THE GUILD REPORTER

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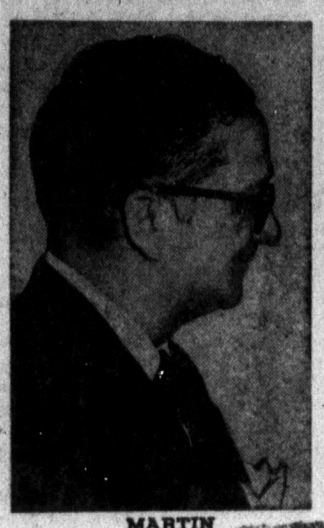
Largest ANG Convention Furthers Guild Policy, Nine Officer Posts to be Decided by Election

Martin, Collis Contest Presidency, 8 Vice-Pres. Posts Also at Stake

Boston, Mass.—As a result of convention nominations, Guild members throughout the US and Canada will be asked to choose, in a referendum election to be conducted in September, between Harry Martin, of Memphis, incumbent, and Joseph F. Collins, of Wilkes-Barre, Pa., IEB vice president at large, as Guild president for the two year term beginning November 1.

The full Guild membership, too, will ballot on the choice of six vice presidents at large from a field of ten nominees, advanced by their backers on the convention floor. And in two regional contests, Guildsmen in Regions III and IV will elect their representatives to the International Executive Board.

The field of ten candidates for the six at-large posts includes Douglas Bailey, Elizabeth; Roberta Bailey, Philadelphia; Harold Chucker, Twin Cities; Ed Easton jr., New York; Paul Freye, Sacramento; Ed Marciniak, Chicago; Clarence Olson, Sioux City; William M. Ware, Cleveland; Felix Wod, Detroit; John R. Wright, Boston. Their names will appear in alphabetical order on the ballots. Three of them, Easton, Ware and Wold, are currently members of the IEB, seeking reelection. Three members of the present board, Milton J. Lapine, Cleveland; Chandler Forman, Chicago, and Collis, are not seeking reelection, and will retire from their vice presidencies October 31.



MARTIN

COLLIS

OPPONENTS—**Harry L. Martin, Memphis, seeks reelection to the Guild presidency, on his record. Urging the need for "stronger leadership," Joseph F. Collis, Wilkes-Barre, will be his opponent in referendum balloting to be conducted in September.**

In the Region III contest, Adolph Rahm, St. Louis, the incumbent, seeks another term, although he had expressed, before the convention, a determination to drop out. He is opposed by Harold Klessig, of Milwaukee. Voting in this region will be members residing in West Virginia, Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, North Dakota, South Dakota, Nebraska, Kansas, Iowa and Missouri.

Region IV will see Al Dipman,

(Continued on Page Three)

Boston, Mass.—With 230 delegates and eight alternates accredited with a total voting strength of 352 and thus entrusted with the largest representation ever accorded the union's policy-making body, the twentieth annual convention of the American Newspaper Guild met here last week in an atmosphere of mingled retrospect and prospect.

Ideologically, the gathering was dedicated to the honor and memory of Heywood Broun, its liberal-thinking, two fisted founder.

Practically, the convention delegates reviewed the year, discussed its shortcomings and triumphs, debated a course for the future, and phrased Guild policy in a series of committee reports and resolutions.

Politically, in an internal sense, the delegates nominated for top Guild positions, and four contests resulted, three for individual office and the fourth a choice of six from a field of ten for vice presidents at large. Both full-time paid officers and four vice presidents from regions were declared elected, having no nomination opposition. The contests will go to referendum.

Politically, in the external sense, the delegates framed resolutions on both national and international issues impinging on the wide interests of the Guild in public affairs and the newspaper industry.

Structurally, the convention again set back a demand from the wire service membership for changes in both structure and financial administration of matters affecting that membership.

* * *

On the collective bargaining front, the convention pushed the out-dated 1946 Scranton wage program figure of $100 up to $150, as a standard which can be justified as a top experience minimum for the key jobs of reporter, advertising solicitor and top circulation man.

One financial matter, warmly debated will go to the membership of the Guild at large, for determination in a referendum vote in September. This was a recommendation from the International Executive Board, approved by a majority of the convention finance committee, which would have made mandatory on all locals the adoption of the "model" dues structure imposed in 1949 on all new locals chartered thereafter.

A minority of the committee held that this is a point on which locals and local memberships should retain autonomy. Thirty-two locals of the approximate 100 conduct their affairs on dues less than the prescribed "model."

The convention heard W. Averell Harriman, former ECA and MSA head, in a warm tribute to Broun, as guest speaker at the Tuesday night banquet. It heard Louis M. Lyons, curator of Harvard's Nieman Foundation, in a stirring call for courageous news writing and equally courageous news editing.

Adjuncts of the convention program were meetings of such chain membership groups as Hearst and Scripps-Howard, sessions of the Wire Service Councils and the conference of District Councils.

New among convention activities were a collective bargaining forum, for informal discussion of the problems of negotiating and contract approval; a conference on local administrative procedure; and a briefing

(Continued on Page Two)

The Convention Nominated—

For President:
HARRY L. MARTIN, Memphis
JOSEPH F. COLLIS, Wilkes-Barre

For Executive Vice President:
RALPH B. NOVAK, Detroit*

For Secretary-Treasurer:
WILLIAM J. FARSON, Philadelphia*

For Vice President, Region I:
JOHN H. THOMPSON, Boston*

For Vice President, Region II:
PHILIP H. PRICE, Washington*

For Vice President, Region III:
ADOLPH J. RAHM, St. Louis
HAROLD KLESSIG, Milwaukee

For Vice President, Region IV:
AL DIPMAN, San Francisco-Oakland
GEORGE MEENES, Los Angeles

For Vice President, Region V:
VICTOR LEO, New York*

For Vice President, Region VI:
C. JOSEPH BEAUCLERC, Toronto*

*—Declared elected.

For Vice Presidents at Large (six to be elected):
JOHN WRIGHT, Boston
ROBERTA BAILEY, Philadelphia
EDWARD MARCINIAK, Chicago
WILLIAM M. WARE, Cleveland
PAUL FREYE, Sacramento
EDWARD EASTON JR., New York
DOUGLAS BAILEY, Elizabeth
HAROLD CHUCKER, Twin Cities
FELIX WOLD, Detroit
CLARENCE OLSON, Sioux City

Wire Service Division Plan Turned Down by Convention For Second Consecutive Year

Boston, Mass.—The Guild has rejected for a second consecutive year a proposal by its wire service members to constitute themselves a separate autonomous division within the Guild membership.

The vote, on a show of hands in a convention committee-of-the-whole, was 55 for and 137 against. The proponents made a valiant effort to convince the Boston convention of their case, and a full three-hour debate was allotted to the arguments. The interchange on the floor was sharp but not acrimonious, and all delegates heard the pros and cons.

Agitated for several years, the wire service plan first came to convention attention a year ago, at Portland, Ore. There the delegates rejected the proposal, but made changes in the administrative set-up for wire service members, deemed necessary because of their special requirements. One change was to grant delegate seats at the Boston convention to eight members of the National Wire Service Council.

As was done in Portland, the Boston convention extended delegate status to wire service spokesmen attending the 1954 convention at Los Angeles. In this particular alone, the wire service delegation succeeded in modifying the views of the IEB as expressed in the officers' reports.

The officers had recommended, in their report, a continuation of substantially the same interim operation of the wire services as has prevailed during the year just closed.

It was a substitute for this report, moved by the wire service delegates, that launched the debate. The substitute would have created a wire service division with all the powers and duties of a local, and would have required constitutional changes to conform with that situation.

As finally approved, and implemented by the finance committee's budget report, approved by the convention, the wire service administration will operate during the fiscal year on a slightly larger appropriation than in the year just concluded.

Last year's budget totalled $37,960. This year the service will have allotted $39,340, an increase of $1,380. Adjustments within the departmental total show a larger item for meeting arbitration costs, an increase in operating funds for the elected advisory National Wire Service Council, and upward revisions in the item of negotiation costs. Finance committee estimates show anticipated ANG income from wire service per capita totalling $51,430, for the coming year.

An even two dozen delegates

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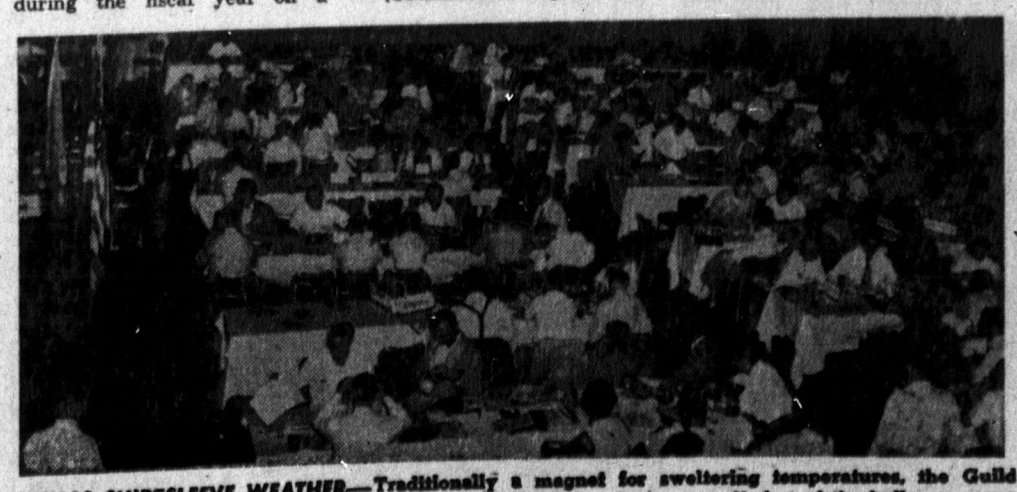


'TWAS SHIRTSLEEVE WEATHER—**Traditionally a magnet for sweltering temperatures, the Guild convention at Bostons' Hotel Statler was no exception. Here is an over-all shot of the ballroom scene as serious business of the twentieth annual meeting got under way.**

Harriman Sounds Call to Battle of Ideas

RECALLS HEYWOOD BROUN, GUILD FOUNDER, AS FRIEND AND LIBERAL CRUSADER

Boston, Mass. — "Westbrook Pegler isn't worth the holes that were in Heywood Broun's socks!"

This trenchant comparison of two newspapermen — one the fighting liberal and founder of the American Newspaper Guild, the other, Journalism's own McCarthy — was ad libbed by W. Averell Harriman in a prepared address at the Broun Memorial dinner.

The remark brought down the house.

Introducing Harriman, Harry Martin, ANG's president, spoke of him as an intimate of Broun. He revealed that for many years, the famous writer of "It Seems to Me" column, was the Thanksgiving Day guest at Harriman's New York Home.

In reminiscing of Broun, the multi-millionaire railroad owner and operator, who left his industry in the 30's to join the FDR administration and the New Deal, knew well his subject, the slovenly, improvident genius of the editorial room—with holes in his socks.

The Harriman address projected the personality of Broun in sharp silhouette against the backdrop of two decades of revolutionary change in American political and social thinking, beginning with the New Deal, and the launching of the Guild. He told of Broun's columnar battle for intellectual freedom. And then he mentioned in contrast Pegler, whom Roy Howard bought off the sports pages to "offset" — and supplant Broun.

And finally he remarked upon the recent Eisenhower-Dulles capitulation to McCarthy and his refurbished social thinking, beginning with the New Deal and the organization of the Guild, and Broun's fight through the Guild for freedom, and ending with the Eisenhower-Dulles capitulation to neo-know-nothingism and McCarthy.

* * *

Harriman said he was grateful to the Guild for the contribution of a group of Guild members to the information work of the Mutual Security program in Europe. Among them he listed Martin, Pete Swim, John Hutchison, Pat Frayne, Peter Madison, Ward Melody, Allan Thomason, Lem Graves, Larry Howes, Harry Turtledove, Bill Gausmann, Hugh Sutherland, Martin O'Farrell, Sven Godfredsen, and Al Abajian.

"And if Harry Martin had not been in Europe," he added, "the journalists union of Western Europe might not have broken away from the communist-dominated International Organization of Journalists to establish the IFJ."

"We are here tonight," he continued, "not just to reminisce about Heywood Broun, with all the surge of warm memories that brings to our minds, but we are here, too, to commemorate his achievements. The most important of these was his call to arms of the newspaper profession and his participation in the organization and development of the American Newspaper Guild.

W. AVERELL HARRIMAN
A World Outlook

"I remember it because it was in the days of the NRA, and I was in that organization. The NRA's two most important provisions were the establishment of minimum wages, and article 7a — the right of labor to organize and bargain collectively. These provisions applied to labor, but not to professional occupations.

"When Heywood spoke out for the rights of men and women of the press to have a union of their own, this was nothing short of heresy at the time. Somehow the freedom of the press, the dignity of the profession, was thought to be at stake. It was all right for the printers who set the type to organize and win for themselves a decent wage, perhaps twice—or even three times —as much as did the creators of the stories. Many members of the press clung to the notion that a union was beneath the dignity of the newspaper profession and the publishers encouraged this mistaken notion. Thus, many were fearful of losing their jobs, and jobs were hard to come by in those days. **It is hard to believe now that the early organizers moved about as conspirators, as though engaged in some monstrous plot.** Certainly Heywood's courage gave heart to many. His enthusiasm inspired action and he coined your name —the Guild — to satisfy the pride of some in the dignity of your labors."

As did so many speakers at the convention, Harriman reverted again and again to the question of "freedom" and "liberty" in world and nation.

"The part the Guild has played at home and abroad is a dramatic story of the transition in American life," he said. "You have shared in the revolution of our society which has taken place during the past two decades. You have shared in the leadership our country is now taking in the world for the preservation of freedom. . ." Referring to the post-war McCarthyist eruption in American political life, he spoke of it as a diversion from "far the greater danger that comes to us from without.

"Today we see certain men attempting to divert our attention from this major threat and to concentrate on the lesser internal threat. It is a great shock to us to find that there are traitors in our midst, and of course they must be dealt with. But it is also shocking to find men attempting to exploit to their own political advantage the fears that this has engendered among our people — men who have had little if anything to do with the exposing of the traitors—who are now threatening our traditional freedoms and attitudes.

"It is significant that the kinds of men that opposed these social advances are now in the name of anti-communism weakening the real fight for freedom and against communism. In the attempts to intimidate freedom of thought and expression and of reading, it is not difficult to know where Heywood Broun would have stood. He would have fought those who are attempting to enforce conformity, and through intimidation, to impose restrictions on what we are permitted to say and to read. His voice would have been loud in the defense of those whose careers are being destroyed without a full and fair hearing.

"Serious as these attacks on our liberties are at home, they are even more serious in their effect on our influence in the worldwide struggle against communism when combined with other Administration indecisions. Returning travelers from abroad tell us the same story."

He commented at some length on the State Department's removal of controversial books from the American overseas libraries. He asserted that the variety of viewpoint expressed in the books of the American libraries, had been helpful to our foreign relations, rather than detrimental, and that the McCarthy (Harriman omitted McCarthy's name) censorship had shocked democratic-minded Europeans.

"Let's think of our own reaction 20 years ago, about the same time the Guild was organized, when we learned with horror of the spectacle of Hitler's book burning," he observed. "It is not hard to understand the feeling of the German people now — the bewilderment as to what's going on in the United States, the country which is the defender of liberties and the leader in the world in the fight for freedom.

"Of course from a practical standpoint, the ridiculous part of it all is that the communists are swamping all countries with a volume of literature far greater than ours, so that we can not prevent false docrines from being preached.

"The President made a fine statement about book burners at Dartmouth, and again in his message to the American Library Association. These are splendid reaffirmations of the principles that have guided our life. On another occasion, however, he was confusing about his policies regarding our libraries abroad. Let us hope that the President will act and act soon to eliminate the confusion, define his position, assert the authority of the Executive and make plain that he will not tolerate intimidation in the administration of these programs by groups in the Congress that are doing so much to damage our prestige around the world.

"And all of this and more besides is happening just when we should be putting forward a front of confidence in ourselves and in our friends and allies — continuing to build unity among the free peoples.

"This surely is the time when we should be showing the people both outside and behind the iron curtain our own confidence, our own determination.

