on-payroll dates. Management said the list should be kept on the basis of the date on which management agreed to give the employee a job.

The Guild demanded that two non-members—the No. 2 exemptees in each of two units of five—be forced to join the Guild under the Guild shop clause in the new contract. Management contended it had promised the two they need not join the Guild and that if it were forced to dismiss them the two would have legal recourse against the company.

However, when the arbitrator ordered that the two exemptees be brought into the hearing for questioning, both denied that non-membership in the Guild was one of the conditions under which they accepted employment.

The Guild representatives told the arbitrator that management's attempt to substitute another date for the on-payroll date left the way open for manipulation of the list because the Guild had no check on when management agreed to hire a prospective employee.

The Guild also charged that management's stand was part of an attempt by the company to stick the editorial department of the morning paper—the San Diego Union—with exemptees. At least 60 percent of all exemptions taken have been in that department, although it makes up no more than 20 percent of the bargaining unit.

Eubank assisted in negotiating the Guild shop clause in 1951. He detailed the understanding reached at that time. He also noted that thousands of Guild members on Hearst newspapers work under a similarly worded contract and nowhere have other managements tried to use such a tortured definition of the words "newly employed."

Letters shall be limited to 300 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

During elections or referenda letters on the question to appear in the edition immediately preceding the distribution of ballots shall be confined to rebuttal of material appearing in the preceding edition.

Letters by people whose annual incomes do not all average even \$5,000. Yet they are all landed gentry, despite their lack of interest in community progress or understanding of personal advancement.

Colangelo, Recovered, Is Grateful For Good Wishes
HARRISON, N. Y. Editor: Because it would take me weeks to do it individually, I am taking advantage of this means of saying "Thanks" to all Guildsmen from whom I received messages of cheer during my recent illness.

There is no doubt in my mind that these good wishes contributed as much to my remarkable recovery as anything else.

JOE COLANGELO
New York Guild

Food Prices Lower

Lower prices for all kinds of meats were responsible for a 6.1 percent decline in the retail food price index between October 15 and October 27, according to Bureau of Labor Statistics. In a special survey of eight cities, BLS found the retail food price index at 322.3, a tenth of a percent lower than the previous week.

Likes Roberts' Analysis Of Election Results

Editor: How right Mr. Roberts is, in his conclusions about the recent election. And, unfortunately, his analysis of suburban voting is correct.

I live in a sprawling suburb largely populated by displaced New Yorkers and veterans, low-priced houses requiring little or no down payment and main-

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HARRY MARTIN IN ITALY—Guild President attended the congress of the National Federation of the Italian Press at Merano last month. Here, at the left are Vittorio E. Orlando, lone survivor of World War I's "Big Four," and Italy's president, Luigi Einaudi, at the right of Martin.

Martin Warns Italian Pressmen Against Totalitarian Propaganda

Guild President Harry Martin recently warned Italian newspaper men against totalitarian propaganda, while the leader of Italy's communist journalists sat near to him at the speakers' table.

Martin, attending the biennial congress of the National Federation of the Italian Press, held October 1 to 5 in Merano, Italy, was the only foreign participant invited to speak.

He appeared in a dual capacity, bringing greetings as president of the American Newspaper Guild and as vice president of the International Federation of Journalists, the new world organization of the free trade unions of journalism which he recently helped found at Brussels.

An interpreter standing beside Martin at the microphone translated paragraph by paragraph to the 300 journalists attending.

Di Vittorio, leader of the communist-dominated CGIL, was present, as were leaders of the non-Communist unions of Italy, because the Italian press federation has kept all journalist trade

union movements in one national organization. The federation is not a member of the new IFJ.

The Italian federation differs from the American Newspaper Guild in that it also embraces the "publicist," public relations writers, who, however, are grouped separately from newspaper workers for decisions on important union activities.

Vittorio Emanuele Orlando, the last of the World War I Big Four, presided over the congress as president of the federation. Italian President Luigi Einaudi attended.

Daily News Unit Bargaining With Strike Authority

The Newspaper Guild of New York is pushing Daily News negotiations with a strike vote of the unit behind the committee. The authority to call a strike was given after News unit members became incensed because the management would not accept a contract pattern set in The Times, Mirror and World-Telegram and Sun negotiations recently concluded.



DOIN' THE HOKEY POKE—Research into terphichorean ecologies is undertaken by Niagara Falls unit members at a party given for Tom Duddleston, vice president of the Buffalo local, on leaving the Niagara Falls Gazette for the Buffalo Courier Express. Getting first-hand-and-foot instruction from members of the chorus line are, left to right, Duddleston, Unit Chairman Jack Allen, Assistant City Editor Justin Riordan, and Undersecretary Art Muisener, the last named an off-duty guest.

No Eleventh Holiday For Guild-WSB In 6 NLRB Elections

It wouldn't seem possible that granting an 11th holiday to 25 employees of Bell Syndicate would help to disrupt the economy of the country. But that's what the Wage Stabilization Board said in effect when it denied a proposed 11th paid holiday which is contained in the New York Guild contract with Bell Syndicate.

"Denial of the 11th holiday," local Secretary-Treasurer M. Michael Potokor said, "is not only going against the wishes of both parties to the contract, but is actually unpatriotic. There are at least 11 national or state holidays which should be observed. In addition, every contract with the Guild provides for days off on religious holidays.

"In effect, what the WSB is saying, is don't take your religious holidays or don't observe the national or state holidays set aside to pay tribute to history-making events or people."

The WSB approved all other terms of the contract, including retroactive pay for 40 weeks.

The agreement was negotiated by Organizer Anthony Stella and signed last April. It provides for general wage increases of \$3.50 to \$5.50, retroactive to last Jan. 1.

