

Guild Moves for Strike Action As UP Ends Direct Negotiations

The GUILD REPORTER

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'Illusory Nonsense,' Management Dubs Union Proposals; Committee Sets Up Strike Machinery as Mediation Starts

The United Press National Committee mapped strike action this week after UP management abruptly broke off direct negotiations and sent contract talks into mediation.

The UP-Guild contract expires at midnight tomorrow.

More than 800 employees are represented by the Guild. The Guild never has struck a wire service, although some basic AP contract improvements were won only after the membership over-

whelmingly approved a decision to strike.

Management requested federal mediation after refusing to make a reasonable counter-offer during more than two weeks of negotiations. Mediation began Wednesday under the auspices of Commissioner Harry Winning of the Federal Mediation and Conciliation Service.

As management refused to bargain on Guild proposals that would bring a sub-standard contract up to par with other wire service and most newspaper contracts, the UP National Committee moved to cope with the deadlock.

Guild proposals, based on a national referendum and supplemented by individual committee member reports, have received the solid and enthusiastic support of Unipressers in all parts of the country.

Staffers made it clear to the negotiating committee that job security and arbitration of grievances were indispensable if a new agreement were to be acceptable. The committee acted accordingly.

The National Committee, acting with the advice of ANG leaders, organized itself into a Steering Committee. The Steering Committee set up an 18-man advisory group, representing UP news and pictures units throughout the country, for further counsel in the pending emergency.

The Steering Committee formed eight additional committees for work during the negotiations deadlock and any eventuality that might develop. Committees were established to supervise welfare, picketing, headquarters operation, finance, special action, membership, inter-bureau cooperation, publicity and public relations.

UP-Guild negotiations opened Feb. 3 in New York when the National Committee presented its proposals to management. The proposals are in the form of a draft contract that clarifies and expands the current agreement and adds vital sections to bring the contract up to the level of most other existing agreements.

Guild proposals include provisions for job and union security, arbitration of grievances, mutual agreement on transfers, and clarification of the present military service clause. The wage proposals provide for a \$140

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Buffalo Guild Wins Election In Courier-Express Editorial Over Old Independent Union

Buffalo, N. Y.—Following a five-week period in which the Buffalo Newspaper Guild presented its case to editorial employees of the Courier-Express, by letter, and personal interviews, the unit of 104 employees voted under NLRB auspices to exchange their independent union for the Guild, as their bargaining agent.

Of those eligible, 57 voted for the Guild, 38 wanted to retain the Independent Editorial Federation, and one voted for "no union," in the three-way choice offered by the ballots. One ballot was voided, and three cast by persons not in the appropriate unit as determined in a pre-election hearing, were challenged and not counted.

Besides adding more than 100 to the number of employees for whom the local is responsible, the election means that editorial departments of every major daily in the Niagara area are now Guild-protected. The Guild has contracts with the Buffalo Evening News, Niagara Falls Gazette, the Tonawanda Evening News and the Union Leader,

and has AP and UP members in its wire service unit.

The independent union at the Courier-Express had served its members for sixteen years but a majority of its members increasingly felt that lack of affiliation, and a recent shift in management emphasis in collective bargaining, among other factors, dictated a change.

The new C-X unit met the day after the election, and named its officers. Edward McCarthy, City Hall reporter, was chosen chairman; James Cleary was named secretary, and Harry Elwood and Lee Griggs were named co-treasurers. Work was also begun on contract proposal language for submission to the Courier-Express management.

The independent union had been in the midst of negotiations, and was making unsatisfactory progress, when Guild card signatures mounted to the level which made it possible for the Guild to seek recognition. Job security, a non-existent condition under the contract, is a chief objective for Guild negotiators.

The new unit also moved for further efforts to sign up those who opposed the Guild in the

election, expressing the belief that some who so voted did so out of "sympathy" for the old organization rather than antipathy to the new.

The election campaign was marked by a rigidly followed policy to deal factually and without heat or personal attack, in all Guild literature going to prospective members.

It was also marked by an unusual letter issued just before the election, signed by Burrows Matthews, editor. That letter urged all employees to vote, was explicit in stating the neutral position of management, but went further in assuring employees that regardless of the election's outcome, it would have no adverse bearing on company-instituted pension benefits or Christmas bonus payments.

One odd quirk developed. The independent union was not in compliance with the Taft-Hartley act, as to non-communist affidavits. This would have barred the independent union from a place on the ballot. Unwilling to take this advantage, Guild officers urged that independent officers file affidavits, which was done just in time to give a three-

(Continued on Page Two)

300 Chicago Commercial Get Daily News Contract

Chicago, Ill.—After more than eight months of bargaining an initial agreement has been reached for the commercial departments of the Chicago Daily News.

Effective Feb. 8 in most provisions, the supplement to the existing editorial contract provided retroactive pay raises to Jan. 4.

In addition to establishing minimum salary schedules for about 300 commercial employees for the first time, the agreement called for general wage increases ranging from \$2 to \$4.

The contract provides for two-week dismissal notice for the

first time at the Daily News. It resulted in the institution of a five-day work week in several departments and put in improved language many contract benefits that previously had trickled down to the commercial departments in irregular fashion from the editorial pact.

New key top minimums included \$110 after four years for display salesmen, \$70 for classified outside salesmen, \$57.50 for classified phone solicitors, \$75 for secretaries to officers; \$56 for stenographers, and \$54 for switchboard operators.

The general increase was broken down this way: \$2 for those below \$40; \$2.50 for those between \$40 and \$54.99; \$3.25 for those between \$55 and \$69.99, and \$4 for those over \$70.

One of the major issues during the sessions was whether to cover the commercial departments with a separate contract or a supplement to the present one. The Guild's stand for a supplement prevailed. It will be effective through May 3, 1954, at which time the editorial contract taking effect May 4, 1953, will presumably also expire. Thereafter a single contract will cover the combined unit.

The Chicago Newspaper Guild, with first vice president Ed Marciniak in charge, began formal organizing efforts in the News commercial department in July, 1951. It petitioned the NLRB for recognition on Oct. 31, 1951 and won the certification election on May 13, 1952.