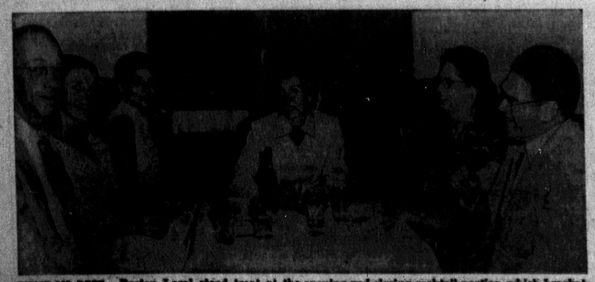
"I join with those who feel that this is no time for us to cut back on our military program. In this atomic age, we must keep our air force strong and develop our défense against air attack.

"I join with those who feel this is no time for us to cut back our Mutual Security Program.

"I join with those who feel that this is no time for us to show a lack of understanding and sympathy and willingness to help those who espouse the cause of freedom.

"We have inherited our great tradition of liberty. In spite of the difficulties, and in spite of the dangers, I have confidence that we can succeed in the struggle against the forces of slavery. But we cannot do so if we turn aside from the tasks ahead, if we permit our own freedoms to be undermined, if we permit the respect and confidence of other people in us to wane.

"In the battle of ideas, at home and abroad, the members of the Guild are in the front line. With our vast material and moral strength, I believe it is within the power of this generation of Americans to mark this age as the age — not of the Communist Manifesto — but of the Declaration of Independence."



SUNDAY BEST—Boston Local stood treat at the opening and closing cocktail parties, which bracketed the solid week of convention toil.

Four Charters Are Revoked

Boston, Mass. — Four small Guild charters were revoked by the American Newspaper Guild convention, while a fifth is to yield its charter presently in a merger of two locals.

Action was taken by the convention on recommendation of the Charter Revocation Committee, which was as follows:

It is after serious consideration that we discharge our unpleasant duty of recommending revocation of the charters of these locals of the American Newspaper Guild.

In the cases of Augusta, Me., Jersey Shore, N. J., and Cumberland, Md., there have been no dues payments in in the last year, and they are without contracts.

In Nashua, N. H., the Guild is not the bargaining agent, and they have no contract. Since termination of the strike in December, 1952, benefits are still being paid to four people.

We commend our people of Nashua, N. H., and Augusta, Me., for their courageous battle with anti-labor managements, and it is with sincere regret that we see their charters terminated.

With Port Arthur, Texas, our position is a more fortunate one. Four of its members have just paid dues; they wish to be part of the Sabine-Neches local, and they are in the process of voluntarily surrendering their charter.

Therefore, your Committee recommends that no action be taken in the case of Port Arthur, Texas, and that the charters of Augusta, Me., Jersey Shore, N.J., Nashua, N. H., and Cumberland, Md., be revoked.

SIGNED:—George Meenes, Los Angeles, Chairman; Corine Turgeon, Portland, Me.; Philip Fine, Toledo; George A. Harris, Boston.

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... Convention

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session for delegates attending their first Guild convention.

International aspects of the union movement and the Guild's relation to such activities loomed large. President Harry Martin's own report on IFJ progress, the comments of Mr. Harriman on the Guild's place in the world-labor scene, and sundry resolutions passed by the convention, emphasized the esteem, quite disproportionate to its size, in which the Guild is held abroad.

And in size, the Guild is growing. Organization methods approved as a policy at the Pittsburgh convention in 1951 and reaffirmed last year in Portland, have resulted in the most substantial membership expansion since the Guild entered CIO and nearly doubled its size by enlarging its jurisdiction. Dues-paying membership, which is exclusive of those in the armed forces, now exceeds the 26,000 mark, with indications of further accessions to come.

This growth had its effect on the Guild's financial picture, present and future. The convention-approved budget sets up estimated income and projected expenses of carrying on during the new fiscal year, at a sum in excess of $410,000. And in consonance with convention recommendations, the departmental breakdown reflects increases in most categories. Operations during the year ending April 30 were comfortably in the black.

* * *

It was a busy, and businesslike week. As a result, although wives and families of delegates enjoyed various hospitable gestures from the host Boston local, delegates as such held their extra-curricular festivities to two cocktail parties, one before and one after the formal meetings, and participation in a boat ride about Boston harbor and to the Navy Yard.

Seeking Salvation? Join a Union!

With all our technological progress, there still is no labor-saving device to equal a good old-fashioned union.

...Martin-Collis Contest

(Continued from Page One)

SFONG incumbent regional vice prtsident, opposed by George Meenes, Los Angeles. The region comprises Colorado, Wyoming, Montana, California, New Mexico, Arizona, Nevada, Utah, Washington, Oregon, Idaho, Territory of Hawaii and Territory of Alaska.

Only in the choice of nominees for the fourth region was there necessity for a convention roll call. Three nominations were made, the third entry being Harvey H. Wing, SFONG. Constitutional procedure in the convention called for roll calls until only two nominees remained in the running, and this was followed, with only delegations from locals in the region participating. Wing was third man in the resulting balloting, and Dipman and Meenes remained as the opposing nominees.

Politics buzzed throughout the convention week, with a caucus on the subject called for Monday and Thursday evenings, and with chief interest centering on the presidential campaign. Both Collis and Martin had declared their candidacies prior to the convention, and the fact that some other IEB members had indicated withdrawal made it certain that new faces would appear on the Guild's governing board.

The Monday night caucus did not discuss candidacies, but reelected Philip Storch, Lehigh Valley, as its chairman, and named a steering committee of twelve. Ware, Cleveland, was chosen secretary, and Helen Orcutt, Toledo, was made treasurer.

To the steering committee, as regional members, were named John Thompson, Boston; Dick Lane, Memphis; Irwin Bauer, Cincinnati; Roe Rosenthal, SFONG; Art Rosenstock, New York; and Bob Buchanan, Ottawa.

As at-large members the caucus elected Lapine, Cleveland; Marciniak, Chicago; Ralph Seebold, Washington; Charles Weber, Detroit; Roberta Bailey, Philadelphia, and Ed Easton, New York.

The caucus carries the nearmeaningless name "Pro-Guild," but actually its membership combines those who led opposing caucus groups until two years ago, when "Pro-Guild" and "Free Guild" were the designations. At Pittsburgh, they resolved most of their differences and nominated a jointly-supported slate of Guild officers —the group whose terms expire next November. A year ago, at the Portland convention, both groups found themselves on wholly common ground as to Guild policies, and merged, carrying on the name "Pro-Guild."

There was understandable puzzlement, therefore, when delegates at Boston found themselves invited to a caucus comprising all the delegates—those who favored the reelection of Martin, those who had committed themselves to the Collis banner, and those who were open-minded, or uninformed, as to the Guild presidency.

Because of this situation, the caucus steering committee confined itself strictly to a listing of all known or possible candidacies, and to making certain that qualified but perhaps reluctant Guildsmen were available for all posts.

The Thursday night caucus heard a report on the results, but its members were neither asked nor expected to bind themselves—in tight caucus fashion—to majority rule. And the caucus voted to extend financial support from its own treasury to no candidate who might achieve nomination, next day on the convention floor.

Two names were advanced at the Thursday night meeting which were not followed by floor nominations. Ware proposed the name of Lapine as a presidential candidate, but next day it was Lapine himself, a former pro-Guild caucus chairman, who placed Martin's name officially before the convention for reelection. The other caucus announcement was of R. Craig Shuptrine, Memphis, not attending the convention, as a candidate for a vice presidency at large. Olson, Sioux City, was actually the tenth nominee to be placed next day, and Shuptrine was not mentioned.

Martin's nomination was seconded by the following delegates: Lee Blackwell, Chicago; David Welty, Pittsburgh; Allen Johnson, New Orleans; George Meenes, Los Angeles; Donald Schram, Detroit; Joseph Beauclere, Toronto; Glenn Dodd, San Diego; Donald Hayes, San Antonio; Richard Lane, Memphis; James E. Powers, Richmond; Willard Yarbrough, Knoxville; Art Cullison, Akron; Ernest Rapley, SFONG; Sam McKeel, Greensboro, and Chan Forman, Chicago.

Collis was placed in nomination by John Thompson, Boston; and seconds were by Merle Edwards, Wilkes-Barre; Art Rosenstock, New York; Roberta Bailey, Philadelphia; Richard Wanek, Twin Cities; Sid Benjamin, Hazleton; James Donovan, Washington; Steve Hammer, Rochester; Ed Easton, New York; Ed Mahoney, SFONG; James Smith, wire services; Philip Storch, Lehigh Valley; Guy D. Peck, Elizabeth; Ed McNamara, New York; Cole Atwood, York; Thomas J. Murphy, New York, and Tom Edwards, Scranton.

The Collis candidacy had been determined upon as early as March, it has since been said, but announcement of it came about through a meeting of the Middle Atlantic District Council in May, when a resolution of endorsement was adopted. Queried, Collis avowed his candidacy and stated his reasons for seeking the presidency. Plans for a nation-wide campaign organization have been laid in his behalf.

Martin was in Paris until the week prior to the convention, and did no more than speak his readiness to seek another term. But at the convention, his supporters quickly rallied and campaign plans were outlined. Lapine will serve as chairman, and Ware as treasurer, of a Martin committee which will seek membership and support from all locals.

NEW YORK'S TEAM—Largest delegation at the convention, and one of the busiest, came from the 7,500-member local in New York City. Its delegates surrounded an entire table in the convention hall, served on all major committees.

OLD THEORIES NEVER DIE

Everyone has trouble negotiating with the publisher. The San Pedro (Calif.) News - Pilot unit reports the following entry for the Anti-Broun Award.

The Guild asked for three-weeks vacation after three years. Two people would be affected in 1953, none in 1954. Cost to the publisher: $42.00 each year. The publisher countered with a lengthy dissertation on his theory that three-weeks vacation would cause a falling off of advertising revenue. When it was pointed out that neither of the two employes affected had anything to do with selling ads, his reply was that his theory was sound and that the answer was NO.

Maternity Pay On Upgrade

Washington — Acceptance of maternity benefits in American industry is on the upgrade, according to a recent study by the Women's Bureau of the Labor Department.

Although little federal or state protection exists for the 9 million married women employed today, the trend is increasing, chiefly through collective bargaining.

In many instances, health insurance plans have also been expanded to include such benefits for wives of employes as well as women workers.

No Deflation Here!

Washington, D. C. — Private and public building during first six months of this year was at highest level in history, $16 billion, or 8 percent over the same period in 1952.

... Wire Service Plan

(Continued from Page One)

took the floor microphones during the debate, fairly evenly divided as to their viewpoints.

Douglas C. Lovelace, a SFONG delegate, opened and at the close summarized the wire service council's arguments; while Ed Marciniak, Chicago, summarized the viewpoints of opponents of the plan.

Lovelace said that wire service members' complaints were three, as follows:

(1) "For our operations, we do not have the same proportionate share of our dues money that other Guildsmen have for their operations.

(2) "We do not have the same measure of responsibility and the same measure of authority as do other Guildsmen.

(3) "In this policy-making body of the ANG, we do not have the same position, the same identity, as other members of the Guild."

He said wire service leaders felt the "only answer they could come up with" was the wire service division.

He stressed that (1) wire service administration and operations had to be directed at the national level, and not locally as in geographical locals, and (2) that wire service problems were of a technical and special nature which local Guild bodies were unqualified to handle.

He pointed out that local Guild members elect their own officers, and handle their own affairs, subject to constitutional requirements.

From this situation flowed the grievances of the WS group.

Lovelace noted the high cost of WS administration and bargaining, the fact that the bargaining committee and the Council have heavy traveling expense, and must be absent from their work for considerable periods, a situation not existing in the operation of locals.

ANG received last year from WS per capita a total of $1,956.66 more than ANG allocated to WS service and administration, but Lovelace referred to a sum, not readily computable, that the locals were retaining from the total dues paid by wire service members.

A large amount, he said, goes into local treasuries where many of the locals did, or could do, little for their wire members.

Lovelace argued that such WS manpower was being diverted into local union activities, with the result, he said, "we cannot get the full effectiveness of our men."

* * *

Closing the debate for the opponents of the division plan, Marciniak said that the wire services were asking what is essentially unit status in ANG, with powers which no local Guild units have.

Units of locals do not negotiate their contracts or appoint their bargaining committees, or as such sign their contracts, he noted.

The division proposal would deny wire service members the right to participate in any membership meetings—an overwhelming number of them would be in this position, he declared.

"To have a wire service local would be to prevent the wire service members all over the nation, who now enjoy the privilege from getting up on the floor at a monthly membership meeting and speaking their minds... the effective democratic place in the American Newspaper Guild is either the membership meeting or the convention hall," said Marciniak.

The proposal for a separate division would open the way for "centralized" control of the group, he said, and added that the Guild is not bound by rigid rules of organizational structure, a fact already attested by recognition of the need of a strong national collective bargaining setup for wire services.

Wire Service members have trade union participation when they exercise it in the locals, evidenced by the fact that locals had sent to the convention WS people as local delegates, hence the present structure made possible democratic representation in conventions, he said.

"The problem of finances and the problem of structure should be separate problems... the issue is the problem of structure," he declared.

Wire service administration last year spent practically all WS members contributed to ANG. The overhead and fixed charges of ANG were financed exclusively out of per capita paid ANG by non-wire service members.

And, said Marciniak, we are not objecting to that "because we are a union and we help our brothers whether they are wire service people or not."

Among others entering the discussions in the committee of the whole, over which Milton J. Lapine, Cleveland, presided, were William C. Brooks, Twin Cities; James Scott, wire services; Rudy Cernkovic, Pittsburgh; Bob Parkin ,wire services; William M. Ware, Cleveland; Joseph Wilson, wire services; Ed Easton, jr., New York; George Hutchinson ,Los Angeles; Donald W. MacMillan, Denver; Gordon McNab, Portland, Ore.; Glenn R. Dodd, San Diego; Joseph Murphy, New York; Henry Santiestevan, Los Angeles; Ray Henry, Washington; Secretary-treasurer William J. Farson; David Schick, Philadelphia; Ron Gilbert, wire services; Chandler Forman, Chicago; Thomas J. Murphy, New York; Felix Wold, wire services; Jack Abramson, Los Angeles, and Terry Reese, Chicago.

Booklet Lists Guild Employe Benefit Plans

A 20-page booklet describing the details of the employes' benefit plan effective for ANG staff members and available for employes of a large group of locals across the country has been issued by Secretary-treasurer William J. Farson, through the Research and Information department.

Latest addition to the benefit plan was instituted last September, when the employes came under the coverage of a group insurance policy financed by the American Newspaper Guild. It pays $5,000 upon the death for any cause of an employe covered, such coverage being effective upon completion of 30 days of employment. No age limits or physical examination are involved, and the employe may elect to convert the policy to his own account, if he leaves Guild employment. The policy also provides that total disability prior to the age of 60 will not invalidate the benefits.

Disability benefits requisite under New York State law are available under the over-all plan, this cost also being fully borne by the ANG.

Blue ross hospitalization benefits and Group Health Insurance medical and surgical services are also continued.

The booklet lists the fee schedule for allowable benefits, and the member hospitals in the Blue Cross plan.

GLOBAL SCOPE OF ANG INTERESTS IS STRESSED BY MARTIN

Guild President Lauds Broun; Makes Reelection Stand Clear

Boston, Mass.—Herewith is the text of the convention address by President Harry Martin, delivered as the keynote speech on the opening day of the Guild's 20th annual sessions.

There is special satisfaction in the fact that the Guild is holding its 20th Anniversary Convention in Boston, Massachusetts. This is a milestone in the history of the Guild—the passing of its 20th birthday—and it is a happy circumstance that permits us to celebrate in a city and a state that, like the Guild, were founded by rebellious and courageous seekers after liberty, security and release from tyranny. Boston is a city, and Massachusetts a state, abounding in the sort of historic tradition and glory that have made America the kind of a country in which there can be a free trade union of newspaper men and women, like the American Newspaper Guild.

We salute this beautiful city and this great state and thank you for your hospitality.

I find it difficult to realize that the Guild has been in business now for 20 years. Perhaps this is because my own participation in Guild affairs began in 1936; I have only 17 years of Guild activity to my credit. As a matter of fact, there are not very many old-timers, dating back to 1933, that are still around helping to carry the ball for ANG. Heywood Broun, our founder, has long since departed. Fittingly, we pay particular tribute to him this year; the annual banquet will be dedicated to his memory.

But I would remind you that we have a great and growing organization today, not solely because of his contribution to its early leadership, not merely because he was our first President, not only because he wrote a column on August 7, 1933, calling for "A Union of Reporters." The Guild is great today because working newspaper people, all over the country, the rank-and-file of the press, responded to the challenge first laid down by Broun.

Newspaper men and women did not wait for Broun to start. Out in Cleveland, a little group got together and organized what was to become Local No. 1, telegraphing Broun what they had done. Further West, in Twin Cities, the same thing happened. And so it went in New York, in Washington, and elsewhere. Broun had a union before he knew it.