The WSB also approved boosts in the schedule of minimums as well as a fourth week vacation after 18 years. The contract contains a clause providing for a night differential of \$1 per shift for work starting between 5 p.m. and midnight.

News Photographer Heads Lima Local

Lima — Robert K. Waldron, Lima News photographer, has been elected president of Local 166, succeeding Robert D. Kerr, court house reporter.

Other officers named were: W. S. Brown, vice president; Carol Shaffer, recording secretary; Stuart Borden, treasurer; Gene Pertine, corresponding secretary, and Tom Hunter and Mrs. Ruby Frysinger, trustees.

Members named to the negotiating committee were: Kerr, Chester Swegan, Robert E. Harrod, Frank J. Klein, Hunter, Brown, Wayne G. Current and Clair E. Miller.

The new officers will be installed at an anniversary dinner meeting Dec. 7 with officers of Typographical Local 296 administering the oath of office.

3-1 Ratio Attained In 6 NLRB Elections

Of six representation elections by the NLRB in the quarter ending October 31, the Guild has won five and lost one, it was shown in a report submitted to the IEB by J. William Blatz, director of organization. Additionally, the Guild was certified in one Canadian case without the need, under Canadian labour procedure, for entering on an election.

The total votes in all six elections were: For the Guild, 255; against the Guild, 85; for a ratio of exactly three to one.

Elections won were in Wilmington, Del., for outside circulators at the Journal & News; the editorial department of the Long Beach, Calif., Independent and Press Telegram; the San Diego, Calif., Union & Tribune's circulation department; the editorial department of the Norfolk, Va., Virginian-Pilot, and the commercial department of the San Mateo, Calif., Times and News-Leader.

The lost election was in the circulation department of the Long Beach papers, where a change of ownership had taken place.

The certification without election was in the Ottawa Journal's circulation department.

Following the report to the IEB, the editorial department at the York, Pa., Dispatch held an election, which was won this week.

Other pending recognition proceedings are at the Boston Post, where this week two consent election were arranged for next month, and at the Houston, Texas, Chronicle, in the circulation department. Unfair labor practice charges have been filed in the Houston instance.

In eleven areas where recognition has been obtained, first contracts are being sought, or in actual negotiation. During the quarter, three new contracts were closed, covering truck drivers at the Toronto Star, the outside circulation department at Wilmington, and the purchasing department at the Philadelphia Inquirer.

For his journey he is using a 20-foot canoe, equipped with an outboard 1.8-h.p. motor and a tarpaulin hood, and stocked with staple provisions. Further to cut down travelling costs, Moyer fitted the craft with a mattress, planning to sleep aboard when he ties up at night.

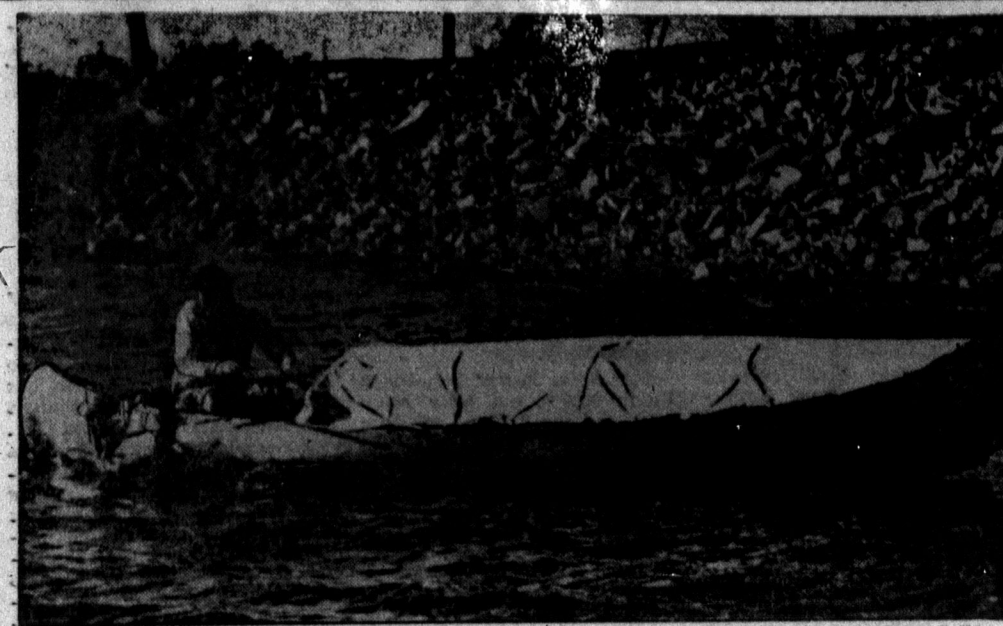
"No particular reason for the trip," Moyer explains. "It's just a good way of getting to New Orleans." Once there, he intends to store his canoe and get a job

aboard a tramp freighter, for the further experience of an ocean voyage.

His trip was started at Hudson, Wis., where he had made some trial runs in the St. Croix river, a tributary of the Mississippi. He acquired neither maps nor river charts to plot his trip, for, he says, "I can hardly get lost on a river going only one way."

Moyer began his trip in the crisp October weather of Minnesota, and his wardrobe included heavy woolen underwear, a sweater and a jacket, all of which he hopes to shed for lighter clothing as he moves southward.

Moyer is a member of the Twin Cities Newspaper Guild.



GUILDSMAN AFLOAT—Pat Moyer, member of the Twin Cities Guild, is on a long leave from his job, with maritime adventures in sight. Here he tries out the canoe in which he has started a river trip to New Orleans.