Members of the bargaining committee were Marciniak; Ray Mann, international representative; Dan Sullivan, News unit chairman; Bill Newman, former unit chairman, and the following members of the new commercial group: Ed Kovacic, Don Bell, Pat Lynch, Dorothy Cook, Don Thumel, Bob Early, Cliff Lichten, Muriel Bradley, and Bob Doyle.

Judges Scan 57 Entries in Broun Awards Contest

Entries for the 1952 Broun Award, 57 of them from all sections of the country, will be judged this weekend at Guild headquarters in New York by the three men chosen by the awards committee, of which Wade Franklin, of Chicago, is chairman.

The judges are Carroll Binder, editorial editor of the Minneapolis Tribune; Kenneth G. Crawford, senior editor of Newsweek magazine, and Jacob Scher, associate professor of journalism at Northwestern University. They will be guests of the International Executive Board at luncheon Sunday.

The number of entries is not an all-time high, but is larger than for several preceding years. Their scattered sources range from Miami to Portland, Ore., from New York to San Diego, Calif., and are from Guildsmen and non-Guildsmen alike.

The entries are to be on view at the Boston Guild convention in June, before being returned to their senders.



SIGNING THE SUPPLEMENT—Commercial department employees at the Chicago Daily News will be covered by the contract supplement being executed here by management and Guild representatives. Seated are Eugene Barnes, business manager, and Dan Sullivan, unit chairman. Standing, from the left, are Carl Sanderson, News paymaster; Ed Marciniak, local vice president, and Bob Early, Don Thumel and Dorothy Cook, of the negotiating committee.

News, Press Split Cleveland Awards

Sentiment in the Far West was typified by one union's demand that "under no conditions should we give up job security."

Representing UP staffers at the negotiations have been members of the UP National Committee: Chairman Sol Fox, New York; James Donovan, Washington; Robert Parkin, St. Louis; Tim Canty, Chicago; Ray Fife, UP Pix representative-at-large; and Ben Fife, New York; and Benson Los Angeles. Justin McCarthy, ANG International Representative from Chicago, has directed the talks for the Guild.

Management negotiators have been Bryan R. Downing, Assistant UP general business manager; and Bob Frey, assistant to the UP president.

What Makes a Good Local



What constitutes a good Guild local was the topic, and two days' discussion came up with a definite answer, at the Pittsburgh meeting of the Pennsylvania-Ohio-Indiana District Council.

By GARLAND ASHCRAFT

"What makes a good local?" Delegates to the Pennsylvania-Ohio-Indiana District Council spent most of two days seeking an answer, at its quarterly meeting at Pittsburgh.

Present for ANG were Executive Vice President Ralph B. Novak, with J. William Blatz, ANG director of organization, and Ellis T. Baker, director of research, information and public relations.

The Guild boys and girls, almost all of them local officers or leaders, were like medical students in a lab, studying the anatomy of the good local. Pick it apart and examine it they did, from the cerebrum of leadership down to the last small ganglion in the units.

International personnel was at hand not to "direct or advise," they said, "but to learn." It is a long way from ANG headquarters in New York to a membership meeting in Terre Haute or a grievance session in Erie. In two days the headquarters people attended both vicariously, listening to experienced local leaders.

At this meeting was a good cross-section of hard-bitten local Guildmen, realistic enough to know when they had the answer and when they didn't; everybody was both student and teacher.

The meeting in retrospect was called one of the most productive and constructive of its kind. The council members did not attribute the worth of the meeting to any special virtues of the council or its constituent locals. The POI Council is probably representative of the ANG as a whole, at the local level, a fact which lent the meeting significance.

The district has several relatively old locals. Around the table were some whose Guild experience dated back almost 30 years.

Finally, the meeting was well planned by the Council officers. As IEB Member Bill Ware, who is president of the Council, expressed the purpose of the "seminar" at its opening: "I think we ought to construct a model local here: (1) Define its goal, and (2) describe its operations."

Blatz commented: "In my opinion a good local is one that brings its members benefits and also makes contributions to craft and industry, local and world communities."

The discussion developed two broad sub-topics:

1. Definition of broad goal or objective of the union, which was (a) to obtain certain benefits for its members, and (b) to make certain contributions to society in general.
2. Discussion of techniques of local Guild administration, operations and organization, best calculated to elicit membership understanding and support of objectives, and render the local an effective instrument of its achievement.

Guild activities have an invincible penchant for perfection. Delegate after delegate recited difficulties of his own local in one or another activity, and called on the others to state what their locals were doing, and how, to get better results.

Main concern was with administrative problems bearing on benefits, and the methods of mobilizing membership support of the program. But the deliberations were by no means confined to "pork chops." There was agreement that the "good local"—the Guild—is not a narrow, craftish, strictly "economic" organization, but will recognize and assume a responsibility to society as a whole, i.e., make "contributions."

A "good local," they said, will strive to make its contributions to its parent body, fellow newspaper crafts and the newspaper industry,

P-O-I District Council session at Pittsburgh is reported here by Garland Ashcraft, assistant editor of the Guild Reporter, not as a play-by-play account of the proceedings, but in interpretive summary form, on points he deemed of potential value to Guild officers and members generally. The session was not a policy-making one, in the convention sense, but was stimulating in the variety of suggestions put forth.—Ed.

A third point made on a bargaining recommendation grievance cases and their disposition. This gives ANG officers a view of the grievance problem, a perspective from which they can make their own decisions.

Other opinions on grievance cases were: (1) Prompt and rapid settlement if members do not get paid cause employees to rely less on the grievance procedure.

(2) Settlement of grievance cases by the grievance committee, if possible, involving the intervention of the grievance committee in the grievance procedure.

(3) Processing all grievance cases at the unit level when possible, with a grievance committee consultation with a representative of the local grievance committee.

(4) Grievance committee of the job at all times.

(5) Fundamental of good grievance procedure is the education of each new contract signers for their study and reference.

(6) Thorough acquaintance with the contract provisions, in regular meetings; in cards is by the education committee.

(7) Separation of grievance work from the grievance committee, so as not to burden the grievance committee with the grievance work.

Blatz said the Cincinnati grievance processing was the best operation.