Why?

Because men and women, like yourself, and including many of you, had the courage and the vision to break the shackles of the dead past and to take the lead in freeing themselves and their fellow workers from economic bondage.

Those who serve you as officers have their responsibilities and duties, but they discharge them to no avail if you whom we serve fail in the work that you, and only you, can do at home in your own locals.

You have come here to survey the progress of the year and to chart the course of the years ahead. Your officers and your Executive Board will give account of their stewardship and will lay before you their ideas for 1953-54. It will be your task to review the accounting and to shape up the programs.

The annals of the yesteryears record few into which there have been crowded so many epochal events as have taken place since last we met. As an affiliate of CIO, the Guild suffered grievously in the passing of Philip Murray and Allan Haywood. We have felt a sense of sharing with our AFL brethren in their loss of William Green. A change in the political climate has confronted us with a new and unfriendly administration in Washington. Abroad, the death of Stalin and the shifting tides of communist aggression have left the world awash with the wreckage of long-held concepts. Everywhere, there is uncertainty about the true facts of international life, confusion as to the proper course of action. When the world is looking to the United States for leadership, we stand befouled—it weakened by witch-hunts, frightened by the professional fomentors of phobias that are foul and obscene in the extreme, blinded by smoke from the burning books, deafened by the bray of bigotry and divided by the maneuvers of a callous corps of name-calling nitwits who would rather smear labor and liberals at home than to smash communism and fascism abroad. It is a sickening sight, indeed, to see a great nation like America brought to its knees by such as these.

Thank God, there are signs that America is awakening to this menace. The apostles of evil have perhaps gone too far. The reaction of wholesome and wrathful American indignation has begun to set in. I know this Convention will have something to say on the subject that should help to arouse the people to the dangers. I hope we shall, upon returning home, enlist our members actively in this crusade to defend the basic freedoms.

There are difficult times ahead. All labor—and the Guild in particular—are certain to be under continuingly heavy attack. Fortunately, we find ourselves in a strong position to meet the future, come what may.

Never before, in its 20 years, has the ANG been in as good condition as it is to-day. I will ask you to consider with me only the few key facts of the record, as illustrative rather than comprehensive:

ANG today not only has the greatest dues-paying membership total in its history; it also has enjoyed the greatest growth since its infancy; during the year, the Guild passed the 25,000-mark in total numbers for the first time, and, not content, spurted on to a total of 26,348 members, 1,474 more than we had the last time we met together out in Portland.

Advances were made this year in collective bargaining, as well as organizing; four locals and the major wire services attained new top minima ranging from $125 to $132.26 a week. 86 percent of all employes on Guild organized papers work under contracts providing $100 or more in the key classifications. General payroll raises have brought to our members a total of 5½ million dollars in pay increases for the year.

Financially, we have paid our way, reduced our debt, and operated in the black.

Remarkable work has been done in the field of Research and Information. You have received Manuals on Collective Bargaining; you have attended Leadership and Training Conferences. You know the vital necessity for building new leadership and you have seen the long strides that have been taken in this area.

In inter-union cooperation, it is the Guild that has set the pace, and the response from our brother unions in the newspaper world is encouraging.

In the trade union movement itself, the Guild report improved with the years. Your representatives have taken their full and proper part in the brilliant recovery which the CIO has made under the inspired leadership of Walter Reuther from the depths into which it had been plunged by the loss of Phil Murray and Allan Haywood. ANG has representation on the CIO Executive Board, the CIO International Affairs and Organizing Committees, and on many CIO bodies throughout the nation. With John Riffe as Executive Vice President, the CIO has reshuffled its organizational pattern along lines of the Guild itself. We are confident that the results will show at an early date, despite a hostile Congress and a public misled as to Labor's purposes.

* * *

Abroad, your achievements have been equally successful.

Through CIO, through Guildsmen working abroad, and through my own small contributions in the work of the ICFTU's white collar committee for the world, this International Confederation of Free Trade Unions has a special meaning for members of the Newspaper Guild. No single union of the size of the Guild has made a comparable contribution in the advancement of this body of free workers. Friday, in Stockholm, the ICFTU will open its third world congress. It will plan for improving the lot of the toilers in every industry in the civilized world, with Presidents Reuther and Meany heading joint delegations from the United States.

Remarkable strides have been taken by another of the Guild's creations—the new International Federation of Journalists—in the first year of its existence. Less than five years ago all the journalists' unions of the world were wrapped in the sinister web which the Kremlin had woven from Prague, through the old communist-controlled International Organization of Journalists. Some two years were required to convince the newspapermen of free contries that they must withdraw. Another two years passed before these same unions were willing to try again with a new, non-communist and non-political world federation.

They finally came together in May, 1952, at Brussels and established there this new free and democratic International Federation of Journalists.

Within 10 months—a record without precedent—the IFJ was accepted into full consultative status by both the United Nations and UNESCO, a procedure that has been known to drag interminably.

And yet there is more to be told. The old IOJ and the prewar international Organizations in this field concerned themselves largely with policies and principles of the "ivory tower" variety. The new IFJ is different—it is more concerned with the real problems of the working newspaperman in Boston or Brooklyn or Bay City than it is with lofty polemics.

Early this month the IFJ held its first annual Executive Board meeting. I was there as Vice President for North America. Vice President Novak, who is the member of the Board for the United States, did not attend because of our Boston Convention.

Under instructions from the Brussels Congress, European Regional Vice President Marcel Stijns of Belgium came up with a "Survey of Economic Conditions" among the journalists of 8 countries. For the first time, we were able to look at the contracts and arrangements on working conditions, wages, etc., for the individual newspaperman and woman in Australia, Belgium, Denmark, Holland, Sweden, Switzerland, Great Britain and the United States.

The survey covers working hours, vacation arrangements, wages, cost of living, overtime, pensions, dismissal conditions, holidays with pay, bonus and merit money, illness provisions, etc. Now what does this mean to you and to me? It means that we can really compare what you and I are getting from the American publishers with what comparable workers in seven other countries are getting from their publishers. And, while it may come as a shock to you, there are numerous areas in which one or more of these countries has done better by its newspaper men and women than we have been able to do. It opens up a whole new vista of possibilities for our own collective bargaining.

If, for instance, a recalcitrant publisher stubbornly resists our demands for an equitable pension program and if we can fling in his face the fact that in little Denmark pensions for newspapermen are infinitely better, what a weapon this gives us in the battle for the economic betterment of our people.

Take it a step further. Suppose we are compelled to strike and in taking our case for public support we are able to show that this wealthy American publisher refuses to give us as good security as the publisher of a newspaper in Hamburg or in Edinburgh or in Tokyo. What a weapon of strength that would be in such a struggle!

IFJ is taking a new and historic direction of its own, as a real instrument for assisting in collective bargaining in ways that will mean dollars and cents in your pockets and mine. It is vitally important that the American Newspaper Guild continue to participate actively in the IFJ.

I might add that through the IFJ, the Guild has been able to get across to the UN the historic contention of the Guild that freedom of information is an area in which governments should enter only when so advised and guided by legitimate organizations of legitimate newspaper men and women.

* * *

I would be remiss if I failed to report to you on the magnificent work that is being accomplished in your behalf abroad by a gallant little band of Guildsmen associated first with the ECA and more recently with its successor organization, the MSA. I have been proud to have associated with me in Europe such men, known to many of you, as Pete Swim, John Hutchinson, Pat Frayne, Al Thomason (a Boston Guildsman, by the way), Vince Roberts, Harry Turtledove, Peter Madison, Lem Graves, Phil Heller, Neil Miller, Bill Gausmann, Ron Moxness, Marty O'Farrell, Svend Godfredsen, Art Diggle, and one whom all of you will remember as having been your Convention host last year in Portland—Larry Howes.

These men are doing a terrific job for improved relations between the workers of Europe and those of the United States. And when you read how unarmed workers of Berlin have risen in their wrath against their communist captors, just remember that your fellow Guildsmen have had some considerable hand in convincing the workers of Europe that their future lies with freedom and democracy and the United States rather than with slavery and communism and the Soviet Union.

Executive Vice President Novak and Secretary-Treasurer Farson will spell out for you a bold new program for the ANG. Facing up to monetary realities the officers call for the long-overdue scrapping of the Scranton Wage Goals. They suggest that this Convention go on record as demanding, in addition to such basic matters as full union and job security the establishment of a new minimum wage goal of $150 per week, plus the full 35-hour week and four-week vacations, throughout our jurisdiction.

They call for renewed emphasis on, and new approaches to, the never-ending task of organization.

They ask for intensifying Guild participation in political action, to the end that the pleasures of retirement shall be forcibly visited upon those public officials who continue to shame their office, defraud their constituents and connive against established trade union rights.

The program will suggest a possible start toward the establishment of the Heywood Broun Memorial Foundation, which I first mentioned to you two years ago and about which we have finally been able to make the first tentative recommendation.

It suggests that the Guild should have its own home like most of the Guild's brother unions of CIO and AFL. It proposes a Heywood Broun Library and Museum, wherein the Guild might house all the available relics of Broun and his life, and eventually the world's most complete library and research institute in the realm of journalism and the written word in general.

It suggests that the Guild establish a Newspaper Hall of Fame, and that care be taken to conduct the Hall of Fame in a manner that will earn for it the respect and the standing in the newspaper world that the American National Hall of Fame in Washington has won in the political world.

These are dreams that should some day come true, but that never will come true if we do not begin to plan now.

I want to express—now that I am leaving work in Europe and returning to the United States—my deep gratitude for the patience you have shown with my long-continued absence from the United States. While it is true that it was you who directed that your president should accept the draft that came jointly from the White House and the national CIO, I know how strong the feeling has been that I should return to the States and devote myself more completely to the advancement of your interests on the home front. I, too, have grown tired of living and working abroad. And, with the permission granted to me informally by the IEB at the February meeting, I have given notice to my superiors in Paris—and announced to our fellows of the IFJ Executive Committee—that I must return home before the expiration of my present term as your president. I hope that you will understand that decision and will accept it. I have a number of lines out for a newspaper job and feel confident that I can find one fairly soon. Job or no job, I'm coming home not later than the end of October—if I don't have a job already lined up by then, I'll come home and knock on publishers' doors until I do have one.

One thing more I would presume to say. I do not believe that any individual, myself most emphatically included, has any vested interest in Guild office. I count it a privilege and an honor to serve you as your president. But I have no right to expect that you will continue me in that office one moment beyond the time when you think it to be in the best interests of the union to do so. Whether I have

(Continued on Page Five)

...Martin Lists Gains, Calls for Advance

(Continued from Page Four)

served you badly or served you well is for you to decide. Whether I deserve your continued confidence and support is a choice that you alone can make.

Deep in my heart, I have this personal yearning. At your direction, I have had to spend my time principally abroad from almost the very first moment that you honored me with this high office. I did not want to go, but I do not regret having gone. It has been an education for me, a magnificent experience, and some day when all veils of security can be lifted, I will be proud to bring to you the whole story of these years in your service abroad. Yet I have never had the real satisfaction of serving you while stationed permanently in the United States. I would be deeply grateful for the opportunity to do so.

For I am confident that the future of this, the greatest nation on earth, holds the only hope that mankind has for the preservation of modern civilization, and I am most anxious to give such help as I can, at home for a change, toward bringing to our people some realization of the role that the United States must play in world affairs.

In 1948, it was the foreign front that was in the throes of crisis. And there, at your behest, I have done what I can.

In 1953, it is the American home front that is threatened by doubt and division, by fear and folly. There, too, I would like now to help.

And somehow I am reminded of that next-to-last column that Heywood Broun wrote, on his 51st birthday. I hope all of you who are beset by worries for the present and for the future will take the time to read the whole piece. Heywood said, in part:

"When I woke up the morning of December ninth (1939) at seven minutes past nine, I found I was 51 years old. It would be pleasant but untrue to say that I could detect no change in myself. Calling for a mirror, a dish of ham and eggs, and a sloe gin ricky, I crawled out of bed more gingerly than usual.

"I took the mirror first and was pleased to observe that when held close to the lips, a slight mist could be detected upon its bright surface. But upon surveying my entire countenance, the glass grew tarnished. I looked like Hell and accordingly I quickly changed the order and substituted a second rickey for the slice of ham. At 51 it is well to keep a weather eye upon the diet.

"Cancelling all business appointments, I decide to go back to bed and check up on my spiritual accounts. This, I fear, is a symptom of being past fifty. The tendency to self-examination begins to gnaw in and express itself in the question so long and happily unheeded, 'Did I do right or wrong?' But this self-criticism is sedative rather than tonic, because all too often the half-centenarian under cross-examination tends to answer, 'Well, what else would you expect me to do under the circumstances?'

"Perhaps this is one of the greatest weakness of the aged. We wander about with arched back hoping for a friendly pat from someone who will say, 'Don't let them kid you. I've known worse jerks than you are.'

"I've only tried it one way, but in my opinion it is better to have your 51st birthday drop on your head like a ton of bricks than to have senescence do a sneak-up on you. That, I am told, is the trouble with clean living. Persons afflicted with this complaint enter the icy water a toe at a time. Surely there is less shock in plunging in head first with a high nonny and a hoopla.

"Still, if I were a go-getting evangelist, I would keep a little list of men who had just passed 50. They are suckers for any Billy Sunday. When a man is halfway home, he begins to fret and ask himself, 'Whatever did I do with my religion?' And often you will find him searching through the closet and turning the pockets of his last year's winter coat inside out.

"But at 51, I have more faith than I ever had before. People are better than I thought they were going to be—myself included. In mere physical exertion there may be some let-up. Instead of the daily constitutional of a hundred yards, it will be 25 from now on. But at 51, I'm a better fighter than at 21. Things which once were just a sort of sentimental solace are now realities. Brotherhood is not just a Bible word. Out of comradeship can come and will come the happy life for all. The underdog can and will lick his weight in the wildcats of the world."

And Heywood was right.

America's organized workers may, for the moment be the underdogs of the American world, we of the Newspaper Guild among them.

But out of our comradeship, out of our planning together and striving together, there can indeed come a happy life for all of our people. And of such a comradeship, such a planning and striving, such a people, let the wildcats of this world beware!

Novak Notes Broad Gains Through Guild Program

Tempo Increases in Organizing, Bargaining, Training Fields

Boston, Mass.—Executive Vice President Ralph B. Novak addressed the convention on its opening day, touching on the advances made by the Guild, nationally and locally, during the period of the present tenure of the International Executive Board. He said:

I think what you want more than anything else from me is an accounting of not only my stewardship, but an accounting of the stewardship of the International Executive Board, and that I propose to give you.

This Executive Board and this Executive Vice President, following in the rather substantial shoes of Sam Eubanks, a very particular and personal friend of mine, took office on November 1, 1951. Two months later, on January 1, 1952, the membership total of the American Newspaper Guild was 24,299. According to the report that is before you today, the membership of the American Newspaper Guild is 26,384, for an increase in our dues-paying membership of 2,085.

Now, this increase is due to many things. First of all, we adopted in Pittsburgh in 1951 an organizing program, which you had talked about a good many times and finally formalized in 1951.

Under that program your IEB officers pressed for organization, according to the program, which, of course, is our duty. However, without it and without the support and active participation of local leaders, of an efficient, competent staff of people who were interested in organizing, we would not have been successful.

The major share of the credit for our success in organizing falls upon local officers. Since I have been Executive Vice President, I have been fortunate in receiving the fullest cooperation of every local and of every local officer in the entire ANG. It is an extremely fortunate position in which to find one's self. Without it we could not have been successful. We have been so successful. We have been so successful that we have been able to increase our budget substantially.

I am going to leave budget matters to the Secretary-Treasurer. We have jurisdictional rights, you see. I don't intrude upon his territory, and he does not intrude upon mine. I will let him talk about that.

RALPH B. NOVAK
Accounting of Stewardship

At the time we came into office, and when you adopted this program in 1951, we laid particular stress on three things: organizing, collective bargaining and our research and information program. We have been, I think, extremely successful so far as organizing is concerned. We have also been extremely successful in collective bargaining.

Now, the IEB and the officers do not do the negotiating. You do the negotiating. You are the people who work through all the trials and tribulations and under all the handicaps of the Taft-Hartley law to hammer out collective bargaining agreements. Let us see what we have done in those two years about improvements in collective bargaining agreements.

Here I am principally interested in only a few major features, like union and job security, severance pay—things that secure the union and secure the individual.