Takes 2,000 Mile Trip Down the Mississippi

St. Paul, Minn. — From St. Paul to New Orleans by canoe, a 2,000-mile trek estimated to take some four months, has been started by Guildsman Pat Moyer, a copy reader on the St. Paul Pioneer Press.

For his journey he is using a 20-foot canoe, equipped with an outboard 1.8-h.p. motor and a tarpaulin hood, and stocked with staple provisions. Further to cut down travelling costs, Moyer fitted the craft with a mattress, planning to sleep aboard when he ties up at night.

"No particular reason for the trip," Moyer explains. "It's just a good way of getting to New Orleans." Once there, he intends to store his canoe and get a job

Alan Barth Is Lecturer For Twin Cities Guild

Minneapolis — Alan Barth, longtime former conductor of the Washington Roundup column in the Guild Reporter, will deliver the sixth annual Guild Memorial lecture at the University of Minnesota Dec. 5.

Barth's book on civil liberties and anti-subversive programs in the United States, "The Loyalty of Free Men," recently won a Sidney Hillman Foundation award.

An editorial writer for the Washington Post, Barth has written a number of magazine articles and short stories. He won an ANG award in 1948 and a Sigma Delta Chi award a year later for distinguished editorial

writing. He was a Nieman fellow in 1948-49.

The annual Twin Cities Guild lecture was set up in 1947 under joint sponsorship of the University of Minnesota school of journalism and of the Guild, in memory of three Minneapolis Guildsmen who lost their lives in World War II.

Previous lecturers were Marquis Childs, Thomas L. Stokes, James B. Reston, Dr. Reinhold Niebuhr and Elmer Davis.

Know anybody who might join the Guild, if you asked him?

Brislin Wins Honors for Civic Service

Scranton, Pa. — For the first time in the history of the Scranton-Dunmore Community Chest, its top award for outstanding contribution to the advancement of the Chest and Welfare Council has gone to an individual wholly outside the Chest organization.

The "Red Feather" quill pen for this year's Chest campaign has been awarded to J. Harold Brislin.

J. HAROLD BRISLIN
Sports a Feather



J. HAROLD BRISLIN
Sports a Feather

Brislin, of the Scranton Times, in recognition of a series of promotional stories and features he wrote prior to this year's concerted drive for the community fund. It was formally presented to Brislin at one of the report meetings during the recent campaign.

Brislin is president of the Guild's Middle Atlantic District Council, of which his wife, Gene, is secretary. Both were delegates at the Portland Guild convention last July.

Ex-Guildswoman Keeps Assembly Seat in Recount

Minneapolis, Minn. — Former Guild member Mrs. Sally Luther was reelected as a member of the state legislature, but her victory was challenged and a recount was made.

First time her margin was 277 votes, which became an official 320 after the recount. Mrs. Luther is a liberal. Her defeated challenger was a conservative.

Mrs. Luther left newspaper work for her legislative duties and lecturing.

Boston Guild Appeals From NLRB Dismissal

Boston, Mass. — The Boston Newspaper Guild has filed an appeal with the National Labor Relations Board at Washington, from the dismissal, by the Boston regional office of the board, of the Guild's charges of unfair labor practices against management of Radio Station WBZ.

The radio station last July discharged Ann White, leader of the Guild's organizing campaign among her fellow employees. This action followed by two days the distribution in the office of copies of the Guild local's publication, the Guildman.

That issue contained a picture showing Miss White attending a Guild training institute session, and a story reporting that a majority of WBZ office employees had signed for Guild membership, and that organization was planned in other WBZ departments.

The Guild charged, before the NLRB, that Miss White's discharge was related to her Guild activity. Her work had been extravagantly praised by the station manager until she became interested in union activities.

Dismissing the charge, the regional labor board held that the Guild had not sustained the charge, nor had management been shown to have been aware of Miss White's Guild activity.

Pending outcome of the case,

the Guild has withdrawn an election petition covering WBZ employees.

Nieman Fellow Must Pay Full Dues in SFONG

San Francisco, Calif. — The question of whether a member on leave of absence to accept a Nieman Fellowship should pay regular dues touched off a pointed debate in the SFONG representative assembly meeting.

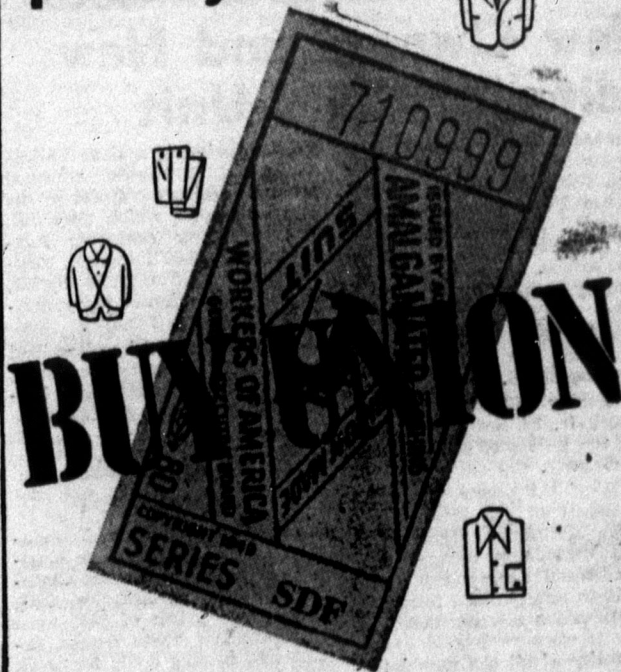
The member involved is Bill Steif, San Francisco News copy-desk man, who is spending a year studying at Harvard University.

Jack Loughner, News Unit chairman, argued that Steif really wasn't working and should pay the unemployed dues while at Harvard.