Baker added: "You can't have an effective grievance procedure unless you have a good contract. Make sure the contract is clear and (b) how to initiate a grievance with the contract provisions." He said the Cincinnati grievance processing was the best operation.

Four committees were operational or organizational: Membership and Organizing Officers' Committee, Finance and Grievance.

A Membership and Organizing Committee was described as being "always on unfinished business," so long as there were any "free loaders," or unorganized departments or units in the local's jurisdiction. This committee meets frequently, receiving reports of recruitment possibilities as to individuals or departments, and "constantly probing for openings to successful organizing." It frequently sends out Guild literature to non-members, and arranges for personal contacts when possible.

Officers Committee meets between board meetings and assumes general oversight, following up individual committees. It tries to have individuals put on appropriate committees, assigning members to the type of committee they prefer.

It has been proved that an "apathetic member" who won't sit through a general meeting will perk up and work if placed on the right committee. But even the best committees have to be checked on and reminded of their "not done," said Davy.

Finance Committee which sets up budgets and watches financial policies and expenditures, is essential in a well-operated local.

Grievance Committee of the local has general oversight over administration of contracts. This point drew considerable discussion, not all of it conclusive.

One delegate said he did not like the terms "grievance" or "contract enforcement." He called it "contract exploitation," i.e., realizing all the benefits provided in the contract.

There was scant uniformity of contract "administration" among the locals reporting, either as to methods or effect.

One conclusion agreed on: Determined and efficient contract enforcement by proper grievance procedure is an essential function of a good local Guild, not only for the morale of membership, but also as a pre-condition of contract improvement in negotiations.

Blatz summed it up at the close: "A grievance ignored is like a bad apple in a barrel—it will spoil the whole local; it will make negotiations of contract renewals more difficult. A local can, in fact, lose the contract if it is not enforced."

Another general principle of contract administration was underscored, one subject to some misunderstanding: The local Guild is the bargaining agent for its members. The contract is negotiated in the property of the local Guild, and not of its individual members to enforce please. It is not only the duty of the local to initiate grievance procedure, but also the duty of the local to enforce the contract provisions.

As to collective bargaining, a puzzlement about policies recounted a recent meeting of the Portland convention to a delegate asked: "How local Guild could have done different conditions, and of exactly alike, except in certain random. Nor has any local Guild."

He said that the Convention had for two days tried to set up some rule-of-thumb

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contracts. He said that the Contracts Committee at ANG headquarters had also tried.

He stated that, due to past conditions or errors, some locals had weak contracts, while some had relatively excellent contracts. Certain mandatory requirements automatically invoke disapproval when ignored in a contract, but the committee had approved some weaker contracts showing marked improvements over preceding versions, and had disapproved some relatively superior contracts, when they compared unfavorably with previous ones or were vitiated by dangerous provisions.

"While we recognize that mistakes may occur, and that the system is imperfect, the people at ANG headquarters must follow the constitution, the convention's collective bargaining program, and the convention's recommendations. That is all we can very well do, until a convention declares a different policy."

Some delegates said the Contracts Committee and the Collective Bargaining Department's contract analyses had been very helpful in the improvement of contracts.

One delegate from a chain paper city reported in negotiations management had pleaded poverty.

This Guild had a committee on efficiency of operation. The committee discovered certain wastages, and shot a report straight to the chain's top management. The local received an appreciative letter from the chain office, and the inefficiencies were corrected.

Including Collective Bargaining, four functioning committees were classified as obtaining "benefits" for members: Page One Ball, Press Club and Welfare. The social benefits of the first two were obvious. The value of an active Welfare Committee was presented emphatically by Cleveland. Davy said his own local had long neglected "so-called" welfare work, aiding sick and distressed members. He said no single activity was appreciated more, or accomplished more to bind the loyalties of members to the Guild.

The Cleveland Committee on Education is responsible for the instruction of shop stewards, and also operates an "institute," in which senior members of the newspapering crafts hold journalism classes and give lectures to newer members.

These institutes have become very popular. Many of the older men and women enjoy teaching in the same measure that neophytes appreciate a chance to learn. This program was a direct Guild benefit, a "contribution" to improvement of the craft and industry.

An active Publicity Committee was listed as a requirement of a "Good Local" Guild operation. To this committee, as described, falls the duty of correspondence for The Guild Reporter, and publication of the local Guild organ for all members. It cooperates with any local CIO publication, and lends technical advice and assistance. The Publicity Committee may also conduct a speakers' bureau.

The Cleveland Committee has experimented with a speakers' bureau, and discovered: (a) That the public welcomes newspaper people as speakers for various groups, such as church and civic organizations, and (b) that there are numerous specialists who can lecture ably on subjects in their special fields. The Cleveland bureau is still experimental, but definitely catching hold.

An Annual Awards Committee can offer a program collateral with the Guild journalism classes. Each year the Local Guild will award for excellence in various departments of journalism.

Where tried, such awards have attracted wide public interest, and as many as 600 have attended the annual luncheons. And some newspaper managements now offer public awards in place of privately given "bonuses," following the Guild example.

The public also respects a craft which demonstrates pride in work well done, and a union organization which encourages better craftsmanship.

Nearly all newspaper workers hold ethical ideas about the business in which they are engaged. Their work involves a personal relationship and responsibility, and the American Newspaper Guild has voiced direct interest in journalistic ethics.

This interest goes beyond the idea of "an honest day's work for an honest day's pay," it was pointed out.

An Ethics Committee functions in Cleveland, and struggles as hard with the problem as some of the sub-committees of UNESCO on codes of ethics, and an ethics committee, was considered as one of the concerns of a good local.

A Civil Rights Committee has a function which bold-faces what were termed "contributions." As one delegate expressed it: "We feel that we should be alert to any issue of civil rights, and on guard against every attempted abridgment of them, and be prepared to evolve such policies and programs as may be necessary."

No good local will fail to provide a working committee to promote aims which are expressed in the liberal CIO policies on discrimination and human rights. With such a committee, each local Guild can integrate itself with the broad movement toward human freedom.

There are other contributions toward which the Guild may meet its obligation to "contribute to the labor movement as a whole."