We have made improvements, of course, in working conditions. We have seen substantial improvements in wages. But in the two-year total of improvements in collective bargaining, so far as Guild security is concerned, and union security, we have been able to negotiate 23 new contracts with Guild shop. We have been able to improve our position insofar as job security clauses are concerned. The most important one to my mind—and it affects Scripps-Howard particularly—is the improvement we were able to secure—not perfect, but still an improvement—in the United Press contract just a few months ago.

I would like to talk about that for a minute. We would not have been that successful in United Press negotiations—it is true, we had an excellent committee, a wonderful group which worked hard and long hours—without the cooperation of every local across the country in which wire service members worked. You think of the local, and we had cooperation from them—San Francisco, St. Louis, Detroit, Twin Cities, New York—all of them cooperated. It was that cooperation that got us a vastly improved United Press contract.

It isn't perfect, and perhaps that is in the very nature of the collective bargaining process, but it was the first step, and I think you will feel the effects of the UP contract in Scripps-Howard papers across the country, the effect of the United Press contract.

As to minimum salaries, those of you who negotiate contracts know that we have made substantial improvements.

I would like to take a little bit of stock, in addition to what I have discussed so far. Since the Guild was organized primarily to advance the economic interests of its members, it has been my feeling that collective bargaining is our business, our reason for existence. Of course we can't bargain collectively unless we have an organization. We come now to the third step, about which I say to you that we cannot build an organization or keep it alive to carry out its function of collective bargaining unless we inform members and non-members alike as to purpose and how we propose to achieve it.

Now, in order to have an effective organizing, bargaining and information program, I feel we must have a plan. The most lavish expenditure of time, effort and money are purposeless unless we have a plan and we operate in accordance with some coherent plan, and I would like to make some suggestions to local officers, particularly local presidents or executive officers, when they leave this convention. Take time out to think about some plans for an organizing, collective bargaining and an information program for your locals.

It has long been my opinion that the principal job of leadership is to think and to plan, and I would like now to make some suggestions to give you a start on a plan of your own.

Let us take first the subject of organizing. The Pittsburgh convention adopted unanimously a basic organizing program, which we expect locals to follow unless there are local conditions which dictate otherwise.

We re-adopted it last year, and because it has been so successful, we are recommending that you adopt it again. The plan is a simple one, of taking first things first.

First we recommend that you organize free riders in unorganized departments, and secondly, we recommend that you organize departments of newspapers or bureaus of wire services where the Guild is already organized, and member papers of chains already partially organized. Thirdly, unorganized papers in cities where we have other papers or wire service organizations, and then lastly, other newspapers; that is in virgin territory, where we have no organization whatsoever.

I think that local presidents should, as a first order of business, establish a permanent committee in the local, assigned to the job of organizing, with specific tasks and goals. We would like to know in the ANG office the name of this organizing chairman so that we can help him, so that the director of organization and staff members may assist in carrying this program forward.

After you have been organized, we come to negotiations, and you should appoint a negotiating committee which as nearly as possible represents every department for which you bargain. Again we would like to have in ANG headquarters the name of the chairman so that we can give him advice and counsel. That is our job—to help you to help yourselves.

Now comes a particular pet of mine, our research and information department. We changed the name of the committee from Research and Education to Research and Information because we felt that people who write newspapers, editorials, stories, copy read them, rewrite stories, put out the finished product, are sufficiently well educated. It wasn't education they needed, it was information. We thought that was our particular job, to provide you with the research and the information, the tools to carry out the job.

We have done that in several ways. You can go back into past convention records and discover that we passed resolutions and submitted reports, and approved reports, saying that we ought to have collective bargaining manuals, and that we ought to have an expanded research and education department.

We now have one. You have, you who are officers, presidents or executive secretaries or administrative officers, received in the past couple of months Collective Bargaining Manual I. In that manual you will find most, if not all, the answers to the questions on collective bargaining which may arise. It gives you a comprehensive history of our collective bargaining program, the rules under which we operate, and how the program and the recommendations came to be adopted.

Some of you perhaps have received before this convention Collective Bargaining Manual II, which is a clause by clause dissertation on every model contract clause. It tells you why the clause was adopted, what the language means, and gives you some of the rationale for argument in negotiations.

We have established leadership training conferences. We have traveled about the country, many of us from the Guild office, holding these conferences at which we try, as best we can, not only to explain in personal contact the programs adopted by the convention, but to give some of the arguments, background, tactics and strategies in collective bargaining that will most benefit you.

The benefits of this program

(Continued on Page Seven)

Finances Are Screened in Detail at Convention

BUDGET IS BALANCED—OPERATIONS IN BLACK—EXPANSION SEEN

Sound Financial Status To Endure, Says Farson

Boston, Mass.—In a convention report notable for its brevity, ANG Secretary-treasurer William J. Farson declared that despite adverse political and economic factors nationally, he is convinced that the Guild will continue to operate on a financially sound basis.

Citing only two figures, the membership totals and the operating surplus, Farson noted that ANG stability is a reflection of the good work of both local treasurers and local collective bargaining committees.

The text of his report:

Both the President and Executive Vice President have reported to you on the fine membership gains made during the last year. Certainly the fact that we have more than 26,000 dues paying members bears repeating. The fact that we have 1,474 more dues paying members than in the same period a year ago has naturally had a great influence on the Guild's financial stability.

During the past year we had a surplus of $6,836.34, despite the fact that expenses were increased by $32,235.56 over the previous year. This is the second consecutive year of surplus operation.

The lion's share of credit for this sound financial picture belongs to the local treasurers and collectors who have done yeoman work in keeping the local membership at a high level of good standing. The local collective bargaining committees must also be given their fair share of praise for negotiating increasing numbers of union security and check-off clauses. This has not only increased our income but has also put it on a stable current basis.

I predict the Guild will continue to improve on its present sound operation, even though we know that in the present national political and economic atmosphere it won't be easy. "Responsible" people in the Administration (and I put the responsible in quotes) have pulled no punches in letting us know that the present administratiin is wedded to Big Business. If I may be permitted to paraphrase Lincoln, we have a government of Big Business, by Big Business, for Big Business, and (but here I bid Lincoln adieu), let us not forget the one Plumber.

We have been forewarned. Let us be prepared, not only to

WILLIAM J. FARSON
The Treasurer Reports

defend ourselves but to move forward with the entire labor movement.

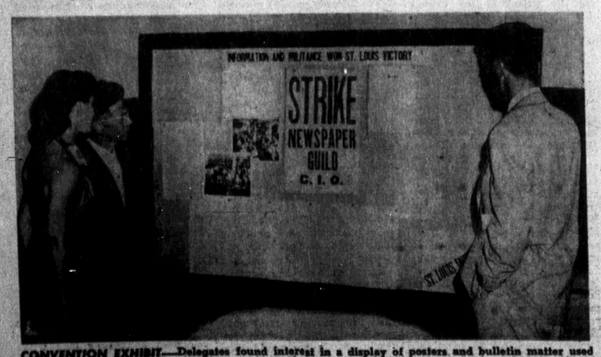
If we map out a sound program here at this convention, go home and try just a little harder than we have in the past to carry it out, we will not only weather the storm but will continue to advance along our present course.

We might well adopt for ourselves the Gideon Motto, which is taken from the book of Judges: "And they stood every man in his place round about the camp."

Let us stand fast against the forces of reaction.

Steel Workers Head White House Guest

Washingtin, D. C.—David J. McDonald, president of the CIO Steelworkers, was among 13 guests at a "purely social" dinner at the White House July 6. Others were: Defense Secretary Charles E. Wilson and former Defense Mobilizer Charles E. Wilson; Allen B. Kline, Herschel Newsom, Agriculture Secretary Benson; Sidney J. Weinberg, Harry Darby, Ben Hibbs, Harvey S. Firestone, Jr., William S. Paley, George Whitney, Gordon Gray.



CONVENTION EXHIBIT—Delegates found interest in a display of posters and bulletin matter used by the St. Louis Guild in meeting a strike crisis during negotiations. Documents paid off; the strike was averted.

Convention Ups Budget By $26,000

Boston, Mass.—The Boston convention and its hard-working finance committee expressed in columns of figures its confidence that the organization would continue its growth during the current fiscal year.

Approving without controversy the 1953-54 recommendations of the committee, with the exception of a proposal to make the model dues schedule mandatory, the convention budgeted $410,481 in expenditures, more than $26,000 above last year's expenses.

In general the new budget increases the level of financing of all major activities. The finance committee met daily, adjusting items in the tentative budget in order to balance it. And balance it they did.

The largest item in the new budget went for increased salaries of Guild members working non-contractually for ANG. The Department of Organizing and Servicing, with the most numerous personnel, received a total increase of nearly $19,000, which included $10 a week for international representatives and a $15 raise for the head of the department, and a secretarial increase.

Six other Guild workers in the national offices were budgeted raises, $10 a week for four, $5 for two.

The Guild Reporter was allotted $7,000 over its expenditures last year, after the committee found it under-financed because of increased production costs and its growing circulation.

The Committee and Convention did not approve the request in the report of the Hearst Chain Council for the continuation of a $2,500 annual allowance for Hearst Memorandum bargaining. The convention did leave to the account of the Hearst group $1,700, unexpended in the old fund.

Salaries of the two elective full-time officers were increased $15 a week, by full convention action.

A number of locals found themselves in debt to ANG for "servicing charges" performed by organizers. The convention wrote off a total of almost $3,000 charged to two locals, where organizing has been difficult.

Low Gear

Too many of us go over the hill before we get over the hump.

Compulsory Dues Rates To Be Referendum Issue

Boston, Mass.—Membership of the ANG will have before it in September a referendum on the question of whether the model dues schedule with a $5 top bracket shall be made constitutionally mandatory.

The convention by roll call vote of locals rejected a minority report from the finance committee striking from the majority report the compulsory dues provision. This vote was 192 43/60 to 138 17/60, after a show of individual hands a moment before had approved the amendment 82 to 68.

The referendum amendment to the majority finance committee report won by 131 to 14 vote, with many proponents of the compulsory provision, voting for the referendum.

In the roll call vote by locals on the referendum amendment, 32 locals present in the closing hours of the convention cast all or a majority of their votes for the minority report, 22 similarly against it, while one local, Wilkes-Barre, passed. Of Lynn's two votes, one passed.

Art Cullison of Akron made the motion for the referendum, seconded by Frank Sauliere of San Jose, ANG Vice Presidents Adolph Rahm and John Thompson also seconded.

The Finance Committee's report as amended was then approved by voice vote, as follows:

Majority Report

We congratulate ANG Secretary-Treasurer William J. Farson, the International officers and the IEB for their conduct of the financial affairs of the union for the year ended April 30, 1953. This resulted in a surplus of $5,251.75. It was the second consecutive year a surplus had been realized. The committee recommends repayment of $2,500 to the Defense Fund and the allocation of $2,500 to the Guild Reporter for bigger and better GRs.

The committee expresses its appreciation for the able assistance given by the member of the ANG staff assigned to the committee.

The Finance Committee makes the following recommendations:

1. That the 10 cent Defense Fund per capita apportionment be extended to August 1, 1954.

2. That future Officers' Reports show the previous year's budget as well as the actual expenses.

3. That funds realized over and above estimated income should be spent for organizing.

4. That subject to approval by a national referendum, Article XVII, Section 2(a) be amended to stipulate the local monthly dues shall be not more than $10 nor less than the mandatory dues schedule for employed members, effective November 1, 1953.

5. That Article V Section 9 be changed to substitute a registration fee of $15 for the present $10 registration fee with $8.50 to ANG and $6.50 to the host local.

6. That the salaries of the Executive Vice President and Secretary-Treasurer be increased $15 per week each.

7. That the balance of $1,711.59, currently remaining from previous Hearst National Memorandum negotiations be retained for the conduct of Hearst Memo negotiations.

8. That servicing charges of $876.04, billed to Salt Lake City local, and $2,037.72 billed to Sabine-Neches local be written off, and that the Secretary-Treasurer be authorized to negotiate a settlement subject to the approval of the IEB with the Knoxville local.

9. That the IEB members' per diem including hotel bill be increased to $20 during national ANG conventions.

10. That district councils whenever possible pay $100 to ANG for the holding of leadership training conferences, the money to be allocated to the Research and Information Department.

11. That the present ANG headquarters lease be renewed on a temporary (one or two year) basis, and that the IEB be instructed to seek a suitable building to purchase for conversion into a headquarters and report its recommendations to the 1954 convention.

12. That a gross budget of $410,481 be approved for the fiscal year ending April 30, 1954. This budget is $19 less than the IEB estimated income.

The committee calls to the attention of the convention that the IEB has carried out the mandates of the Portland convention concerning the insurance program for paid personnel of the ANG, the severance pay reserve for all employes and the pension study. The committee wishes to commend them for their proficient handling of these problems.

Approved in the overall budget was a schedule of salary increases for ANG employes not covered by contract.

Estimated income and budget details are attached as an appendix to this report.

SIGNED:—Bill Gosnell, Washington, chairman; Roberta Bailey, Philadelphia, secretary; Harry S. Heller, Los Angeles; Charles C. Weber, Detroit; Elizabeth Chapman, Stockton; Irwin Bauer, Cincinnati; Philip Fine, Toledo; E. E. Ammer, Seattle-Tacoma; Paul Freye, Sacramento; Douglas Loveless. STONG: Victor Leo, New York; Dan Hoban, San Antonio; Lola Downs Lee Angeles; Teresa Rose, Chicago; William M. Ware Cleveland; Vera Archer, Toronto; Robert E. Gulles, STONG; Corbens L. Turgeon, Portland, Me.; Frank E. Bilden, Pittsburgh; John Troppa, Pittsburgh; Arthur B. Chance, Los Angeles; Helen M. Minear, Pittsburgh; Gordon G. Macnab, Portland, Ore.; Gertrude M. Rey, Pueblo; M. Michael Potoker, New York; Thomas J. Fay, New York; Edward R. Johnson, New York; Jerry L. Sullivan, Wire Services; Edward W. McCarthy, Buffalo.

Minority Report

The Finance Committee has approved the IEB recommendation providing that Article XVII, Section 2(a) be amended to stipulate that local monthly dues shall be not more than $10 nor less than the mandatory dues schedule for employed members.

We believe the IEB recommendation should not be approved—that the Finance Committee action should be rejected —for the following reasons:

1. Such action would be a direct attempt to destroy the autonomy of a local. A local itself should decide whether its dues schedule should be revised, not the convention. Approval of the Finance Committee's recommendation would mean at least 32 locals, now having dues below the mandatory schedule, would be ordered to increase their dues, effective November 1, 1953. The members of these locals would have nothing whatever to say on whether their dues are to be increased. If a local finds its dues schedule is low, it can, through membership vote, increase it. It is not for a few delegates here to boost the dues of the members back home.

2. Such action penalizes locals that are in excellent or satisfactory financial condition. The IEB reasoning behind its recommendation is this: to put locals

(Continued on Page Nine)

...Novak Says State of Union Is Healthy

(Continued from Page Five)

are far reaching. We can see it in the statistics of improvements in our contracts. We can see it, too, in a tighter coordination of the people throughout the country with the Guild's program. We think it is an entirely worthwhile program that should not only be continued, but within our means should be expanded. It gives us a wonderful opportunity, first of all, to have contact with people and to explain across the table rather than in letters what we are trying to do, what you are trying to do, to give you all the assistance we can in achieving the program of collective bargaining, and what we so much desire in other phases of the Guild's programs.

There is opportunity in these conferences to question your officers and your department heads as to why they do things in a certain way. It also gives us an opportunity to learn and to tailor our program to the needs of our membership on the spot, between our annual conventions. We have learned to know a lot of people. We have become acquainted with many problems. We haven't solved all the problems. We haven't met all the people, but in time we will, because we feel that an informed, able leadership means an informed, able, militant membership. That is why this is a particular pet of mine and of the Board. We would like to continue it.

There are many other things that we do: The Guild Reporter, the collective bargaining department, and I am not going to go into those, because this afternoon we are going to discuss collective bargaining in all its phases, particularly some of the local problems you have had with the ANG office and the ANG contracts committee, some of the ideas you have had.

Now what are we planning to do in the future in all these fields? We think the organizing program is working, that it has begun to grow, and we see no reason for changing our basic premise. Therefore, the Board is recommending again to you that the same program be adopted, and that we try to follow through as diligently as we have in the past sixteen months. If we do, we are going to be as successful as we have been in the past sixteen months, perhaps even more so.