However, a majority of the RA delegates felt the ANG constitution was clear in its intent that members on leave could be assessed the regular active dues, especially Nieman Fellows who receive compensation.

Thus, Steif will continue to be assessed active dues while at Harvard.

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Guild Shop for All Arbiter Rules for Twin Cities Local

Twin Cities—The Newspaper Guild of the Twin Cities has won an arbitration award under which it was ruled that employees taken into the bargaining unit from a plant taken over by merger are required to join the union under the Guild shop clause.

The case involved a contract with Mid Continent Radio-Television Incorporated, operator of Station WTCN radio and WTCN-TV, covering clerical employees. Station WTCN, operated by CBS, was purchased by Midwest Radio-Television, Inc., owned by Mid Continent and CBS, with Midwest as successor corporation to Mid Continent, having the controlling interest.

Midwest then sold WTCN radio and merged operations with WCCO radio and WTCN-TV. Mid Continent assigned its contracts to Midwest, and the Guild agreed to the assignment. Management agreed that the former CBS employees taken over by Midwest in the changeover were in the bargaining unit, and were covered by the Guild contract. However, management contended that these employees should not be required to join the union under terms of the agreement.

In its brief the Guild contended that the contract was assigned in its entirety, that there was no suggestion that some part of the agreement be waived for a group of new employees. The union added that merely because a dozen employees were added at one time did not ex-

clude them from the union shop provisions. The company argued that the Guild shop section should not apply because acquisition of the CBS personnel "was the result of a unique transaction." The company brief also contended that it was inequitable to require union membership of these dozen employees because they were not given the right of non-membership when the clause was agreed to in 1945.

Ruling for the Guild, the arbitrator, William B. Lockhart, professor of labor law at the University of Minnesota law school, concluded that the interpretation urged by the company would be inconsistent with the obligations it assumed from Mid Continent in the assignment of the Guild contract.

He held that the employees transferred to the bargaining unit in the merger are new employees, who under the contract are required to join the union as a condition of employment.

Prof. Lockhart noted that the officers and directors of Mid Continent held the same posts in Midwest, the successor corporation. He stated that if the officers had contemplated that the assignment to the new corporation would drastically change the union position in the unit, it was their obligation to say so.

The case was decided on briefs of the parties, on the basis of a statement of facts agreed to by the parties.

Toronto Telegram Gets New Owners and New Editorial Guild Unit

Toronto, Ont.—As new proprietors took charge of the Toronto Telegram, a vigorous new Toronto Newspaper Guild unit completed its self-organization, and prepared to enter contract negotiations.

The Toronto Guild's petition to be certified as bargaining agent for the new unit, is pending before the Ontario Labor Relations Board.

The new publisher is John Bassett, Jr., 37, son of the president and publisher of the Montreal Gazette.

Sale of the paper forced by the death of its late owner, George McCullagh, signaled a Guild organizing campaign in the editorial department which had been unorganized following a certification election defeat in 1949.

Identity of all the new interests now owning the paper is not known, although Mr. Bassett told Editor & Publisher that the Imperial Bank of Canada and the Royal Bank of Canada are substantial participants in the ownership.

Associated with Mr. Bassett in the management is A. W. J. Buckland, veteran managing editor of the Telegram.

Mr. Bassett announced that no staff changes, except the upgrading of certain positions, were contemplated. But as the paper went on the auction block, to satisfy succession (inheritance) duties of the McCullagh estate, Guild membership became the answer to a feeling of insecurity in the editorial staff.

A quick "self-starting" membership campaign resulted in the application of the Toronto Guild to be certified as bargaining agent for the new unit.

The tremendous response to

the campaign is a clear indication that Telegram editorial workers desire the Guild as the agent through which they can improve their economic relations with the Telegram management," said Charles Perlik, ANG international representative assigned to Toronto.

The Guild's petition described a unit of 125 employees as being appropriate for collective bargaining purposes.

Hillman Foundation Announces Awards

The Sidney Hillman Foundation, named after the late president of the Amalgamated Clothing Workers of America, CIO, will award prizes of \$500 each in journalism, radio, drama, fiction and related fields for work appearing during 1952 dealing with trade-union development, civil liberties, race relations, scientific welfare, world peace or related problems.

The submissions must be made not later than Feb. 15, 1953, to the Sidney Hillman Foundation, 18 Union Square, New York 3, N. Y.

The rules provide that radio-televisions, drama and film contributions must have been produced under professional auspices in 1952. A panel of judges will make the awards and its decision will be final.

The Sidney Hillman prize awards were inaugurated last year. Previous winners include John Hersey, the novelist; Murray Kempton, A. H. Raskin and Carl T. Rowan, journalists; Dr. James E. Mearns and Arthur D. Morse for magazine articles; and Alan Barth, editorial writer, for a work of non-fiction.

Pueblo Plans 1953 Gridiron

Pueblo—Pueblo Newspaper Guild is planning for a 1953 "Gridiron Dinner," similar to that of the Denver Guild, at which various city, state and national figures were "roasted."

Members of the committee, all of whom attended the Denver affair, are Doris Blackburn, Art Porter, Rosemary Mauro, Clifford Edwards and President Glenn U. Nichols.

The Pueblo Guild recently held its own victory dinner-dance, celebrating completion of negotiations for a new contract providing a "better" security clause and pay raises up to \$7 a week for top classifications.

Frank Hoag Sr., president of The Star-Journal, Publishing Co., and Mr. and Mrs. Frank Hoag Jr., as well as department heads, were guests.

The labor-produced motion picture, "With These Hands," was shown by Don MacMillan, executive secretary of the Denver local, who was negotiator for the Pueblo Guild.