One Cleveland committee deals with relationships with other crafts in the newspaper industry. At industrial council meetings information is exchanged, to mutual advantage. Harmony, unity and mutual understanding of problems make bargaining easier, and solidarity in case of extreme emergency, always is a possibility.

At another level will be co-operation with ANG District Councils, some advantages of which are apparent in this report of one such meeting.

A committee on CIO Liaison: (a) would see to it that the "good local" would have delegates or alternates at these local council meetings, interested enough to make real contributions; (b) would seek representation on the Local CIO Council executive board, which could make constructive contribution to policy deliberations.

Finally—PAC Committee, which would act with the CIO central City, precisely as CIO Liaison Committee would with the CIO central body. It would strive to place union-wise, experienced representatives on the local governing bodies of PAC.

Smaller Guilds were warned that limited manpower would render it unfeasible to undertake full committee operation at once, that it takes time to develop leadership. A few essential committees to start with and more as the talent inventory of the local increases, are indicated.

Cutting across all the discussion were two recurring considerations: (1) the problem of developing a reservoir of experienced leadership, and (2) that of interesting rank-and-file members. Both relate to techniques of leadership, and cannot be solved by any special committee. The common plea was not that new leadership be developed to necessarily hold on to them, but that new leadership be developed to share the burden of local Guild responsibility.

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P-O-I Defines a Good Local

"A good local is one that gains for its members certain economic benefits and protections, and affords them the opportunities for a broader social life through personal contributions to group and society which they cannot achieve or realize as individuals; and which operates its internal administration to obtain maximum democratic participation in, and sense of democratic responsibility for, the success of the program."—Resolution, Pennsylvania-Ohio-Indiana District Council, ANG.

usually called upon to perform a "labor of love," and is lucky to get his expenses. Local leadership is a wearing, learning job. Delegates reported manpower at a premium, and union jobs plentiful.

It was noted that some who might desire to be of service in leadership hesitate to be candidates in a competitive contested election.

Some locals recognize this by not announcing the vote tally, only the names of the winners.

It was suggested that some talent was being lost because candidates are required to run in "alleys" for specific offices.

A device of rating the offices from president down, and permitting candidates to stand for all offices in a run-off, was suggested. High-vote man would be president, second high man first vice president, and so on.

One local's elections committee which always destroyed ballots and reported only the names of the winners, never had a question raised as to the integrity of the committee. In Cleveland, it is an unwritten law that no president of the local can succeed himself.

In connection with rank-and-file participation there arose the question of turnover in employment.

The Lima delegates illustrated the problem. They said their Guild had had 189 people in 40 different positions in 11 years, and that only 11 charter members of the local were still employed in Lima.

Said Frank J. Klein, one such charter member, "If we had to depend on the older members for leadership, we would not have enough manpower to run the local and negotiate contracts. The problem is turnover and the development of new leaders."

This question developed a discussion of the techniques of leadership, and the council gave a generalized answer:

"Any technique or design which will arouse in new members or disinterested members a desire to do Guild work, and give them the opportunity to do it, is the technique of a Good Local's leadership."

Klein said the best way to get a new man busy was to make him a dues collector, if there was no check-off. "He is usually a good collector, because old staffers hesitate to refuse. In the process he gets a Guild education."

Klein, an advertising salesman, was critical of attempting to sell prospective members on their "moral duty" to join.

The sales approach, he argued, was to start with their viewpoint, and sell them a satisfaction of their needs and desires.

The old ping-pong game of trying to figure out why attendance is small at general meetings, claimed a share of the two-day festivities. Nearly every representative admitted the difficulty.

Various plans were suggested, such as door prizes and bank nights. One delegate's suggestion was that a \$2 assessment be levied for each meeting, and that a \$2 credit go to each member who attended. There was a suggestion that free beer might help, but it was drowned in a chorus of "no beer."

Davy said Cleveland attendance had often been very slim, surprisingly when important issues of policy and dollars for members were on the agenda. Local officers were amazed when on the night the membership was to discuss questions of ethics, 350 very alert and interested members jammed the hall. The ethics issue brought out an equally big crowd at a second meeting.

It was agreed that attendance at membership meetings had little relation to the quality of Guild direction; that sometimes it indicated tacit satisfaction with union management.

Novak summed it up: "The locals which plan a program for the participation of more and more of its membership in some type of activity are the best locals. Membership participation and the methods of getting membership participation, are the key to the problem of building the most efficient union."

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Return of Frank Morrissey, conductor of the "Boston After Dark" column in the Lynn Telegram-News, from vacation accounted for two pages of advertising in a recent Sunday issue, all devoted to a Welcome Home theme, with Morrissey's pix on both pages, and sponsored by night spot proprietors along the columnist's beat.

Miss Jeannette Ruth Reese, for 15 years society editor at the Scranton Times, married to Walter S. Deibert, auto dealer of Montclair, N. J.

Pat on the back administered by the National Wire Service Council to Sel Fox, New York UP, for his personally-conducted drive for new Guild members, resulting in signing up more than 100 eligibles. The council's resolution, forwarded to Fox by Felix Wald, of Detroit, its president, notes that not only all the wire service groups, but the Guild as a whole, benefited from the effort.

Guy Friddell, Richmond News-Leader reporter, landed top honors in the recent Virginia Press Association competition. Richmond Guild President Larry King becomes a parent for the

St. Louis Unit Votes to Strike

St. Louis, Mo.—With a thumping strike vote by Globe-Democrat Guild members as its authority, the St. Louis Guild this week was prepared to walk out at that newspaper plant if management continued, in consultation sessions, its refusal to make a satisfactory wage settlement a part of the Guild contract.

Last Sunday, in a unit session attended by a large majority of those affected, the membership voted by 202 to 22 to grant strike-call authority to the local executive committee.

Local President Ray Kringer moved at once to set up strike committees, arrange for adequate financing, gain support of Guilds elsewhere in the country, and enlist the defense fund facilities of ANG.

The local has held a contract

Waukegan Guildsmen Hit Job Impasse, Still Out

Waukegan, Ill.—Guildsmen here are still idle as a result of the continuing strike of printers at the Waukegan News-Sun, although this week a new contract was signed by the Chicago Guild on behalf of the Waukegan unit members.