On collective bargaining we have made many recommendations. There is a rather extensive collective bargaining section in the Officers' Report, and since seventy members of this convention are on the Collective Bargaining Committee, I am sure they, as well as the rest of the delegates, have read the recommendations and know them as well as I do.

We will discuss them; we will argue about them, and I trust we will come out with some answers about them before the week is up.

On research and information I have indicated that I think that we ought to continue that program, expand it if we can within our means. These things cost money. When I first became Secretary-Treasurer we had a budget of about a quarter of a million dollars, and if you looked at the Officers' Report at all, you see that today we are recommending a budget in excess of $400,000. We have increased the budget $30,000 or $40,000 in the last couple of years without an increase in per capita, and so far as I am concerned, we are going to increase the budget without an increase in per capita because we are going to get the members. The program is working to get the members, and if the program works, we will have the money. That doesn't mean that I think we ought to stay within the budget if emergencies arise. I think only that we should plan well, and go outside the budget only if the emergencies arise. It is your money we are spending.

In traveling around the country I was a little disturbed to find that some people thought the collective bargaining program was perhaps a little bit too idealistic. Well, that is what a program is; that is what a philosophy is. It is a dream. In order to achieve it, you need two kinds of people; you need, first of all, dreamers—and I like to think in that category that that is the job of the IEB and the presidents of locals. On the other hand, you need mechanics, if you will, who know how to make dreams come true and how to build houses and automobiles and such things—in this case, to take a program and to try to make it come out somewhere in the realm of possibility.

But I have discovered that a lot of our people think that our dreams are too high—not many, but some do—and I would like to talk about it for just a minute.

The program was evolved by many conventions; there haven't been too many changes in it. It has been pretty much the policy of the ANG and the IEB in the last couple of years, at least, to turn most of our people into mechanics; that is, to try to achieve the programs we have laid down in convention after convention. That could lead to a fault, too, that we become a body of mechanics without dreams—no architects, no philosophers, but just mechanics who can take certain parts and put them together and come out with a car. What we need are people who can take the same parts and come out with a better car.

These programs were not arrived at lightly. They were supported by conventions, by the members themselves. When the Collective Bargaining Committee considers the Officers' Report and the recommendations, I wish we could remember that. We need people who can dream. We also need people who can achieve those dreams. We need a combination of both, drawing them closer together.

As you know, many of us thought in 1946 that $100 a week was a lot of money. It wasn't many months after that, however, that we achieved it in, at least, a few places.

If that dream—which was at that time labeled fantastic—could be proved through actual experience and through actual negotiations to be in the realm of possibility, certainly there is no limit to what we can do. We are, in my opinion, the most able union—CIO or AFL—in the world, and what we can dream we can achieve, if only we have a firmness of purpose. That is what I want to say to the Collective Bargaining Committee. I am sure they will have many things to say to me before the week is out.

* * *

Now let us take a look at our industry. What are its problems? Well, we haven't had emergencies of a major type or suspensions of a major type since we last met. As a matter of fact, I think Editor and Publisher will show that there are five more daily papers in 1952 than there were in 1951. But some publishers have stood off in a corner and wrung their hands as Pontius Pilate did a long time ago and said, "TV is going to ruin us." That is not true, but if publishers think that TV is the greatest threat to the newspaper industry, if in their minds they think so, of course, then it becomes so. I don't believe it.

There are many things that newspapers can do that radio and television can't do. I think it is our job to show the publishers that the newspaper industry, with competent, capable people, such as Guild members on their staffs, can put out the kind of a product that will keep pace with and go beyond what we have done today. I don't think television is a threat to the newspaper industry. It is not the kind of a medium that we put out. It is mostly entertainment. But I don't want to see publishers and I don't want to see the ANG stand back and say that television is a threat, because it isn't. It is if you think so, but why should it be so? We have many more things to offer in the newspaper industry than television has to offer. Our principal job in the newspaper industry is to inform people. You don't inform people with 15-minute news casts or television casts of news programs. They want to know the background. They want to know the reason for certain things being done. That is your job. We are not trying to entertain people, in the newspaper business, although we do some. We are trying to make them informed, intelligent citizens of a democratic society. That is our big job. As long as we do that job to the best of our ability, so long will the newspaper industry stay alive.

Guild members have a peculiar, particular kind of opportunity now. They are the people who write the newspapers, the stories, the editorials. They have the imagination to form the American Newspaper Guild and to keep it alive when everybody said we could not do it, and if the publishers won't keep the newspaper industry alive because they are scared to death, then I think that we have the intelligence, the know-how, and the imagination to keep the newspaper industry alive, despite publishers and anybody else.

I would like to say, "Thank you and God bless you."

Meet Your Referendum Candidates

Candidates whose names will appear on national or regional ballots for positions on the International Executive Board are in the main well known in Guild circles. The following facts about them are presented in conformity with ANG constitutional provisions relating to the Guild Reporter's role in elections.

Harry Martin, candidate for reelection as president, has been a Guildsman since 1936, in his home city of Memphis. He became an IEB member in 1938, broke his service on the board to enter the Navy, but was returned by election as president in 1947. He was employed by the Commercial Appeal until in 1948 he went overseas as labor information advisor with Marshall Plan forces. He broke, as Guild spokesman, with the communist-dominated IOJ, world journalist group, and was instrumental in forming the new IFJ, its non-communist successor in the councils of UN and UNESCO. He is vice president for North America of the IFJ.

Joseph F. Collis, candidate for the Guild presidency, was president of his home local, Wilkes-Barre, Pa., where he is presently an assistant managing editor, for a period of twelve years. He was a charter meber of that local, which won the first city-wide Guild Shop clause in a contract, by strike action. He is serving his eighth year as an IEB member, has headed the IEB committee on organizing, and is a member of the finance, special collective bargaining, and wire services committees. He has had organizing and strike experience in a number of locals across country, and last year won a distinguished service award from the Middle Atlantic District Council.

Adolph Rahm, St. Louis, candidate for reelection as Region III vice president, has served in that capacity for five years, is a past president of his local and has been active in Midwest District Council circles. He has served as chairman of the collective bargaining committee of the board, is a member of other board committees, and led his local in the successful lockout situation created by a pressmen's strike in 1945.

Harold Klessig, Milwaukee, who seeks the vice presidency of Region III, is a past president and until recently administrative officer of his home local. He has served as his local's delegate to Guild conventions from 1946 to 1952, and has had extensive negotiating and organizing experience.

Al Dipman, IEB member who seeks reelection in Region IV, has served on the board since November, 1946, and prior to that had served as local president. Representative Assembly member, and a delegate to all conventions dating back to 1944. He heads the Hearst Chain Council, and aided in those negotiations as well as local contract bargaining. He is active in the California-Nevada District Council.

George Meenes, Region IV candidate, dates his union activity back to the mid '30's, when the Los Angeles Guild was forming. He is now president of the local, and has served as its vice president, enforcement committee chairman, executive board member and member of the Representative Assembly. He is active in the California-Nevada District Council, and has had extensive negotiating and organizing experience.

* * *

The following are candidates for vice president at large. Ten have been nominated, six will be chosen.

Douglas Bailey, Elizabeth, has served as vice president and president of his local, and has been a delegate to eight national Guild conventions, dating from 1945. He has been a local delegate to the Middle Atlantic District Council, and served on local committees which conducted county-wide contests among high school publications. He has had local contract negotiating experience in all units of his local, of which he is a charter member. He has served as editor of the Page One book of his local.

Roberta Bailey, Philadelphia, has been treasurer of her local for ten years, and dates her newspaper organization work back to 1931. She attended the 1943 Guild convention as a delegate, and from 1949 has not missed attending each annual gathering. In Pittsburgh, she served as chairman of the convention finance committee, and last week had the post of secretary of this year's finance committee. She has been a delegate from her local to meetings of the Middle Atlantic District Council, and has served actively in that group.

Harold Chucker, Twin Cities, has been a Guildsman since his graduation in 1940 from the U. of Minnesota. He served four years in the army, was elected a member of the Twin Cities executive board, and later served three terms as local president. He was elected a delegate to five postwar Guild conventions. He sponsored the memorial lecture plan in effect at Minneapolis. Recalled to army duty three years ago, he was elected local Guild treasurer on his return to newspaper work.

Edward Easton jr., New York, has served as president of the Guild's largest local, was unit chairman at the World-Telegram & Sun during its 1950 strike, successfully won. He is completing his first two-year term on the IEB, having been elected in the unopposed slate of candidates at the Pittsburgh convention. He headed the last Page One Ball committee of his local, and has been consistently active in Empire State District Council matters, as well as serving on several IEB committees.

Paul A. Freye, of Sacramento, has been treasurer and president of his local, and has handled both organization and negotiations work. He is currently president of the California-Nevada District Council. In his home city he conducted organization work which completed the Guild's jurisdiction, and in a subsequent NLRB election, an all-Guild vote resulted. He was a delegate to the Pittsburgh convention, and at the Boston convention was named chairman of the western regional caucus.

Ed Marciniak, Chicago, is best known to Guild conventions for his almost perennial services as chairman of the constitution committee. During years when the constitutional revisions were numerous and complicated, his handling of the reports has been traditional. He is a vice president of the Chicago local, of long standing, and has also been a part-time member of the Chicago Guild staff, for organizing purposes. He has negitiated contracts for many years, and is editor of "Work," religious labor periodical.

Clarence Olson, of Sioux City, heads his local as president, and has been active in the Guild since the ANG Convention was a guest of his local in 1947. He has negotiated contracts, processed grievances and conducted Guild-information campaigns. At the Washington convention he served as a member of the convention finance committee. As one of the two Sioux City delegates at Boston, he was a member of the organizing committee.

William M. Ware, Cleveland, is serving his first two-year term as a member of the International Executive Board, after election at Pittsburgh in 1951. One of the most active leaders in his home local, he has also served two years as head of the effective Pennsylvania-Ohio-Indiana District Council. He was former chairman of the Free Guild caucus, and at Portland last year led that group in the merger with its one-time opponents.

Felix B. Wold, Detroit, a member of the IEB since 1951, now is president of the newly-created National Wire Service Council and is a former president of his home local, where he has been active for years. Although his special interests are those of the wire services, he has also been

(Continued on Page Eleven)

Boston Convention: — CONTINUE SUCCESSFUL ORGANIZING PLAN

DELEGATES HOLD PITTSBURGH POLICY MERITS FURTHER EXTENSION

Boston, Mass.—Expressing satisfaction with the organizational growth of the Guild during the past year, the convention committee dealing with that subject presented a report which recommended continuance and refinement of the policies adopted two years ago at the Pittsburgh convention.

The report read as follows:

The 1952 convention adopted a 4-point program of organization which has helped to raise the Guild's total membership to 26,348 as of May 1, 1953, the highest in the Guild's history. This is an increase of 1,424, the greatest in 7 years. Twenty-six new groups representing 1,255 employes have been brought into the Guild since the 1952 convention. The organizing committee feels the program is a sound one and should be expanded and emphasized by all locals.

We recommend that the following principles be adopted by the 1953 convention:

I. The Guild's organizing program shall be continued along the following lines unless peculiar local conditions dictate otherwise:

a) Free riders in organized departments.

b) Unorganized departments of newspapers or bureaus of wire services where the Guild already is organized, and member papers of chains partially organized.

c) Unorganized units in cities which have other papers or wire service bureaus signed up.

d) Unorganized cities.

We make the following additional recommendations:

1. The responsibility for organizing free riders becomes that of the Secretary-Treasurer working through local officers, organizing committees and stewards.

2. Continuance of the present policy of allowing the Director of Organization flexibility in employing both permanent and temporary international representatives, and the present reimbursement policy in situations where it is preferable.

3. Continuation of the monthly organizing summary, currently sent to IEB, Executive Secretaries and IRs, and that it also be sent to local presidents and, where requested to chairmen of organizing committees.

4. The committee takes note that the pre-convention forum afforded the Director of Organization the opportunity to explain certain organizing policies in regard to charges for costs, investigation of units, and implementation of the current and continuing organizing program. The organizing committee takes conizance of the value of such a forum and instructs the Director of Organization to inform appropriate local officers of the policies and practices arising out of the organizing program as explained and illustrated at the forum.

5. All surplus ANG funds should be used for organizing.

II. The primary function of international representatives shall be organizing. While IRs, of course, should be available to render non-organizing services to locals which meet the requirements of the past convention mandates, we feel however, that every effort should be made to stop the growing tendency of locals, large and small, to call upon the Guild's international staff to handle negotiations and other non-organizing activities.

Therefore, this committee recommends to the convention that the Director of Organization establish and maintain a list of qualified and available persons to be assigned by ANG to servicing locals.

All locals will be expected to shoulder full financial responsibility for non-organizing service. However, in line with the action adopted by the 1952 convention, it is felt that locals with dues schedule at least up to the minimum in the model schedule in the ANG Constitution but still financially unable to meet servicing charges for work done shall continue to be entitled to such service at the discretion of the Director of Organization. Locals whose dues schedules are below ANG minimum standards or which have not otherwise raised the money for these services, shall be required as a prerequisite to receiving service to bring their dues schedule up to ANG minimums. This shall not preclude servicing to protect existing contracts.

With full appreciation for the financial problems of small and/or isolated locals, we are of the opinion that no local shall be exempt from servicing charges if its dues schedule is not up to the ANG model dues structure or if it financially able to pay for such servicing.

The ANG officers are instructed to continue development of the program to enlarge local organizing activities. Locals are cautioned, however, to expect no extensive organizing assistance from IRs unless they have set up a functioning local organizing committee that has pledged vigorous effort and full cooperation.

The committee wishes to emphasize that locals are forbidden under Article VIII, Section 15, of your ANG Constitution to seek recognition for any new group as a unit for ANG membership without permission of the IEB or the ANG executive officer.

The organizing committee recommends to the convention that a reasonable number of permanent IRs be assigned to the West Coast region.

Locals, further, should endeavor to solicit the advice and seek the cooperations of other unions in their areas, whenever possible, in organizing campaigns.

III. Notwithstanding a greater number of problems due to increased publisher resistance, the Guild's International Representatives and members of local organizing committees have achieved excellent results since the last convention. Much of the success must be credited to the enthusiasm and initiative of IRs and local organizers. Typical of the results of their combined efforts were the victories scored at the Long Beach Independent Press-Telegram, Boston Post, Buffalo Courier-Express, and Toronto Telegram. All who had a part in these outstanding accomplishments and all who figured in the campaigns that brought our total membership to its present all-time high—are worthy of our highest commendations.

IV. The committee commends the organizing and collective bargaining activities of the wire services, particularly the United Press, for adding significantly to their membership. International Representatives, wherein they are assigned, shall continue to be directed to include wire service members and potential members in their organizing campaigns.

V. Organizing and servicing breakdown figures available for the first time in 1953 for the committee proved to be of great assistance and we highly recommend the continuance of this practice.

VI. We recommend that publication of an organizing handbook for the guidance of local organizing committees be completed in the shortest possible time.

VII. In order that all possible funds budgeted for organizing purposes be used to further the Guild's organizing campaign, we recommend that salaries and expenses of IRs assigned to strikes and lockouts to be paid from the Defense Fund instead of from the organizing budget.

Eric R. I. Cawdron (Ottawa), Chairman; Jack "Bob" Abramson (Los Angeles); Maurice Bogis (Phila.-Camden); Ann Bolich (Tri-City); Wilfred M. Brown (Lima); Michael Castro (Phila.-Camden); Howard Clifford (Seattle-Tacoma); Joe Collis (Wilkes-Barre); John J. Connors (Rockford); Dorothy M. Cook (Chicago); Walter Corris (Elizabeth); Thomas Evans (Sacramento); Robert E. Ford (Dallas); Kitty Hanson (Gary); Fred Hummel (Los Angeles); Eugene Kelly (Cleveland); Robert J. McMahon (Boston); Edward McNamara (New York); Ed O'Connor (SFOMC); Clarence Olson (Sioux City); Mary Jean O'Toole (Pittsburgh); Kenneth Rieger (Toledo); Frances Ritter (Stockton); Beatrice Robinson (Pittsburgh); Michael Russell (Toronto); Max Saunders (Bakersfield); Hollis Williams (Los Angeles); James B. Woods (St. Louis), and Marian Minus (New York).

Brockton Wins In NLRB Ruling On Driver Unit

Brockton, Mass.—The Brockton Newspaper Guild is once more bargaining agent for ten truck drivers at the Brockton Enterprise, after an election in which a tie vote resulted.