T-H Changes

(Continued from Page Two)

During the 80 days a fact-finding board studies the dispute but does not make any recommendations.

Union officials feel that such a fact-finding board should be empowered to make such recommendations. This was done outside the Taft-Hartley Act in the most recent steel strike and in which industry did not appreciate the recommendations made by the Wage Stabilization Board.

In 1949 Taft introduced a modification amendment which passed the Senate. He would give the President power to call on both employer and employee to return to work before a board of inquiry is appointed. If the strike or lockout still continued despite the President's request, he would turn the whole thing over to Congress which would then pass special legislation.

Also, the proposal provided that the President could apply to the court for seizure of the company or for a 60-day strike injunction or both. This was among his 24 executive orders which were defeated in the House.

Many Washington observers believe that the administration is just building up. Taft's eight proposed changes are not prompted by extreme pressure from industry. The Senator expects such pressure to mount in the months ahead.

How strong this pressure becomes after Taft's reaction to it will determine just what new labor legislation may be expected. It is generally conceded by neutral observers that he has the strength in the Senate Labor Committee and in both Houses of Congress to push through legislation pretty much to his liking.

And this year if the legislation is anti-labor, a Presidential veto cannot be confidently counted upon by labor.

Reporter to PR Job

San Francisco, Cal.—Dick Macfarlane, waterfront reporter for The San Francisco News for the past seven years, has been named director of public relations for the California State Board of Harbor Commissioners.

He will assume his new duties once. Dick first joined the Guild while working at the Salt Lake Tribune, and aided in an unsuccessful attempt to organize a Guild local there.

Wide Range of Jobs

International Labor Organization has discovered 177 kinds of jobs, including that of the seven specialists who worked 10 months classifying and indexing



latter taking a Toledo publicity job.

Buffalo Guild Personnel changes: Lou Villano, former Buffalo Evening News copy reader, has switched to a like position at the Niagara Falls Gazette. . . . Tonawanda unit chairman Jim Higby moves to non-Guild Buffalo Courier Express. . . . Tony Freeman succeeds Higby as unit head and also takes over local vice president duties relinquished by Tom Duddleston who leaves the Gazette for the Courier as Niagara county coronator.

When the Guild was organized nationally in the winter of 1953, it was constituted as a loose confederation of locals and had no rules of procedure. Collective bargaining was every local—if not every man—for himself.

ANG's first constitution, adopted at the founding convention in Washington said:

"The National Guild may not intervene in collective bargaining negotiations being carried on by any local Guild unless requested to do so by the local Guild. . . ."

"Any member of the National Guild or any member of one of its units may negotiate with his own employer in his own interest. . . ."

The constitution did require that before locals could obtain its "support," the "National Guild" had to approve of their negotiations, but that, experience was to show, wasn't nearly enough. Reported the National Labor Relations Board in its definitive study, Collective Bargaining in the Newspaper Industry (Washington, 1939):

"The first few months of bargaining on this basis brought little success. Guild leaders found they lacked the experience and factual knowledge necessary for dealing with owners of large newspaper enterprises. Local autonomy in bargaining tended to deprive them of the centralized sources of information and power that were available to publishers through chains or publishers associations. . . . Even membership of the union—\$300 by the first annual convention in June, 1934—was of small effectiveness without coordination."

The required coordination, the NLRB reported, came piecemeal, "as new and increasing bargaining difficulties confronted the union and made necessary a more centralized organization."

Day Book

Washington, D.C., Daily News—outlined circulation—recognition demanded by letter.

Toronto, Ont., Telegram—editorial—demand for certification filed.

Houston Post—Editorial Dept., consent representation election, Dec. 10.

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Webb Approval—Editorial Dept., consent representation election, Dec. 10.

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Local Copy

From New ANG Manual

"Necessities of Situation" Forge Collective Bargaining Procedures

FIRST OF A SERIES

Today, collective bargaining in the Guild is governed by certain specific rules of procedure. It wasn't always. How the need for definite rules of procedure arose in the first place and how today's rules developed out of yesterday's trials and errors is told in the accompanying article, excerpted from Volume 1 of the new ANG Collective Bargaining Manual, which will be distributed to locals next month. A second excerpt from the manual, tracing the development of the Collective Bargaining Program, will appear on the next local copy page.

... The converting force, in most cases, has been publisher resistance.

Organized by the publishers own union, the American Newspaper Publishers Association, publisher resistance to the Guild had appeared almost immediately. In the Spring of 1934 Harvey J. Kelly, then chairman of the ANPA Special Standing Committee on labor relations and later labor counsel for Hearst, warned ANPA's several hundred member publishers against Guild contracts:

"Do not be misled by the fact that the contract is presented by a Guild instead of by a union," Kelly wrote. "A word by any other name, etc."

The ANPA did its work well. It directed publishers not to bargain with the Guild, regardless of the law.

The ANPA did its work so well, as a matter of fact, that two years later, in 1936, the chairman of its Standing Committee could report:

"There is much ado today about the Guild, but the truth is—in three or more years of Guild activity contracts have been made with less than half dozen newspapers, some of which have now expired, and in more than a year there has been but one Guild unit organized. . . . I am advising publishers to meet only with their own news or editorial employees and to tell any and all persons not in their employ that they will not meet with them. . . ."

In self-defense, Guild locals undertook to coordinate their activities and consolidate their strength. They moved haltingly, by trial and error, from year to year until in 1937 the convention—"in the interests of the majority"—amended the Constitution to establish a national collective bargaining program and procedures which, with few changes, continue in effect today.

As early as the 1934 convention, the collective bargaining committee had come to the conclusion that no contract was better than a bad one, and the convention recommended a long list of bargaining goals urged locals to consult with one another more closely and set up a committee to serve as a clearing house for local contracts and other bargaining data.