Waukegan Guildsmen voted to continue to avail themselves of their contractual right to honor the printers' picket line, although this week a new contract was signed by the Chicago Guild on behalf of the Waukegan unit members.

Negotiations for the new agreement had been under way for some months, since the former

fourth time, a daughter, Stephanie, born Feb. 8.

Ernie Gross, Buffalo Evening News reporter, honored by a "Best of the Press" citation from the Junior Captains' Club of the Buffalo fire department, for his coverage of city government news.

George McWilliams, Denver Post rewrite, back at his typewriter after 14 months with the Marines in Korea. . . . Fifteen delegates represented Denver local at the fourth annual State CIO educational conference. They participated in workshops on topics of collective bargaining, stevedoring, political action and state labor legislation.

Charlie Dineen is new Buffalo Guild unit chairman of the Niagara Falls Gazette, and Oscar Barkman moves into his place as treasurer. . . . Tom James, one-time Ottawa Guild member has joined the Gazette unit.

SPONG Guildsmen Joe Rosenblatt's Pulitzer prize winning photograph of the two Jima flag raising is the model for a 100-ton 45-foot-high monument being cast in Brooklyn and destined for a memorial to the Marines in Washington, D. C.

with the Globe-Democrat since 1939. Its most recent agreement extends to next June 30, but contains a wage reopener effective as of last December 1, with a proviso that wages when agreed on would be payable retroactive to that date. Negotiations were launched in October, and although the Guild has said it would accept a wage increase far less than those currently being negotiated elsewhere, management has flatly refused to agree.

The Guild has not been told that management cannot afford to meet the Guild figures; just that it won't.

Comments at the unit meeting were that the management attitude constitutes an actual threat to the Guild's existence rather than an attempt to save a few thousand dollars in payroll costs.

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Toronto Votes 'No Confidence' In Braithwaite

Toronto, Ont.—Membership of the Toronto Newspaper Guild has adopted, by a count of 144 to 74, a vote of "no confidence" in its president, Dennis Braithwaite, Star reporter and an active officer in the local since its reactivation in 1948.

The vote followed a several-hour debate, as a special order of business at the membership meeting last week. A near-record attendance was registered. During the discussion George Gillespie chaired the meeting, Braithwaite stepping down to enter a defense against the move.

Formal notice of motion had been served on the local secretary by a committee of 35, which had drawn up documentation of charges along three lines. There was no demand that Braithwaite resign his office. Local elections are scheduled for late this spring.

The motion was supported by a petition carrying the signatures of more than 150 members, including 17 of the executive body of the local.

It was presented by A. M. "Buck" Johnston, and all speakers except Johnston and Braithwaite were limited to five minutes time.

Charges were that Braithwaite's leadership had resulted in giving local the Guild "a red taint," which would hinder or retard the local's efforts; that he had created dissension by pitting one department against another in Guild affairs, thus weakening bargaining strength and failing to obtain contract gains won by other unions at the Star; and that specific acts been dictatorial and beyond the authority of his office.

Braithwaite made a blanket denial, and charged that the move was a "management plot" to get rid of him.

Each received a check for \$35

Guildsmen at Haywood's Last Union Meeting

Wilkes-Barre, Pa.—IEB Vice President Joseph F. Collis and CIO Regional Director Joseph M. Walsh, a former IEB member, were within arm's length of Allan S. Haywood when he met death from a heart attack last week-end.

CIO's executive vice president was addressing a group of regional CIO officials when he was fatally stricken. Collis says that Haywood slumped to his knees along the microphone stand, and collapsed as he and Walsh jumped to his help.

They administered first aid, but death had been virtually instantaneous. Dr. John Giering, of Kingston, a heart specialist, arrived shortly after police and firemen started administering oxygen, and pronounced the CIO official dead. The body was taken to Wilkes-Barre General Hospital.

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New England DC Expands Guild Education Program

Boston, Mass.—An expanded education and information program for Guild locals and members in the six-state area was approved by delegates attending the annual meeting of the New England District Council at Boston Feb. 14-15.

The Council voted to begin publication of a one-page supplement "New England Guildsmen" as part of the "Boston Guildsmen," monthly news organ of the Boston Guild. The combined publication will be distributed to all Guildsmen in Boston, Lynn, Woonsocket, Pawtucket, Portland, Brockton, Salem and Manchester.

A committee of three, Victor Schlich of Portland, IEB Vice President John Thompson of Boston and George Memmott of Salem was appointed to devise a district council education program and to arrange for a second-round ANG-sponsored educational institute later in the year.

Charles E. Dawson, Portland,

Twin Cities Unit Chairman Wins Award for Reporting

Minneapolis, Minn.—Two Twin Cities Guildsmen, Frank Murray and Al Woodruff of the Minneapolis Star news staff, have been named winners of the first annual Halloran award "for the best example of impartial reporting of a controversial subject" during 1952.

Murray, general assignments reporter, and Woodruff, who has the county courts beat, collaborated in a series on probation and parole.

Murray is chairman of the Twin Cities Guild's Star and Tribune unit, long has been active in Guild activities.

SFONG TAKES BAY AREA AS JURISDICTION

San Francisco, Calif.—The executive committee of SFONG has come up with what it thinks should comprise the jurisdictional area of this local.

The area being proposed to the IEB includes nine bay area counties, exclusive of San Jose, where there is a Guild local. The counties are: San Francisco, Alameda, Contra Costa, Marin, San Mateo, Napa, Santa Clara, Solano and Sonoma.

SFONG units are located in the counties of San Francisco, San Mateo, Solano and Sonoma. There has been no unit in Oakland (Alameda county) since the folding of the Post-Enquirer.

The wish of dockmen to be

united was then met by the sailors' union, which has signed up the group, with the Guild's blessing.

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.

This is not to say that I don't get soured every once in a while,

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PIERRE SALINGER Chronicle Unit.