Under a ruling by the regional director of the labor board, the AFL teamsters union which had petitioned for an election failed to gain a majority of the ten votes cast and deemed valid. In a three-way election, ballots provided spaces for the teamsters, the Guild, and "no union." Five votes were cast for the Guild, and five for the teamsters. One additional voter's ballot was challenged, and since investigation showed that the voter was not an eligible employe, it was not counted.

Citing Case 83 NLRB 678, involving the U. S. Rubber Company, the regional director ordered that no run-off be conducted, and ruled that the drivers remain a part of the bargaining unit established by the Guild.

The Guild has been under contract for all departments of the Enterprise for many years.

Tour Boston Port as Guild Guests

Boston, Mass. — What was probably the most diverting and instructive item on the entertainment program at the ANG Boston convention was the tour for delegates, families and guests, of the Boston Navy Yard.

There the visitors saw the famous forge and chain shop which makes the "hardware" that equips naval vessels, and inspected rope walks that spin the cordage which naval vessels use in immense quantity.

* * *

Approximately 120 took the trip, which included a tugboat tour of the Boston Harbor.

The Navy was hospitable and passed out plenty of literature. The fact that it takes a "walk" 1,300 feet long to spin a manila rope, was new to most.

This was the one of a number of tours arranged by the Boston local which delegates could attend. Guests and families took the trip to Harvard University and the tour of historic Boston, while delegates toiled at their committee and convention sessions.

The cocktail party starting an hour after the convention closed, was popular. It promptly became a second meeting of "the committee of the whole."

It started on time. As to when it closed no witnesses would testify.

ONLY FIGURATIVELY AT SEA—Flanked by Leo Finegold, Pittsburgh, standing at the left, and Joe Collis, Wilkes-Barre, at the right, these seagoing Guildsmen and wives are a part of the crowd that enjoyed the Boston Guild's boat ride about Boston Harbor, including a stop at the famed Navy Yard and the US Frigate Constitution.

Hearst Language Clear, Gets Severance Payment

Milwaukee, Wisc.—Shortly before an arbitration hearing was to begin, management of the Milwaukee Sentinel (and Hearst general management) gave up its efforts to withhold severance pay from a classified solicitor who had been fired for begging off a promotional venture last December.

Center of the dispute was a severance pay qualification in the Hearst National Memorandum. The section in question provides that "dismissal pay need not apply . . . in the case of self-provoked discharge for the purpose of collecting dismissal pay."

Effect of the settlement, which included full salary and linage commissions, was to confirm the Guild's position that management must prove beyond reasonable doubt the intent of an employe to collect severence pay in such a case. Despite strong statements by Hearst Counsel Robert C. Bassett, such intent could not be proven.

This was the second settlement by Hearst management involving the "self-provoked discharge" qualification on severance pay. In 1942, when the limitation applied only to "self-provoked discharge" with no mention of intent, the San Francisco Call-Bulletin paid severance pay for eight years' service to a reporter who had been fired for "provoking" his dismissal.

Shortly after that San Francisco case, the phrase "for the purpose of collecting dismissal pay" was added to the qualification. Hearst management has tried repeatedly to get that phrase deleted, counter-proposing the former language in the course of the most recent negotiations.

Despite many delays at management's request in the arbitration procedure, the Sentinel had the severance pay check ready the day after the case was settled.

Frederick Hebein, an outside classified solicitor and a member of the Milwaukee Guild executive board, was discharged last December 10 when, after being ordered to take part in "tap" ad solicitation, he said: "... Please excuse me, because I just couldn't do it." He asserted he was "getting business the correct way in the face of competition." A "tap" ad is one in which many firms share in the payment for space for a "message" to which their signatures are affixed.

Milwaukee Guild immediately instituted grievance procedure, since management had withheld severance pay, totalling some $700.

Wright Opposes Dues Mandate

Boston, Mass. — John R. Wright, of the Boston Guild, one of the ten nominees for the six IEB vice presidential positions to be filled by national referendum, declared as the convention closed that he opposes the convention finance committee's recommendation for mandatory increase of dues rates for locals not now matching or bettering the "model" dues scales.

"I urge all Guild members to vote No on the proposal," said Wright. He added that because his delegation registered a split vote when the matter went to a roll call vote of the convention, he desired to make his personal views known.

Research-Information Held Vital to Guild Expansion

Boston, Mass.—Need for continuing the currently conducted leadership training institutes was the chief recommendation of the convention committee on research and information, which also had subcommittees on the Guild Reporter, political action, and human rights.

The committee approved the separate reports of all its subcommittees, urged continuation of union policies and relationships outlined at previous conventions, and drafted the following general report:

pick up type. "The committee recommends"

The committee recommends that the Research & Information Department continue and expand insofar as is possible the program of regional leadership training institutes.

The committee feels that these institutes have gone far toward helping develop new leadership and to inform that leadership on how to meet the growing and complicated problems of a labor union today. In an organization such as ours whose turnover can be seen from the fact that more than 80,000 persons have at one time held Guild membership, it is imperative to make leadership training a continuing program. The lack of adequate leadership would bring a halt to our present healthy growth rate, would result in a less effective union and most probably in poorer contracts.

The committee notes that the IEB Special Committee on Contracts Approval found in its report to the convention that much of the controversy between the IEB Contracts Committee and various locals apparently resulted from "the lack of experienced negotiators in many locals."

The Research & Information Committee feels that it is just this sort of deficiency that the leadership training institutes are designed to remedy, and have in fact remedied in many locals during the short period the program has been under way.

The committee commends the district councils whoch have cooperated to the fullest extent with the Department of Research and Information both in expenditure of funds to finance scholarships to the institutes and in time of officers of the councils in arranging for the institutes.

We concur in the report of the Conference of Councils in approving and asking for the extension of the institutes.

The committee urges that the program of compiling and distributing data on collective bargaining, organizing, local administration and of providing leaflets and literature for use of local Guilds be continued and accelerated.

The Research and Information Committee recommends that the section of the Officers' Report dealing with the industry be continued, and particularly calls attention of the delegates and locals to that section of this year's report consisting of a survey on the question of a One-Party Press.

The committee urges that the ANG, all locals and district councils continue and intensify their cooperation with the Congress of Industrial Organizations at all levels. In the political and economic climate now developing such cooperation will be all the more necessary for the good of all branches of the labor movement.

Such inter-union cooperation should be extended, again at all levels, to the Guild's sister unions in the newspaper industry. Such devices as inter-newspaper union councils should be developed and strengthened as a basis for bringing about such desirable ends as joint contract expiration dates and cooperation in strike situations. The committee commends those locals of the Guild and locals of other newspaper unions which have participated in such cooperation.

The committee commends the Department of Research & Information for its publication on Page-1 events, and urges all locals which have not done so to establish such public relations-social events.

The committee encourages information displays designed by locals for exhibit at the national convention, such as the St. Louis Newspaper Guild's layout of bulletins issued during negotiations with the St. Louis Globe-Democrat. Techniques which have been successfully employed by one local should be imparted to others, and exhibits or displays at the national conventions is one excellent way to do it.

The committee feels that the freshman delegate forum conducted at this convention served a highly useful purpose, and recommends that a similar forum be held at the Los Angeles convention.

Charles D. Wood (San Diego), chairman; Kenneth Baldwin, Jr. (Columbia); C. J. Beauclerc (Toronto); J. Kenneth Beaver (Harrisburg); Sidney H. Benjamin (Hazleton); Helen Black (Grand Rapids); Alice Burke (Boston); Joe Callahan (Detroit); Greta Carlson (New York); Charles Crawford (St. Louis); William Davy (Cleveland); Nick Fetsch (Baltimore); Chandler Forman (Chicago); Robert E. Glynn (Boston); Dorothy Hamlin (Lynn); M. Iushewitz (New York); Francis J. Juns (Brockton); I. Kaufman (New York); Robert Kenly (SFOMG); Con Kelliher (St. Louis); Judy Markezich (St. Louis); Arthur Monahan (Woonsocket); Robert Perez (Los Angeles); Mary Rank (Los Angeles); Anna D. Rosholm (Phila.-Camden); Henry Rudiselaven (Los Angeles); Paul Sianfa (Pittsburgh); James Siesz (New York); James Smith (Wire Service); William Streckfuss (Phila.-Camden); Martha Wells (Indianapolis); Fletcher Wilson (Chicago); Joe Wilson (Wire Service), and Robert Zless (York).

Balloting, Not Raiding

Washington, D. C.—In 722 NLRB elections reported in the board's annual report, AFL won 337, CIO carried 298. In 75 the workers voted "no union" and in 12 for independent and company unions.

Strong Human-Rights Program Urged by Boston Delegates

Boston, Mass.—The issue of discrimination, as a part of the rights guaranteed by our national constitution, was discussed by a subcommittee of the convention delegates on the Research and Information Committee.

Its textual report, later adopted by the convention as a whole, follows:

Preservation of the rights of man has been an ideal of the American Newspaper Guild since its birth. The Guild chose as its first president a vigorous leader in the fight against any infringement of those rights—Heywood Broun, whose memory we honor at this convention. And the spirit of Heywood Broun, as we and all the world know it, still exists in the fight for the underdog.

Today, the underdog is beset by many forms of tyranny—the character assassin, the white supremacist, the anti-Semite, the religious bigot. And they are all aligned against him. They walk hand in hand. Where you have a Hitler, you have a Buchenwald; where you have a Stalin, you have a doctors' purge; where you have a McCarthy, you have a McCarran; where civil rights are violated, human rights are violated.

Perhaps the most evil of the forces working to degrade mankind is discrimination. It is most evil because it divides the free peoples of the world. It pits Negro against white, Jew against Gentile, Catholic against Protestant—in short, brother against brother. There are so many aspects of discrimination that every man and woman in the world today must be a member of at least one so-called minority group. The Guild, in the Broun tradition, has fought discrimination throughout its history, because as a trade union it knows the need for unity, not merely among the workers in a particular group, but among all men.

The cost of bias in our schools alone has been estimated by St. Louis University researchers at $20 million over a 5-year period. What must it cost, then, in our industry, to our national production?

* * *

In recent years we have witnessed remarkable progress in the drive to eliminate discrimination. That progress proceeds slowly but steadily. During the past year, for example, there have been several notable, though isolated, advancements.

Foremost among these, from the Guild's point of view, is perhaps the fair employment practices clause negotiated by the New Orleans Newspaper Guild in its 1953 contract with the New Orleans Item. The New Orleans Guild has had such a clause for some time in its contract with Catholic Action. The Item, however, is the first Southern daily of general circulation to sign a Guild contract containing FEP provisions.

Since the last convention, to our knowledge, six Negroes have been employed in newspaper editorial departments in New York, Cleveland, Detroit and Buffalo. Many other newspaperspapers are lowering the barriers of race and color in other departments in which employment had been limited previously to whites.

Newspapers, too, at the Guild's insistence, are gradually eliminating differentials for women workers who perform the same duties as men and equally as capably.

More and more communities are passing municipal FEP acts and two states—New York and Rhode Island—last year amended their FEP laws to prohibit discrimination in public places as well as in employment.

There has also been progress toward the outlawing of segregation in the nation's capital, in the armed services and in housing.

Despite these advancements, however, it is sadly obvious that not enough is being done. For example, the 1952 convention recommended that all locals form active committees on human rights and that ANG officers make a survey to determine the functioning and effectiveness of these committees. What is the result? Of the 31 locals which have replied to the questionnaire to date, only three have set up working committees on human rights—New York, Cleveland and San Francisco-Oakland.

This laxity of most Guild locals is particularly disappointing since the experience of the three above-mentioned Guilds indicates that active, local committees on human rights, working through CIO councils and in cooperation with NAACP, the Urban League and other known organizations in this field—are among our best potential weapons in the fight against discrimination.

In New York, Guildsmen Earl Brown and James Glaser are chairman and secretary, respectively, of the CIO Council's committee on human rights. Brother Morris Iushewitz is secretary of the AFL-CIO trade union committee established by the Urban League. A special council has been set up to integrate Puerto Ricans into the city's working force and into the trade union movement.

In Cleveland, where a municipal FEP law has been enacted, Brother William Davy, through the CIO Council, serves as a member of the Community Relations Board charged with enforcement of the act, and is also a member of the Cleveland Labor Committee on Human Rights. The Cleveland Guild's Committee also works with the NAACP, the Urban League and the Civil Liberties Union in human rights activity.

The still young SFONG committee on human rights has worked out a program of participation in CIO Council political action to end dicrimination. It has also developed plans for a campaign to encourage fair employment practices by the city's newspapers, enlisting in this work the cooperation of the Council for Civic Unity and the Urban League.

* * *

In view of these facts, this convention reaffirms the statements on human rights passed at the Washington and Pittsburgh conventions and the legislative program adopted by the Portland convention, which favored:

1. Passage of federal, state and local fair employment practices acts with enforcement powers.
2. Abolition of segregation in the Armed Forces.
3. Enactment of federal anti-lynching laws.
4. Passage of measures to ban segregation in interstate travel.
5. Passage of federal and state laws outlawing the poll tax and other restrictions on the right to vote.
6. Safeguards against racial discrimination in federal appropriations.
7. Enactment of human rights laws in all states which do not have such laws eliminating discrimination and segregation.

The committee adds to this program:

8. Elimination from the McCarran-Walter Immigration Act discriminatory quota provisions based on race and national origin.

* * *

The committee further recommends:

1. That all locals establish immediately permanent committees on human rights.
2. That all locals incorporate provisions for such standing committees on human rights in their by-laws.
3. That the local committees strive for the fulfillment of the human rights program in their own plants by pressing for FEP hiring clauses in their contracts and for equal pay for equal work, regardless of sex.
4. That local human rights committes work with political action committees to secure the passage of federal, state and muncipal human rights legislation.
5. That local committees work with CIO Councils and such other recognized organizations active in the field of human rights as the NAACP, the Urban League, the Jewish Labor Committee and the Catholic-Inter-Racial Council.
6. That the IEB impress upon the locals the importance of carrying out these convention mandates.
7. That the IEB arrange for a seminar on human rights to be held at the 1954 convention.
8. That the Research & Information Department conduct periodic surveys to determine the effectiveness and the extent of implementation of hist program of the local level.
9. That the Research & Information Department serve as a clearing house for information on human rights activity and progress, keeping a permanent file and reporting evidence of violations to all locals.
10. That the Research & Information Department prepare and distribute a memorandum to guide locals in establishing working human rights programs.

* * *

The Human Rights section of the Research & Information Committee report was prepared and approved by a sub-committee, in addition to being approved by the general committee The sub-committee: Charles Crawford (St Louis), Chairman; Anna D. Rosholm (Philadelphia), Secretary; Morris Iushewitz (New York), William Davy (Cleveland), Richard Riley (Youngstown), Mary Rank (Los Angeles), J. Kenneth Beaver (Harrisburg), Alice Burke (Boston), and Dorothy Hamlin (Portland, Me.).

... Finances

(Continued from Page Six)

that have required ANG servicing on a more sound dues structure. Some locals have had to call on ANG for financial help in organizing and negotiations, primarily for the latter. And these same locals have been struggling along with an inadequate dues structure.

But many locals not having the mandatory dues schedule have successfully built up their treasuries, either through what they have found to be a satisfactory dues schedule or through special assessments. We can see no reason why these solvent locals should be penalized simply because other locals have had to seek ANG help while not following an adequate dues schedule.

3. Some locals have recently increased their dues although their dues remain below the mandatory schedule. Convention action now to enforce the mandatory schedule for these locals would naturally come as a real blow. We believe if the convention sees fit to go through with this action the membership in these particular locals would be hurt.

We strongly urge, therefore, that the convention NOT approve the Finance Committee recommendation relating to the mandatory dues schedule.

SIGNED:—Mort Leggett, Akron; Leon E. Roetzel, Columbus; Roland C. Droste, Manchester; James J. O'Neill, Jr., Salem; Dan E. Ashcraft Texas; Stanley Charles L. Loeffler, St. Louis.

Tacoma Inter-Union Body Will Continue

Tacoma, Wash. — All officers and directors of the Newspaper Unions Publishing Co., Inc., were re-elected at the annual meeting of stockholders in January. The corporation published the Tacoma Reporter during the strike against the Tacoma News Tribune during the summer months last year.

It was decided at the meeting that the corporation should continue as such in case of need in the future. Officers are: President, Howard Clifford, Seattle-Tacoma Newspaper Guild; secretary, Everett Withrow, typos; treasurer, John Cauvel, mailers; and directors, Bill Muehlenbruch, stereos; Francis Jowett, pressmen; and Don Roberts, teamsters.

Hal Lyman, Guildsman, was re-named assistant treasurer.