The following year, 1935, the convention recommended half a dozen new bargaining goals, directed that a model contract be prepared as a "basis" for local negotiations, restricted individual bargaining and gave the "National Executive Board" authority to veto bad contracts but little to help locals negotiate good ones.

The 1936 convention made still more recommendations, approved the first model contract (as a guide) and again requested locals to keep the executive board informed.

It wasn't enough.

In 1937, the International Executive Board reported to the convention of that year, Guild shops could have been won from Scripps-Hearst but for the "undisciplined action" of Guild locals. Roy Howard played one local against another, used poor settlements in one city to force worse settlements in others.

Accepting the recommendations of its collective bargaining committee, the 1937 convention established an 11-point Collective Bargaining Program, then revised the Constitution to require that:

1. All collective bargaining be guided by the Collective Bargaining Program.

2. Both contract proposals and final drafts be submitted to the IEB for review.

3. Chain and wire service bargaining be centralized under the IEB itself.

4. All contracts include the Guild shop and 5-day, 40-hour week.

5. No contract provide for representation by arbitration.

6. Any local signing a contract violating points 4 and 5, without specific permission of the IEB, be suspended and possibly expelled.

Subsequently the convention's action was submitted to a referendum of the Guild's national membership and approved decisively.

The 1938 convention reported that in the year since the 1937 convention 46 new contracts had been signed, half a dozen of them covering commercial departments the most controversial part of the Guild's national membership and approved decisively.

In recommending a national collective bargaining program to the 1937 convention, the IEB explained:

"It is not suggested that the IEB be enabled to force a local to accept any controversial policies. It is proposed that in the interests of the majority the interests of the majority be given authority to prevent substandard agreements from being signed. This is not a question of depriving locals of autonomy; it is a question of establishing minimum standards."

It still is.

For example, in 1950 publishers in all parts of the country, acting at the suggestion of their trade associations, suddenly began demanding that all local Guilds include in their contracts a waiver of their right to bargain during the life of the contract. This was the so-called "Zipper Clause," and it threatened not only to impair the Guild's bargaining position and deny a right clearly established by law, but also to frustrate contract enforcement. For these reasons, the IEB refused to approve contracts containing the Zipper Clause.

The result: Only two locals got stuck with it, and publishers quickly stopped asking for it.

Employee Discharged, Got Well Too Quickly, Back Almost as Fast

Grievance Case History No. 12

A woman who worked in the classified department of a large Midwest newspaper was fired after 23 years' service. She felt aggrieved, especially after the paper refused to give her her severance pay. So she went to the Guild and told this story:

The day before she was fired she had called in to report that she was ill and wouldn't be in to work. A few hours later a representative of management arrived at her house to see if she really was ill. This was not standard procedure. She was in her housecoat, and looked poorly, when he arrived.

After the checker left, the woman got a call from some friends, visiting her city from Chicago, who insisted that she come out and celebrate with them. Feeling better in the afternoon, she met her friends and went to an amusement park. She was there by a co-worker, who reported this to management.

The next morning she went to work. She was greeted with a written notice, as required by the contract, saying she was fired and giving the reason: proven dishonesty, therefore ineligible for severance pay.

The Guild grievance committee got two more bits of information from the woman: She'd had differences with management in her department and felt that they were trying to get rid of her. She had never missed a day's work because of illness in all her 23 years until this incident.

The committee checked with the state unemployment office, and pension board to see if the reasons given the Guild for the discharge were the same as those given the agency. They were. Management had gone on record accusing her of dishonesty.

The Guild committee processed the grievance and was soon sitting opposite the management representatives—three men for the employer, 15 for the Guild, a long table between.

Management claimed the woman was manifestly dishonest, as proved by her claim of sickness and her subsequent well time at the amusement park. She

was trying to cheat the company out of severance pay, they said. The Guild turned the comment about and accused management of trying to cheat the woman of her job and of her severance pay. They announced that the woman was instituting suit for slander as contained in the letter to the Unemployment Compensation Board accusing her of dishonesty.

The managing editor took umbrage at the accusation of cheating and rose threateningly. The 15-man Guild committee rose also. The managing editor sat down.

While the grievance was working up through the contract steps—and management's adamant refusal to put the discharged woman back to work—the local took a strike vote. The vote indicated that Guildsmen were willing to strike the paper to protect their jobs.

In the face of Guild argument, Guild position and the Guild strike vote, management backed down. They put the woman back to work—with full back pay. The suit for slander was dropped. Management made one request: that its letter accusing the woman of proven dishonesty be returned. She refused. She thought it would make a nice (powerful) memento.

Lays Monopoly To Guild, et als

Reason for monopoly newspaper towns is given a new, and tortured, twist by Herman Lazarus, Jr., co-publisher of the Bayview (N. J.) Times.

Mr. Lazarus holds that freedom of the press is in danger from government on the one hand and from labor on the other.

"The newspaper is becoming a victim of the labor monopoly, and as a result, the public is becoming a victim of the newspaper monopoly," he said.

"This is dangerous because it leaves only one opinion in the community—one opinion, right or wrong."

Price Indices Inch Up, ANG's \$100 Now \$143

Both versions of the BLS Consumers Price Index rose slightly—one-tenth of 1 point—in October, the day version from 191.4 to 191.5 and the adjusted series from 190.8 to 190.9.

Under the WBS "cost-of-living" formula increases available under the old series are 5.5 percent and under the new series 5.3 percent. However, under WBS rules, contracts settling before the end of the year may still utilize the 5.5 percent increase which was available as of August.

The latest rise in the index adds 10 cents to the amount needed to maintain the purchasing power of the ANG \$100 wage program; the figures now are \$143.70 under the old index and \$145 under the adjusted version.