Editor: Thank you very much for mentioning my recent jail

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was elected president, succeeding Harris G. Monroe, Jr., of Pawtucket. George W. Memmott of Salem was elected vice president. Re-elected were Fred Bowler, Lynn, secretary, and Joseph E. Dumont, Boston, treasurer. George A. Harris, former IEB vice president, was elected to the Policy Committee. Re-elected to the committee were three other Boston members, IEB Vice President Thompson, Secretary Robert E. Glynn and Executive Secretary John C. Cort. Bowler was designated editor of the new monthly publication.

The Council voted to support the Middle Atlantic and Empire State District Councils a joint meeting in New York City some time in May.

William J. Farnon, ANG secretary-treasurer, attended both the Saturday and Sunday sessions and advised the Council on methods of expanding its activity and increasing its service to member locals.

Some of the problems in white-collar organization listed by "Work" are scattered unions, rapid turnover among women, snobbery, tradition of independence, and a tendency toward free-riding in those plants where production workers are already organized.

Countering these are the trends seen by Professor Mills:

• The increasing mechanization of office work, resulting in increased monotony and less satisfaction in the job and the lowering of educational requirements.

• A sharp decline in the wage ratio over the production worker.

• A decline in job security as compared with the gains of unionized production workers.

• A decline in "prestige" as office status grows and results in a more distant, less personal association with management.

• An increasing lag in the benefits "given" office workers behind those won by production workers.

• A leveling of society brought by broader education for everyone, with office workers no longer the "social leaders" of the community.

As a result of this "decline in the prestige and security" of white-collar workers, the majority of office workers may be in the union fold in 10 or 15 years, Professor Mills predicted.

Attend meetings regularly—the Guild is what you make it.

Ed. & Pub. on Press & Ike: You Pays Your Money—

Was President Eisenhower's first press conference as Chief Executive a success or a dismal flop? Well, the February 21 issue of Editor & Publisher says—

"While the promise of open questioning pleases the correspondents, the first meeting was not the best possible example of its fulfillment. The President devoted most of the conference time to reading a prepared statement and made it clear that he expected questions to be directed to the several points he had made. His rendition was positively nervous."

"The meeting was a disappointment in that it must be confined to half an hour and he devoted 20 minutes of that time to his speech. . . ."

"Press Secretary James C. Hagerty couldn't fail to sense the air of disappointment. . . ."

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—Story on Page 11.

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"The reporters have a large responsibility in proving to him that regular press conferences are a useful and necessary link between the people and the Chief Executive. . . . The press could not ask for a more encouraging opening of relations with the new President. . . ."

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ORGANIZING

Trends Seen Easing Office Unionization

The organization of white-collar workers, including newspaper employees, has always presented special difficulties.

But times are changing. A Columbia University professor recently told 800 office executives meeting in New York.

Prof. C. Wright Mills was quoted by "Work," Chicago Catholic labor publication edited by Guildsmen Ed Marciniak as noting the development since 1900 of trends which can help win office workers to unions.

"It is only a question of time and of greater and more intelligent effort of unions before your office forces are unionized," Mills told the group.

Some of the problems in white-collar organization listed by "Work" are scattered unions, rapid turnover among women, snobbery, tradition of independence, and a tendency toward free-riding in those plants where production workers are already organized.

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Local Copy

'THAT LAW'

Whither Taft-Hartley? Backward, Says Senator

Ammunition

"...that good-for-nothing Taft-Hartley Law, that Taft-Hartley thing doesn't get you anywhere and it's not going anywhere it self."

—President Truman, to the 1952 Democratic National Convention.

form, this provision should be clarified and expanded.

The requirement that "members of policy forming and governing bodies" of unions file affidavits is as objectionable as it is vague. It could mean all of the hundreds or thousands of delegates to a CIO or International Union convention.

An analogous provision for employers would require an affidavit of every stockholder of a corporation. We do not agree that there should be such a requirement; rather, we say that the law as it stands has no proper place in labor relations legislation to begin with, and is now running wild.

Provision—"free speech" guarantee to cover elections in addition to unfair labor practices, as at present.

Comment—The present act provides that employer statements shall not constitute or be evidence of an unfair labor practice unless they contain a "threat of reprisal or force or promise of benefit." Taft now proposes that employer statements shall similarly not be a basis for setting aside an election. The purpose of this proposal is to overrule Labor Board decisions holding that intimidatory employer statements may justify a "threat of reprisal or force or promise of benefit" even though they cannot be held an unfair labor practice under the so-called free speech guarantee.

Provision—Review the welfare fund provisions to provide that employer payments to such funds shall be legal only if the Secretary of Labor, after a thorough examination of the agreement creating the welfare fund, including the holding of a hearing at the request of any person demonstrating an interest, certifies that the fund meets the statutory requirements.

Comment—The provision for review of welfare fund agreements by the Secretary of Labor would create unnecessary delay and red tape, would hamper the establishment of additional welfare funds through collective bargaining, and is extremely objectionable. It is wholly inconsistent with the author's professed abhorrence of governmental regimentation, unnecessary red tape, and big government.

Provision—Enlarge the Board from 5 to 7 members with no more than 4 of the 7 to be members of the same political party.

Comment—This is a proposal to pack the Labor Board with additional Republican members. We believe that the Labor Board should, as much as possible, be placed outside of party politics, instead of side of party politics. That Taft made the same proposal in 1948 to pack the Board with additional Republican members shows only that his desire to

inject the Board into party politics is not new.

Provision—Provide that the Board's powers may be exercised by any 4 instead of 3 members as at present.

Comment—This change is objectionable, since it would prevent the speeding up of Board processes which might otherwise result from having more Board members. This proposal makes it clear that the proposed enlargement of the Board is in the interest of politics rather than of expedited operation.

Provision—Under this bill, any person against whom a complaint is issued could obtain from the Board a preliminary determination of whether the unfair labor practice alleged was within the jurisdiction of the Board (that is, whether it affects "commerce") by filing a motion to dismiss. The filing of such a motion would automatically postpone any hearing on the complaint until the motion was disposed of by the Board.

Comment—The only purpose of this proposal is to supply employers with a new device for delaying unfair labor practice cases. There is no genuine problem of the Board's reaching for cases beyond its statutory jurisdiction; rather, it declines to handle numerous cases over which it clearly has jurisdiction.