Contract Bargaining and Approval Methods Draw Record Committee Total; Report Is Unanimous

Boston, Mass.—Interest in collective bargaining procedure, the most effective means of obtaining contract betterments, and the criteria followed by the IEB contracts committee in granting or withholding approval, earned a thorough-going expression at the Boston convention.

The collective bargaining forum, an addendum at the close of the first convention day, attracted fully three-fourths of the delegates attending. They heard an informal airing of opinions and criticism, explanations and rejoinders, with a resultant clearer understanding of problems peculiar to both local negotiators and the IEB committee which passes judgment on their efforts.

This topic, and variations of the theme, passed over into the unprecedentedly large convention committee on collective bargaining. For the second year running, the committee was headed by Rollin Everett, St. Louis, and as occurred last year, he won plaudits from all for his parliamentary aplomb and even-tempered handling of a controversial-minded gathering.

The full, and unanimous, report of the committee is appended:

Almost one-third of the convention delegates, 75 members, constituted the 1953 Collective Bargaining Committee. That is solid evidence of the vigorous interest of Guild members in the bargaining program of the American Newspaper Guild.

With such support from convention delegates and with the stimulus of our advances during 1952, the Collective Bargaining Program promises to make even greater strides during 1953-54 in bringing Guild benefits to newspaper men and women.

The collective bargaining committee strongly urges that the American Newspaper Guild:

1. PUSH BEYOND the progress made during the past year in advancing the economic interest of its members.

2. SET minimum wage goals of $150 per week for experienced employes in the key editorial, advertising, circulation and business office classifications, and $75 per week for all adult classifications.

3. RECOGNIZE the valuable contribution made to a better understanding of collective bargaining procedure by the work of last year's Special Committee on Contract Approval.

4. APPOINT another interim committee to study other collective bargaining problems that were raised within the committee.

Locals in the last year have piled up substantial gains in the field of collective bargaining. Appreciable advances were made in severance pay provisions, with 41 contracts raising severance pay limits. We now have 74 contracts with 40 or more weeks' severance pay, a gain of 11 over a year ago. Today, 102 contracts provide for more than 30 weeks' severance pay.

With total payroll increases of approximately $51½ million for the year for the Guild as a whole, gains were won in reporter, circulation, business office and other categories. Forty-three contracts providing for reporter minimums of $110 or more were achieved during the contract year (from July 1, 1952) as compared with the 26 previously in effect. The New York, St. Louis, Philadelphia, Detroit, and major wire service contracts reached new tops of $125 to $132.20. Approximately 21,800 now are working under contracts with wage minimums of $100 or more in the key classifications.

Gains were scored, too, in other sectors. A total of 181 contracts—an increase of 14—now provide for three weeks of vacation. With full union security listed as a major objective by last year's convention, nine contracts added Guild shop provisions, for a total of 118.

The proposed new minimum wage standard of $150 is only $9 more than the Scranton Convention wage goal of $100, in terms of 1953 dollars. Nine dollars is little enough increase in standard of living for the seven years since adoption of the 1946 wage program. No group, not even employers, denies the necessity for even greater increases in the standards of living of the great masses of working people in our population, not only as a matter of simple equity and justice, but also to provide the purchasing power necessary to maintain our constantly expanding business economy.

In addition, since 1946, the tremendous increase of productivity by the nation's workers has resulted in proportionate raises in earnings for workers generally. Our membership faces the risk of not sharing, unless such action as proposed is taken.

Therefore, the committee not only urges adoption of the proposed new $150 wage minimum, but also the most energetic efforts to obtain it in negotiations as the merited, reasonable right of our membership.

Your committee commends the work of the special committee, established last year to study the entire operation of contract approval. The report of the interim body was approved by your committee, and its report is appended hereto, to be a part of the record. We urge that these findings be studied, for we feel that they will help in the understanding of our bargaining procedures.

An important step in the attempt to reduce the number of unapproved contracts has been the analyses of contracts, which are dispatched to locals well in advance of preparation of proposals. Such analyses have proved a real practical value in formulating proposals. Your committee urges the expansion of the analysis procedure to include all contracts, and points out to local officers that to achieve practical value from these analyses, they must be studied. Local negotiators especially should study these reports.

The interim committee made these observations, which we wish to emphasize here:

"It is essential that the locals fully accept the responsibility, vested in them by the constitution, of carrying on collective bargaining. Preparations should start month in advance. The proposal drafters and negotiators should become thoroughly familiar with the ANG Collective Bargaining Manual. ANG should be asked for further arguments on specific points, if the need for them is felt. A local's negotiating committee should, through its chairman or secretary, keep ANG Contracts Committee informed throughout negotiations of progress or lack of progress and the problems which are faced."

The interim committee recommended "that the present operation of the Contracts Committee be continued without change and that judgment of contract drafts be governed by the existing sections 7, 8 and 9 of Art. XVIII of the constitution."

The committee also pointed out that exercise of such judgment by the Contracts Committee can never be an exact science and that there will be disagreements over such judgments. In the Collective Bargaining forum and before the Collective Bargaining Committee such disagreements were aired. We believe this healthy exchange of opinions will provide helpful guides both for the Contracts Committee and for the locals.

Your convention committee, meeting only during one week in the year, cannot make exhaustive inquiry, nor can it be a wholly satisfactory deliberative body in the limited time available. However, the complex problems of collective bargaining, as well as local matters, were threshed out in committee.

Because of the interest displayed in the Guild's Collective Bargaining Program, your committee is recommending creation of an interim committee to review those sections of the Constitution and Collective Bargaining Program which provide for mandatory proposals and mandatory contract provisions. Also referred to the committee are any necessary further study of the operations of contract approval and such other matters as may be determined by the IEB. The committee, to be appointed by the IEB, shall consist of not less than five and not more than seven members, not more than one of whom shall be from the IEB or ANG staff, and is to report to the 1954 convention.

The committee reviewed Article XVIII of the Constitution, relating to collective bargaining and recommends no change.

The committee considered the Collective Bargaining Program and approved it with the following changes:

Section 4. **CHECK-OFF** to be re-titled and re-phrased as follows:

"DUES DEDUCTION: All contracts shall provide for payroll deduction of membership dues."

Section 7. **MINIMUM WAGES.** For the second sentence, stating our wage goals, the following sentence to be substituted: "Proposals for minimums shall seek to achieve the National Wage Program of $150 a week for experienced employes in the key editorial, advertising, circulation and business office classifications, and a minimum of $75 for all adult classifications."

Section 21. **MILITARY SERVICE.** Amend by adding at the end of the section a comma, and the words "or reserve training in the Canadian Armed Forces."

Section 22. **NO-STRIKE CLAUSE:** Delete from the Collective Bargaining Program, for the reason that this is covered in the Constitution.

Renumber remaining sections.

The committee considered the Convention Recommendations on Collective Bargaining and approved them in their entirety, with one recommended editorial change, as follows:

Section 19. **CLASSIFICATIONS.** Delete the comma from the second sentence, so that it reads: "Locals should avoid writing into contracts pay minimums undercutting actual standards existing for a particular classification."

The committee concurs with the IEB in recommending that the convention:

1. Insist that locals continue to make full union and job security a primary objective of this year's Collective Bargaining Program, and beat down the persistent management campaign to weaken the security clauses of our contracts.

2. Urge that particular attention be paid to the elimination of qualifying clauses in the severance pay sections of contracts.

3. Again insist that locals exercise their legal right to demand and secure full and accurate payroll information.

4. Urge that locals seek adequate arbitration machinery as a terminal facility on grievances in order to protect the job security of their members.

5. Stress that where locals have more than one contract covering a single unit, it should be the primary objective to secure consolidation of such contracts into one agreement.

6. Call on locals to intensify the drive for a 35-hour, 5-day week, as required by the Collective Bargaining Program.

7. Require locals to continue to seek the 4-week vacation.

We further concur in the IEB's recommendation that the IEB shall continue its study on pension matters, assisted by legal experts of the Congress of Industrial Organizations and other authorities on the subject.

Two resolutions and two proposed constitution changes on collective bargaining matters, which were referred to this committee, were tabled at the request of the sponsors.

Dangers and advantages of contract provisions for Guild participation in labor-management production committees were considered. We recommend this question be referred to the Interim Committee for further study.

We recommend that the ANG office arrange that studies be made of the extent to which outside salesmen do not fully share in the benefits of the hours and overtime provisions of contracts, and that the ANG office aid locals in extending these benefits to all employes not so covered.

We urge that the ANG office send to locals as early as possible information on contract settlements.

In conclusion we wish to point out again that dissemination of information and understanding of the Guild's Collective Bargaining Program, and the means by which it may be achieved, is a most important instrument for our attainment of progress.

Having demonstrated their worth, the Regional Training Institutes should be continued. To achieve the maximum benefit from these training institutes, locals are urged to utilize them as a means of developing local leadership and collective bargaining strength by the attendance of potential leaders and negotiators.

We look forward to substantial benefits from the Collective Bargaining Manual which has been prepared by the Department of Research and Information, and sent to locals. We urge local leaders to keep these manuals up to date as new material arrives, and to make full use of the information provided.

We ask that the Collective Bargaining Forum instituted in this convention be continued.

Your committee believes that as ANG aids the locals, and as locals carry on informed, responsible and militant collective bargaining, the year ahead will bring substantial improvement in the wages and working conditions of newspaper workers.

Rollin Everett (St. Louis), Chairman; Jack Abramson (Los Angeles); Lewis Allison (Los Angeles); Michael Andrews (New York); Wilbur E. Bade (Twin Cities); William Brooks (Twin Cities); Robert Buchanan (Olawa); James Bunnell (Cincinnati); Jerry Candela (Erie); Charles M. Carter (Bay City); L. H. Chambers (Canadian Wire Service); Elizabeth Chapman (Stockton); G. Norman Collie (Phila.-Camden); Donald C. Conover, (Lehigh Valley); William Corbett (Boston); John C. Cost (Boston); Art Cullison (Akron); Clayton L. Dickey (Milwaukee); Charles Dineen (Buffalo); Glenn R. Dodd (San Diego); J. Delmas Escoe (Kansas City); Jack Feczko (Hammond); Leo Finegold (Pittsburgh); Jack Finnegan (Twin Cities); Fred D. Fischer (SFONG); Helen Fleming (Chicago); William K. Gibson (Youngstown); Paul E. Gustafson (Milwaukee); Steve Hammer (Rochester); George Harris (Boston); George Hutchinson (Los Angeles); Joyce Jansen (SFONG); Al Johnson (New Orleans); Fred Jones (Toronto); Joseph Kommer (New York); Ray Kringer (St. Louis); Richard P. Lane (Memphis); Milton J. Lapine (Cleveland); Jack Lockwood (Los Angeles); Sam McKeel (Greensboro); Donald McMillian (Denver); Ed. Marciniak (Chicago); Franck J. Marro (New York); Fred Martin (Seattle-Tacoma); Sidney Means (Los Angeles); Thomas J. Murphy (New York); Walter Murtagh (Manchester); Glenn Nichols (Pueblo); Joseph Pescott (Boston); Larry Piper (Indianapolis); Maxwell E. H. Pyle (Washington); William Pyne (Baltimore); Clair Ragar (Sioux City); Adolph J. Rahm (St. Louis); James Richard (Toledo); Mary Robinson (Boston); Aaron Rosenfeld (Phila.-Camden); Ernest Rosenthal (Lynn); Frank Sauliera (San Jose); David Schick (Phila.-Camden); Victor Schlich (Portland, Me.); John Scholler (Rockford); Donald Schram (Detroit); James Scott (Wire Service); Lilian Thain (Toronto); James Turner (Cleveland); Paul Vadnais (Tri-City); Ray Warner (Utica); Paul Welch (Cincinnati); David Welty (Pittsburgh); Felix Wold (Wire Service); Edward Yates (Erie) and Douglas Bailey (Elizabeth).

"HERE'S HOW WE HANDLED THAT ONE"—Besides planned discussions, there was many an informal powow over Guild intricacies. In this group are, clockwise from the left, Don Schram, Detroit; Wilbur E. Bade, Twin Cities; Helen Minear, Pittsburgh, and Edwin Scott, Detroit.

Guild-Crafts Picnic

Greensboro, N. C.—Greensboro Guild members were joint hosts with ITU to stereotypers, mailers, pressmen and photoengravers at a picnic at Greensboro Police clubhouse. More than 120, including the "brass" of the unions, attended.

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

New and Previous Budgets in Detail

Tables herewith cover the Guild's financial records over the past three fiscal years. In the first column is the budget approved by the Boston convention, for the fiscal year starting last May 1. The three juxtaposed columns show "past performance" on which the convention finance committee based its findings.

	1953-54 Budget	1952-53 Expenses	1952-53 Budget	1951-52 Expenses
1. PER CAPITA TAXES				
CIO, CCL & IFJ	$26,500.00	$26,316.20	$25,000.00	$22,905.10
Total	$26,500.00	$26,316.20	$25,000.00	$22,905.10
2. ORGANIZING AND SERVICING				
Salaries				
Director and International Representatives	$69,000.00	$50,567.00	$65,020.00	$52,296.00
Secretary-Stenographer (½)	1,830.00	1,434.47	1,690.00	1,371.50
Expenses				
Director and International Representatives	24,000.00	23,521.97	25,300.00	30,247.90
Miscellaneous Organizing Expenses	5,000.00	4,585.00	5,000.00	4,084.94
Total	$99,830.00	$82,128.44	$96,910.00	$88,000.34
3. COLLECTIVE BARGAINING*				
Salaries				
Executive Secretary—IEB Contracts Committee	$ 6,220.00	$ 5,720.00	$ 5,720.00	
Contracts Analyst	6,220.00	5,718.00	3,440.00	
Secretary-Stenographer (½)	1,830.00	1,378.00	1,690.00	
Expenses				
Personnel	500.00	1,436.94	500.00	
Miscellaneous	100.00	31.59	100.00	
Total	$14,870.00	$12,284.61	$11,450.00	
4. WIRE SERVICE ADMINISTRATION				
Salaries	$ 7,280.00	$ 7,475.00	$ 6,760.00	$13,165.00
Administrator	2,980.00	6,955.00	6,760.00	
Assistant	1,830.00	1,590.95	1,690.00	1,386.50
Secretary-Stenographer (½)				
Expenses	3,000.00	4,276.98	3,000.00	1,928.92
Representatives	14,000.00	17,466.33	12,000.00	14,436.11
Negotiations	4,000.00	3,518.82	1,500.00	2,504.85
Wire Service Council	2,000.00	342.51	3,000.00	
National Conferences	750.00	1,543.75	3,250.00	2,782.76
Wire Service Paper	2,500.00	596.25	1,000.00	
Arbitration of Grievances				
Total	$39,340.00	$43,784.69	$37,960.00	$36,204.14
5. RESEARCH AND INFORMATION				
Salaries	$ 7,810.00	$ 7,560.00	$ 7,280.00	$ 6,305.00
Director	11,310.00	11,095.00	11,960.00	10,580.00
Assistants (2)	1,830.00	1,673.74	1,690.00	3,147.35
Secretary-Stenographer (½)				
Expenses	950.00	1,477.73	1,500.00	1,329.28
Director	500.00	2,269.00	500.00	566.35
Assistants	900.00	927.28	500.00	738.67
Books and Periodicals	2,720.00	1,965.87	4,500.00	4,325.97
Publications and Literature	3,300.00			
Training Conferences	400.00	297.34	500.00	371.45
Miscellaneous				
Total	$29,320.00	$27,265.95	$29,430.00	$27,866.07
6. GUILD REPORTER				
Salaries	$ 8,145.00	$ 7,800.00	$ 7,800.00	$ 8,060.00
Editor	5,830.00	5,270.00	5,010.00	4,544.00
Assistant	3,200.00	3,022.00	2,990.00	2,759.50
Clerical				
Expenses	19,000.00	16,127.29	15,000.00	12,616.92
Printing	7,000.00	6,770.63	6,500.00	6,797.84
Mailing and Postage	320.00	260.00	300.00	260.00
News Services	1,800.00	1,049.55	1,200.00	994.12
Pictures and Special Material	1,900.00	1,078.90	1,000.00	957.19
Engraving	500.00	579.24	500.00	922.57
Miscellaneous				
Total	$45,995.00	$41,957.61	$40,100.00	$37,912.14
Expenses		460.89**		
		$41,496.72		
7. ADMINISTRATION				
Salaries	$ 5,746.00	$	$	$ 5,661.05
Office Manager-Head Bookkeeper	9,500.00	8,292.15	7,500.00	13,297.54
Secretaries (2)	8,600.00	13,695.35	13,520.00	4,415.18
Bookkeeping Department	5,080.00	5,467.42	4,000.00	8,570.12
General Clerical	8,500.00	8,429.45	8,500.00	3,021.44
Rent and Maintenance	6,000.00	5,420.29	6,000.00	585.87
Stationery and Supplies	2,000.00	920.76	720.00	4,125.01
Equipment	4,300.00	4,342.40	4,250.00	3,044.25
Bookkeeping Machines Rent and/or Purchase	2,500.00	2,707.62	2,000.00	4,100.10
Repairs and Improvements	4,000.00	5,329.01	4,000.00	3,440.01
Telephone and Telegraph	3,000.00	2,766.64	3,500.00	1,900.00
Postage	2,000.00	2,000.00	2,000.00	2,903.76
Auditing	3,500.00	3,014.49	4,000.00	671.46
Insurance and Bonding	1,000.00	726.52	1,000.00	
Miscellaneous				
Total	$65,726.00	$61,200.10	$60,990.00	$61,715.79
8. EXECUTIVES				
Officers—Salaries	$19,630.00	$18,460.00	$18,460.00	$18,099.91
Expenses	3,070.00	3,935.50	4,000.00	3,389.78
Total	$22,700.00	$22,395.50	$22,460.00	$21,489.69
9. OTHER EXPENSES				
Legal Fees	$12,000.00	$11,808.75	$12,500.00	$13,716.24
Payroll Taxes	6,200.00	4,008.70	5,200.00	5,315.55
Contributions	1,000.00	745.00	1,000.00	616.50
Bonds	500.00	500.00	500.00	500.00
Broun Award	500.00			
Broun Award Expenses	4,500.00	4,681.47	5,000.00	4,237.37
Delegates and Committees	10,000.00	9,269.60	10,000.00	8,503.08
IEB Meetings	10,000.00	9,677.19	9,450.00	5,896.71
Severance Pay Provisions	1,000.00			
Philip Murray Foundation	12,500.00	8,000.00	8,000.00	8,000.00
1954 Convention Reserve	8,000.00	18,098.69	8,000.00	5,901.25
1953 Convention Expense above Reserve				2,500.00
Hearst Negotiations Reserve				
Total	$66,200.00	$66,727.31	$59,650.00	$55,250.70
GRAND TOTAL	$410,481.00	$383,599.53	$385,150.00	$351,363.97