Date	Index		% Increase		Minimum Required by ANG Wage Program	
	Old	New	Old	New	Old	New
June 1946	133.3	133.3	—	—	\$100.00	\$100.00
Jan. 1950	169.9	169.9	26.2%	26.0%	135.20	135.20
Jan. 1951	171.5	171.5	36.3	36.0	136.20	136.20
Nov. 1951	180.3	180.3	45.0	44.3	142.00	141.20
Dec. 1951	180.3	180.3	45.0	44.3	142.00	141.20
Jan. 1952	180.3	180.3	45.0	44.3	142.00	141.20
Feb. 1952	180.3	180.3	45.0	44.3	142.00	141.20
Mar. 1952	180.4	180.4	45.1	44.4	142.10	141.30
Apr. 1952	180.6	180.6	45.2	44.5	142.30	141.50
May 1952	180.4	180.4	45.1	44.4	142.30	141.50
June 1952	181.1	180.6	45.4	44.3	143.40	142.00
July 1952	182.4	180.8	44.3	42.9	144.30	142.90
Aug. 1952	182.3	181.1	44.3	42.1	144.90	143.10
Sept. 1952	181.4	180.3	45.6	42.9	143.50	142.00
Oct. 1952	181.5	180.9	45.7	43.0	143.70	142.00

(1913-24 is the index base of 100. June, 1946, is the date of the adoption of the ANG's \$100 wage program and also the last month before World War II price controls were abandoned. January, 1950 is the base date for computing increases under the WBS "in percent" formula, and January, 1951, is the base date for computing increases under the WBS "cost-of-living" formula. To determine what the dollar is worth in relation to the 1913-24 dollar, divide 100 by the latest index number.)

THE GUILD REPORTER

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CHARLES E. CRISSEY, Editor

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IT HAS LONG BEEN Guild policy that comparable work should command comparable pay. It has been somewhat successfully applied in the matter of equal pay for men and women workers in the newspaper field. It has won lesser recognition when Guild negotiators have sought to convince management of smaller city newspapers that their employees ought to enjoy fully the implications of the Scranton \$100-base wage goals, on a par with their metropolitan counterparts.

Publishers have too frequently been able to refuse wage parties, on the specious argument that "this is only a small-town operation. You can't expect us to pay New York, or Chicago, minimums."

Without arguing the demerits of that stand, it should be noted that publishers across the country who are members of the Associated Press have, by induction at least, given aid and comfort to the Guild in this particular.

Last week, AP management took a long, and long overdue, stride toward geographical parity, by agreeing to wipe out one of its former wage bracket classifications, reducing from five to four the number of artificially-imposed distinctions based solely on geographical location.

The new AP minimum structure still shows a differential of \$21 between its lowest and best salary floors for newsmen. Obviously, efforts will continue to have that differential lessened or eliminated.

Meantime, Guild negotiators everywhere can take due advantage of a situation which finds AP-member publishers granting the validity of a theory with one hand, while withholding it with the other.

BECAUSE A LETTER written by Nadia Zigalka, of the Elizabeth Guild, was read and heeded by Col. J. W. Wagner, State procurement officer, sixteen young men of Union County, N. J., had their Thanksgiving dinners at home yesterday.

They had been called by the Plainfield draft board to report for induction the day before the holiday. Guild member Zigalka thought that was a shame, and said so in a letter addressed to the colonel.

He agreed that Thanksgiving Eve was "a mean time" to take draftees away from home, and extended the call date to November 28, instead. He wrote: "It will make everybody happy, I hope. It was one of those unfortunate things. While we are not sending men off to war, we

are sending them to start service, and it was a mean time to pick for their departure, even though it seemed unavoidable at first."

Newark's induction center found, it seemed, that it could handle the group the day after the holiday, along with two other units slated to go then.

A MR. SHAW writes the Wall Street Journal that he has discovered that tradition has been upset in the election and that the United States will have in Eisenhower its first four-syllable president!

That vox pop item fascinated us. What sinister motive prompted Wall Street Journal to publicize that piece of intelligence? We studied that short one-sentence letter to the editor looking for an editorial class angle. The longer we contemplated it the more fascinating it became and the less we could make of it.

Why did the editor of the official organ of American Capitalism publish that, anyway? Blessed if we know.

Why is the editor of the Guild Reporter commenting? Blessed if we know. Perhaps for the same reason or non-reason that WSJ published the letter in the first place.

So we gladly co-operate with the Wall Street Journal in passing on the earth-shaking news that we have elected our first quadri-syllable president.

GOOD EDITORIALS are spoken every day in Guild meetings. We couldn't improve on this one from Tom Murphy, executive vice president of the New York local, speaking before the New York Times unit meeting to approve the new Times contract:

"Past experience has shown that logic and reasonableness mean nothing. Management cares nothing for that nor for what its employees think. A strike vote is the only language management will ever react to. Unfortunately, but true. We must never forget that we are a labor union, a bread and butter union."

Twin Cities Local Asks Clause Be Repealed

Twin Cities—Following reports of convention delegates, and also the executive board, a membership meeting of the Newspaper Guild of the Twin Cities went on record as opposed to the constitutional changes on administrator, adopted at the Portland 1952 convention. The meeting also instructed local officers to make every attempt to secure repeal of this provision.

Washington ROUNDUP

By CHALMERS M. ROBERTS
Washington Guild

ON DECEMBER 9, 10 AND 11 in the calm—and hard-to-hear—courtroom across the plaza from the Capitol the nine justices of the Supreme Court will consider a matter of extraordinary importance. Perhaps no case since Dred Scott, at least as far as civil rights are concerned, has had such a vital bearing on so many Americans.