Summarizing its analysis of Senator Taft's amendments, CIO's Executive Board concludes:

"The proposals thus far made by Senator Taft are not even a beginning toward replacing the Taft-Hartley Act with a fair and just labor relations law. For each mining step forward, they take a stride backward. Petty liberalizations are coupled with new anti-union restrictions. Innocuous procedural improvements are more than offset by proposals which would—and are clearly intended to—produce administrative chaos."

How Blithe the Throats Sing!

Publisher Richard H. Amberg of Syracuse, N. Y., is a romantic. Which is not always bad.

For example, recently in The Bulletin of the American Society of Newspaper Editors, Publisher Amberg presented some interesting—and, to the Guild, useful—views on the qualifications necessary for a career in journalism.

"To be a successful journalist requires certain qualities which no other career, except perhaps the ministry, finds essential," Amberg says.

"A good journalist must have a high degree of dedication to the public service. He must have a sincere and deep seated interest in helping his community, the state and his fellow man. He must believe in basic justice for its own sake. . . ."

"In addition, a successful journalist must possess considerable amount of inner drive, a searching curiosity, and a facility in self-expression, either in communicating ideas direct or in effectively influencing them in other people."

Well, after that a reporter might well exclaim: "My heart leaps up!"

But then the spirit of romanticism fairly overwhelms Publisher Amberg, who heads the Post-Standard in Syracuse, a Newhouse paper on which the Guild once had a contract.

He gets down to what a journalist gets in return for this dedication and talent.

"The compensations in our business come largely from within," Amberg concludes. "Top people in journalism, either on the editorial or business side or combining both, are not particularly well paid compared to top people in other professions, such as law, retailing, medicine, business or industry."

"Our satisfaction comes essentially in what Wordsworth so happily described as 'that one best part of a good man's life, the little, unremembered acts of kindness and of love.'"

Not only doesn't Publisher Amberg remember his acts of love, he doesn't remember his Wordsworth too well, either. He's pretty close as far as he goes, but if he had gone a little further he'd have found a line that reads:

"So once it would have been,—his so no more."

School's Out; Guild Alumni Get Diplomas

With ANG's 1952 scholastic year ended, letters—in lieu of diplomas—went out this week to all graduates of the first series of regional week-end training institutes.

Executive Vice President Ralph B. Novak and Ellis T. Baker, Director of Research and Information, noted in the letter to institute "alumni" that the response to the first series was so encouraging that a new, and different, series is planned for 1953.

"We hope, too," they said, "that if you have any ideas about how the institutes can be made better and what they should include, you will tell us. This year's institutes were our first, and we would like to improve them in any way possible."

Aided by district councils and host locals, ANG conducted nine of the week-end institutes last year. They were attended by some 300 delegates from 37 locals, or 37 percent of the locals in the Guild.

Day Book

LABOR BOARD PROCEEDINGS

THE GUILD REPORTER

Published by the American Newspaper Guild (CIO)

CHARLES E. CRISSEY, Editor

Guild Reporter deadline at 99 University Place, New York 3, N. Y.; letters, features and ads the Friday preceding publication date; news, Tuesday preceding publication; news bulletins, Wednesday preceding publication. Single copy 15¢. Published the second and fourth Fridays of each month. Yearly \$3.00. Acceptance for mailing at the special rates of postage provided for in the Act of February 26, 1925.

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February 27, 1953

Vol. XX—No. 5



NEWLY APPOINTED chairman for the State of New Hampshire for Sigma Delta Chi, professional journalistic fraternity, is one Richard Vahan, of the editorial staff of the Nashua Telegraph, says Editor & Publisher's current issue.

To that vital statistic we add another, without comment.

Vahan was hired at Nashua last summer after the Guild there was forced to strike for living wages and a decent contract. Vahan daily went through Guild picket lines to his job, continued after Guildsmen lost the strike and their own jobs.

WE DO NOT KNOW what ugly and malignant deformities may lie hidden in our own Freudian interiors. Like most, we have gone through most of life hoping the situation was not as bad as described by the psychologists, and so evading the issue.

But truth wild out, and for us it did out when we read last week without a shudder that native voters of the French Congo had probably eaten their parliamentary representative while he was campaigning among them.

From under a rock somewhere deep down on the slimy bottom of the id a monstrous thing crawled out. We studied this ghoulish news story with unashamed pleasure. In fact we drooled.

Like most American voters, we have our moments of morbid pleasure imagining any number of extreme sanctions and retributions we would inflict on particular congressmen or mayors or aldermen, but it is to be doubted if any of us have been able to picture a fate for them quite so direct and appropriate as that conceived by the Gold Coast citizens—simply eating them!

Just what campaign promises or political alibis whetted the

aboriginal appetites of Biaka-Boda's jungle constituency, the story by-lined by New York Times' C. L. Sulzberger did not state. Any reader who has listened to campaign oratory can do his own guessing. It is possible to argue that cannibalism has its points. Those primitive people at least found a way to get some good out of a congressman, which is more than we in this most advanced democracy have been able to contrive as to many of our own legislators.

It is noted that under the leadership of the deceased politician and a colleague, the voters of the region had turned away from communism. It is thus possible that he may not have been devoured by disillusioned supporters at all, but lured to the fatal banquet in the bush by the dusky red opposition. A "united front" between communism and cannibalism?

Is it possible that the Moscow line has changed down there along the Gold Coast? Does it appeal now, not with the idea of more and bigger coconuts for everybody, but to old nationalistic tribal appetites, aiming at the liquidation of the bourgeoisie via the stew kettle? This is a matter our reorganized intelligence services should look into!

Novak Assigned to UNESCO Program Unit

Appointment of Ralph B. Novak, executive vice president of the American Newspaper Guild, to the program committee of the U.S. National Commission for UNESCO, has been announced by Walter H. C. Laves, commission chairman.

Novak has been a member of the commission since November, when he was named as a Guild representative. The commission is an advisory group for the nation's delegation to the UNESCO general assembly, and aids in promoting free interchange of information on education, science and culture. The committee to which Novak is assigned is a major standing committee which studies and appraises UNESCO's program, to develop plans and methods of execution.