I am talking about five cases actually—the cases which will determine whether the segregation of children by race in the public schools of 17 states and the District of Columbia squares with the United States Constitution.

Directly involved are two schools in Delaware, a school district in South Carolina, a high school in Virginia, an elementary school in Topeka, Kansas, and a high school in Washington, D. C. But of course the issue is as broad as the movement to gain for the Negro equality of opportunity with other Americans.

NOW I AM STRICTLY a curbstone lawyer with a generous portion of the curbstone lawyer's contempt for some facets of the law—even though some of my best friends are lawyers. (How can you escape it in Washington?) From delving into this subject somewhat it seems to me that the justices can pretty much come up with their own predilections one way or the other without being too tough on history.

Few parts of our Constitution are as enshrouded in dishonest double-talk as the 14th Amendment, passed to implement the freeing of the slaves. It is a late day indeed, as a distinguished judge has already said, to be finding that it forbids "separate but equal" public schools. My historical research, however, tells me that just that was the intent, in a vague sort of way.

I would not venture to predict what the nine justices will come up with. They have had a long time to think about it and they have given indications that they intend, no kidding, to face up to the central issue this time.

The problem for the justices—the human problem, not the legal one—will be now to decide against segregation in such a way as to ease the impact. That is, assuming they do decide against segregation.

A COUPLE OF YEARS ago the Supreme Court knocked down the racial bars in our graduate schools. There were howls. But a thousand or more Negro students, on the basis of competence alone, have since been admitted to formerly all-white schools in the southern and border states and nobody has seen the day of doom appear.

If the cases now before the court dealt with colleges, that step could easily be taken. But the cases go to the very base of education—the elementary schools. It will take a bit of doing if they decide to do it. I rather feel that much will depend on what Chief Justice Vinson has been thinking.

For this is a time of flux in minority affairs. The Negro stuck with the Democrats in obvious appreciation of the vast gains of the past 20 years. The Democrats lost. The victorious GOP

promised little; Ike said he would call the governors together and ask for more state action, hardly likely to move Jimmy Byrnes. South Carolina voters, at Byrnes' urging, on November 4 knocked the public schools provision out of their state constitution, just in case.

YET IKE DID come up with some rather broad generalizations. "I pledge to devote myself," he said two days before election, "toward making equality of opportunity a living reality for every American. There is no room left in America for second class citizenship for anybody."

The Negro leaders and the whites of good will who want to eliminate racism from America will expect him to work toward that goal. The cautious Republicans, the politically-minded, have an out for this coming session of Congress, in the court cases I have mentioned. It is always safe to say "that while the matter is before the courts any legislative move would be inappropriate." Of course nobody is proposing that Congress vote an end to school segregation in any of the 17 states. But they are proposing just that for the District, where there is no states' right issue—the Constitution puts Congress in full and direct charge.

Ike said that the poll tax "as a condition of Federal voting is a blemish upon our American ideal of political equality." He can take that one up with Harry Byrd whose continued power rests in part on the limited franchise guaranteed by a tough poll tax law in Virginia. I suppose, though, we will get a Constitutional amendment to end poll taxes and that it will take quite a spell to get it ratified by three-fourths of the state legislatures.

I MENTIONED the District of Columbia. The helpless, voteless citizens here will be GOP guinea pigs, it appears. The GOP platform pledged "appropriate action to end segregation in the District of Columbia" and Ike declared that "I believe we should eliminate every vestige of segregation in the District of Columbia."

The District, if that is to mean anything, will have to see an end to its dual school system and the enactment of some sort of FEPC law similar to those in several states.

The Supreme Court action will keep the school issue in suspension for a good many months. We probably shall see considerable action, or at least noise, on the FEPC front. But here again a court case likely will block action at this session of Congress.

It's all about the "lost laws" of 1872-73, laws forbidding discrimination in restaurants and hotels. They were passed back when the city had a municipal legislature, "lost" in a codification at the turn of the century and now dug up to see if they're still good. A Court of Appeals decision is due momentarily but it doubtless will be appealed to the Supreme Court.

On the domestic front, the issue of the minority and its rights is likely to be Ike's severest test. But before he really gets started, it appears, we shall hear from the highest court in the land on a fundamental in the century-long struggle.

WSB FINALLY OKAYS AKRON GUILD RATES

Akron, O.—After nine months of "complications" the Akron Guild finally has won WSB approval of the minimums negotiated last January in the Beacon Journal contract. The WSB had rejected the original petition, and approval came on a reversal of that action following a joint Guild-management appeal.

The original complication arose over the \$108 top minimum negotiated for the key editorial classifications, which the Board considered too high.

The board took nearly six months to decide that the new minimum exceeded the allowable limit. It involved an \$8 increase but was agreed to by management to bring it in line with the current going rate, and

eliminate a \$3 differential which was not applied to the minimum in 1951.

Appeals were presented by the Akron Guild, with the cooperation of Eva Jollos, executive secretary of the ANG contracts committee, and by management, and approval was granted.

The new minimum schedule starts at \$48, advancing annually

to \$58, \$69.50, \$80, \$93, and \$108.

Twenty-two members of the staff affected by these, and the copy runner and assistant librarian minimums, received differential pay back to Jan. 2, following WSB approval.

The contract provided for a \$5 a week or 5 per cent raise up to \$6 which was clearly within stabilization limits and has been paid since Jan. 2.

The Guild Reporter

99 University Place, New York 3, N. Y.

Must Give Blood to Bowl

Milwaukee, Wis.—A pint of blood is the entry fee for Wisconsin's CIO bowling tournament in January, in support of the Armed Services Blood-for-Korea drive.

Study your Guild contract... and know what clauses mean.