MEMPHIS GUILD TO HOLD SPRING PARTY IN APRIL

The Memphis Newspaper Guild will hold its annual spring party the second week in April, at which time the Guild's annual Citizenship Award will be presented to some outstanding Memphis citizen for his civic service during the past year.

SFONG Reverses Dues Decision

San Francisco, Calif. — The annual SFONG membership meeting overruled the representative assembly's prior decision that a Guild member on Nieman leave should pay full union dues. The member, Bill Steif, former unit chairman at the San Francisco News, is spending a year studying at Harvard University on a Nieman Fellowship.

Jack Loughner of the News unit has led the fight to have Steif assessed unemployed dues of 10 cents a month instead of the regular \$4 monthly figure.

Washington Roundup

By CHALMERS M. ROBERTS
 Washington Guild

WASHINGTON HAS BEEN watching with fascination these past five weeks a President of the United States learning his civics and government out loud.

Things have progressed a long way, of course, since the day a House member climbed aboard the Look Ahead, Neighbor campaign special and asked Ike's support in a tough election fight. Ike reportedly replied he would be glad to help, then added:

"By the way, how many of you House members are up for re-election this year?"

Ike's first press conference, to me at least, was a fine mirror of the man's mind on government, among other things. He told a questioner that, you know, the President doesn't have the power of item veto. True, he doesn't, but that power has been sought for appropriation bills and Ike was talking about the tax cut bill.

ON THE MATTER of "repudiation" of the "secret agreements" the President has marched up the hill and down again. It turned out, if I understand what he said at that first press conference, that a treaty is "secret" until it has been submitted to the Senate.

Now Presidents for many a year have been making all sorts of executive agreements and arrangements with other countries short of treaties. FDR went furthest, perhaps, and a lot of shouts went up. But it is going to be pretty tough to run the executive branch of the United States Government if a President knows that everything he signs involving a foreign nation will have to be passed on by a Senate and okayed by a two-thirds vote.

Only a new man in the Presidential chair and one unacquainted with the long history of the trinity of government could slip into that one.

IKE, IT SEEMS TO ME, has a somewhat oversimplified understanding of government, the oversimplification of the learner. For example, not long ago a batch of mayors were talking civil defense with him. They complained that the way things are set up a city can't go directly to the Federal civil defense agency but must deal through the states.

That's as it should be, Ike replied.

When the Mayor of Atlanta protested that his city felt it was a target area and wanted to be

prepared but the State of Georgia wouldn't vote a penny for CD, Ike's comment was:

Well, now that IS a problem.

You don't have to be much more than a casual student of American government and politics to realize that our rural brethren dominate the state legislatures. And you only have to look at the census figures to know that almost half our population lives on one-half of one percent of our land area, a fact rather obviously showing that CD is an urban problem.

Yet Ike has just named a one-time governor of our 35th most urban state—Nebraska—as CD boss.

THERE IS A CERTAIN AMOUNT of discernible grumbling around town that Ike is too much surrounded by ex-governors: Adams, Stassen, McKay and CD's Peterson. At least that's what those with what they consider a "national" or "big city" or "urban" point of view seem to think.

Of course the capacity to learn is a major virtue in a public official; we have too many knuckleheads on all levels. But in a President, it helps a lot to have a foundation in the primer of American government.

IT APPEARS FROM HERE that two points of political significance are clear: the business-man nature of the government, as I have already written in this space, and the new style Eisenhower version of government economics.

The one query that appeared to nettle Ike at that first press conference was the reference to Stevenson's crack about the New Deal becoming the Big Deal. Ike's reaction made it perfectly clear that Adlai had hit an exposed nerve.

Ike's economics I call the finger-tip system of controls: don't touch the economy with more than the tip of the government's finger in order to keep it on even keel. By the way, is it GM or someone else who advertises finger-tip driving?

The tests ahead are fascinating, too: timing and scope of the tax cut, possible bumper crops and surplus problems, real budget balancing or partly by bookkeeping legerdemain, deep defense cuts without impairing national security. All these affect the success of business-in-government and the finger-tip control system.

It ought to be worthwhile sticking around here this year, summer heat or no.

Workers Rejected Guild, Ax Fell, Now They Sign Cards and Join Up

Long Beach, Calif. — Spurred by firing of 16 Long Beach Press Telegram and Independent district men, overwhelming majorities in the papers' circulation, transportation and maintenance-operation departments have signed Los Angeles Newspaper Guild membership cards.

LANG, which already has a contract covering the papers' editorial employees, moved in swiftly after the firings and reaped a harvest of signers.

Last September when LANG won an election among editorial employees of the consolidated company publishing the Press Telegram and Independent, the circulation vote went against the union by a small number of votes.

But the bloc of Guild supporters in the circulation and other departments won a mass of new

friends after the firings, and the Guild was in.

Under the contract, the Ridder management agrees to negotiate for other departments when the Guild shows a majority.

But in opening talks between management, LANG Administrative Officer George Hutchinson, LANG Vice President Bob Abramson, and Louis E. Head of the papers' editorial department, management insisted "show" meant an NLRB election.

The Guild of course said this wasn't so. Further talks are to thresh this out, with the contract calling for arbitration on the matter if both sides fail to agree on the interpretation.

In an unusual twist, Ben Nathanson, onetime LANG ad-

ministrative officer, is the management spokesman—Nathanson now is a member of an industrial relations firm.

Abramson was rushed down a few days after the firings—and the flood of membership cards—on a special assignment, and has stayed weeks to consolidate the big LANG gain. Hutchinson was unable to be here full time.

LANG President George Meenes, LANG Treasurer Horace Blanco, and Syd Rose, the local's organizing chairman, also have attended various meetings with the new members.

Before the papers' consolidation, LANG held a contract covering the editorial and circulation employees of the Independent.

The Guild Reporter

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

Detroit Free Press

Hires Collins George

Detroit, Mich. — The Detroit Free Press has employed Collins George, former editor of the Detroit edition of the Pittsburgh Courier, as a general assignment reporter. He is the first Negro to be so employed on Detroit dailies.

George holds a master's degree from Harvard, and studied at the University of Southern California and Howard University. He taught in college before entering newspaper work eight years ago.