* * *

ESTIMATED INCOME

May 1, 1953—April 30, 1954

REGULAR MEMBERS	
Per Capita Taxes	$392,000.00
Employed	500.00
Unemployed	100.00
Part-time	50.00
Associate	420.00
Members-at-Large	5,500.00
Initiation Fees	500.00
Reinstatement Fees	
Total Income—Regular Members	$399,070.00

WIRE SERVICE MEMBERS	
Per Capita Taxes	
Employed	$ 44,000.00
Part-time	5.00
Members-at-Large	7,000.00
Initiation Fees	400.00
Reinstatement Fees	25.00
Total Income—Wire Service Members	$ 51,430.00
TOTAL ESTIMATED INCOME	$410,500.00

* Collective Bargaining Department not set up as such, until the 1952 Convention.

** Income deducted to show net expenses.

. . . Meet Your Candidates

(Continued from Page Seven)

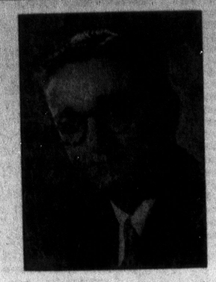
a member of other board committees, with a wide range of responsibility.

John R. Wright, Boston, is a former president of the Boston local, a member of its executive board, and for years has been active in city and state CIO circles. He is a charter member of the Boston Guild, and has served it at nine conventions as a delegate. He is on the policy committee of the New England District Council, and now heads the newly-formed advertising panel created at last week's convention.

Billion-Dollar Doctor Bill

Nearly a third of U.S. families with children owe $1 billion in medical bills, and two thirds of those in debt owe $200 or more, according to a study by University of Michigan Research Center for the Federal Reserve Board.

HE DESERVES YOUR SUPPORT—



Re-elect Harry Martin ANG President

An Outstanding Record

His European mission accomplished, Harry Martin has resigned as MSA Labor Information Director and returns home to resume full-time work as a newspaperman.

He not only has brought prestige to the American Newspaper Guild but also has performed a tremendously important job for labor and the United States. At the same time he has fulfilled his responsibilities as ANG president.

The courageous leadership of Harry Martin is needed more today than ever before—today when intellectual confusion exists on all sides and new attacks are being made daily on the traditional right of Americans to think what they please, talk what they please and write what they please.

Today the ANG needs in its top councils more than ever before, Harry Martin's experience under fire, his proven ability and his willingness to fight without compromise the forces of bigotry wherever they might exist.

The following representative Guildsmen urge you to join in their endorsement of Harry Martin's candidacy:

DOUG ADAMS, *Rockford*
JOHN KAY ADAMS, *Dallas*
FORREST ALLEN, *Cleveland*
KENNETH BALDWIN, Jr., *Columbia*
ERNEST BAYTON, *Hammond*
C. JOSEPH BEAUCLERC, *Toronto*
LEE BLACKWELL, *Chicago*
FRED BOWLER, *Lynn*
ART CULLISON, *Akron*
WILLIAM M. DAVY, *Cleveland*
LOLA DOWNS, *Los Angeles*
JACK FECZKO, *Hammond*
HELEN FLEMING, *Chicago*
CHANDLER FORMAN, *Chicago*
VERN FOX, *Sheboygan*
WILLIAM GIBSON, *Youngstown*
JACK GRIFFIN, *Chicago*
DON HAYES, *San Antonio*
ROBERT HOLLEY, *Chicago*
ALLEN JOHNSON, *New Orleans*
JERRY McLEAN, *SFONG*
ED MARCINIAK, *Chicago*
TONY MAZZOLINI, *Cleveland*
HELEN MINEAR, *Pittsburgh*
HELEN ORCUTT, *Toledo*
RAY PASNICK, *Chicago*
JAMES E. POWERS, *Richmond*
PHIL PRICE, *Washington*
CECIL PRINCE, *Greensboro*
ADOLPH RAHM, *St. Louis*
ERNIE RAPLEY, *SFONG*
TERESA REESE, *Chicago UP*
RICHARD RILEY, *Youngstown*
JACK SCHOLLER, *Rockford*
DONALD SCHRAM, *Detroit*
R. CRAIG SHUPTRINE, *Memphis*
ROBERT STAFFORD, *Cleveland*
ALAN THOMASON, *Boston*
JAMES TURNER, *Cleveland*
WILLIAM WARE, *Cleveland*
FLETCHER WILSON, *Chicago*
HARVEY WING, *SFONG*
FELIX WOLD, *Detroit*
WILLARD YARBROUGH, *Knoxville*

MILTON J. LAPINE, *Cleveland, Chairman, Martin-for-President Committee*

Convention Rollcalls

BOSTON—Two rollcalls occurred during the convention proceedings and were made a part of the official record.

One dealt with a motion to adopt a minority report of the finance committee. The minority report opposed making the model dues structure mandatory upon all locals, as proposed by the majority.

On a show of hands, President Martin had declared the minority report adopted 82 to 69. Rollcall by locals was moved, and resulted in defeat of the minority report, by 192-43/60 to 138-17/60. A subsequent motion to subject that section of the finance committee report dealing with mandatory dues schedules to a full membership referendum was carried by a show-of-hands vote of 131 to 14.

The second rollcall was on nomination of a vice president in Region IV. Three were nominated: Al Dipman, of San Francisco, the incumbent; Harvey H. Wing, of San Francisco-Oakland, and George Meenes, of Los Angeles.

With only those locals in the region taking part in the voting, Dipman and Meenes emerged as the nominees. Dipman polled 25½ votes, Meenes 25 and Wing 13⅝. Members throughout Region IV, Rock Mountain and west coast states—will ballot on their vice president as well as on the presidential choice.

Local	Number of Votes	Minority Finance Report Yes	Minority Finance Report No	Nominations for Region IV Vice Pres. Dipman	Nominations for Region IV Vice Pres. Wing	Nominations for Region IV Vice Pres. Meenes
Akron	2	2	0			
Bakersfield	1	(Absent)		0	0	1
Baltimore	3	3	0			
Boston	12	10	2			
Brockton	2	2	0			
Buffalo	3	0	3			
Canadian Wire Serv.	2	0	2			
Chicago	7	3½	3½			
Cincinnati	5	0	5			
Cleveland	8	5	3			
Columbus	5	5	0			
Dallas	1	1	0			
Denver	5	5	0	0	5	0
Detroit	10	10	0			
Elizabeth	3	3	0			
Erie	3	0	3			
Gary	1	1	0			
Greenboro	2	0	2			
Hammond	2	2	0			
Hazleton	1	1	0			
Indianapolis	5	5	0			
Knoxville	2	0	2			
Lansing	2	2	0			
Lima	2	2	0			
Los Angeles	15	0	15	0	0	15
Lynn	2*	1	0			
Manchester	2	2	0			
Memphis	4	0	4			
New Orleans	3	0	3			
New York	77	0	77			
Ottawa	2	0	2			
Philadelphia	11	2½	8½			
Pittsburgh	8	8	0			
Portland, Me.	4	1	3			
Portland, Ore.	4	0	4	4	0	0
Pueblo	2	0	2	2	0	0
Richmond	2	2	0			
Rochester	3	3	0			
Sacramento	3	3	0	0	0	3
St. Louis	12	12	0			
Salem	1	1	0			
San Antonio	2	0	2			
San Diego	4	2	2	0	0	4
SFONG	17	0	17	11½	5½	0
San Jose	3	3	0	0	3	0
Scranton	2	0	2			
Seattle-Tacoma	7	2½	4½	7	0	0
Sioux City	2	2	0			
Stockton	3	1	2	1	0	2
Terre Haute	2	2	0			
Toledo	5	1¼	3¾			
Toronto	9	0	9			
Tri-City	4	4	0			
Twin Cities	8	8	0			
Utica	2	2	0			
Washington	10	5	5			
Wilkes-Barre	3	(Passed)				
Woonsocket	2	2	0			
Youngstown	2	2	0			
Wire Services	8**	4	1			
Totals		138-1/2	192-1/2	25½	13⅝	25

* Lynn: One vote passed.
** Wire Services: Three votes absent.

Carey Urges Eisenhower To Stop Discrimination

Washington, D. C.—The CIO today reported it had suggested to President Eisenhower "practical methods" for use of the presidential powers against segregation and discrimination in the District of Columbia.

* * *

CIO Secretary-Treasurer James B. Carey, in a letter sent to the President, recalled the President's campaign pledge to use his powers to this end, which it said had "encouraged" many.

"Now that the tumult of the campaign is over and the transition of power has been effected," Carey wrote, "we face the practical methods of realizing this goal."

* * *

In his dual capacity as CIO secretary-treasurer and chairman of the CIO Civil Rights Committee, Carey suggested the President's "chief weapon" was his "ability to make your wishes known to your appointees with the concurrent power to remove them if necessary."

* * *

Carey thus suggested pertinently that since the President appointed the D. C. commissioners, if the President instructed them to halt discrimination, they would do that or lose their jobs.

Vigorous Political Action Held Essential for Labor Survival

Boston, Mass.—Chaired by Henry Santiestevan, Los Angeles, the convention's subcommittee on political action noted the national administratio's unfriendly attitude toward organized labor, and urged on Guildsmen everywhere, in its report adopted by the convention, to renew their efforts in the political action arena as a means of enabling labor's voice to be heard in legislative halls.

The committee's report read as follows:

The critical election year of 1952 saw organized labor-liberal forces suffer critical defeats throughout the nation. For the first time in two decades the trade union movement is forced to function in an almost completely reactionary anti-labor political climate. While this is a situation we cannot immediately remedy, we do find encouraging evidence that changes can be made by determined and energetic political action.

For example, it is a well-known fact that the CIO of the state of Tennessee was largely responsible for the defeat of an entrenched political machine and the election of two liberal senators and a liberal governor.

In the state of Illinois, in the face of a Republican sweep, CIO-PAC was credited with unseating a labor-baiting congressman, Rep. Vail. An examination of the results of the presidential election shows that in those areas in which CIO-PAC concentrated its activity the Democratic candidate, Adlai Stevenson, led the Republican candidate with substantial margins.

We feel that there can be no doubt of the effectiveness of the CIO-PAC program where it is supported. We feel, too, that there can be no doubt that the CIO-PAC program can and must be supported and strengthened.

The CIO-PAC is our first line of defense today. The gains we make at the bargaining table can be legislated away from us. For example, in California a reactionary state legislature, acting at the bidding of a Hearst lobbyist, passed a measure which deprives Guildsmen of unemployment compensation for the number of weeks of severance pay received and already earned by them. Thus, with alarming ease one Hearst lobbyist destroyed gains which it took the Guild years to achieve through collective bargaining.

We feel that this is only the beginning of direct attacks on the Guild's program. Increasingly stringent anti-labor laws outdoing even the infamous Taft-Hartley Act are being adopted in state after state. Many states already prohibit any type of union security such as the Guild shop. Efforts to pass similar restrictive legislation are being made in many other states.

We feel we cannot emphasize too strongly the need for increased political action by Guildsmen everywhere if we are to maintain the standards for which we have fought so aggressively, and accordingly make the following recommendations:

1. That all locals take immediate action to establish and activate political action committees.

2. That locals and district councils carry on a continuing program of information on political action and appropriate the limited funds necessary for the purchase and distribution of PAC literature.

3. That all locals work closely with state and local CIO councils or the Canadian Congress of Labour to assure our participation in the endorsement and choice of candidates and an effectively coordinated PAC program.

4. Because we feel that Guildsmen are unusually qualified to make a unique contribution, we especially recommend cooperation with other CIO groups in the field of political public relations.

5. That in view of the forthcoming federal general election in Canada, our Canadian members be urged to support with their votes and influence those candidates, of whatever party, whose forward-looking policies will uphold and advance the needs of labor.

6. That locals make budget provisions for contributions from local treasuries to the PAC Trade Union Fund which is used wholly for educational purposes.

7. That locals conduct PAC voluntary dollar drives at a time convenient to them within the period from June 1 to Oct. 1.

8. That local PAC committees keep the ANG constantly informed of their activities and forward sample materials devised by them in carrying out the program.

9. That locals give serious consideration to the working ing plan by which money can be raised on a systematic and regular basis for PAC.

We wish to advise all locals that the Department of Research and Information of the ANG is prepared to provide materials and give assistance in organizing and operating PAC programs and to keep political action committees informed on matters of local as well as national interest.

We commend the Research and Information Department for its direction and leadership in carrying out ANG's political action program, an increasingly important phase of Guild activity.

The section of this report dealing with Political Action was prepared and approved by a subcommittee, in addition to being approved by the general committee. The subcommittee: Henry Santiestevan (Los Angeles), chairman; Judy Markevich (St. Louis), Greta Carlson (New York), Martha Wells (Indianapolis), Lee Blackwell (Chicago), Kenneth Baldwin Jr. (Columbia), Helen Black (Grand Rapids), Nick Fetsch (Baltimore).

4 YEARS OF PROFIT-SHARING NET $10 WEEKLY AVERAGE PAY

Manchester, N. H.—The Manchester Newspaper Guild's profit-sharing contract clause with the Union-Leader, only such plan in any Guild contract, paid off last year, the annual profit-sharing report indicates, in the amount of an average weekly share per employe of $9.52. Reporter top minimum in the Manchester contract is $94, so that with profit-sharing included, the Manchester newsmen enjoy an income of more than $100, key goal in the now outmoded Scranton convention 'formula."

The contract gained approval of the International Executive Board this year for the first time since 1948, when the publisher, in financial straits after a merger and other adjustments, succeeded in selling the local on the merits of profit-sharing. ANG leaders are traditionally dubious of the principle of profit-sharing, which in effect asks the mployes to share also the risks of capital, without adequate voice in management of such capital.

But the net results in Manchester have been on the whole satisfactory to those directly affected. In the four years of operation, Guildsmen have collected $110,781.82 from the sharing operation, an average of nearly $10 per week per employe, the exact figure being $9.63.

Distribution is not on a strictly percapita basis, length of service also having a weight in determining the number of benefit units to which each is entitled.

Low point was the first year of operation, when the average was $6.03. Second year's distribution averaged $12.71 and the third $11.47. Last year's average figure was $9.52.

All craft unions at the Union-Leader plant also participate in the plan, the last to enter being the typographical employes.

Why Women Work

Why 10 million married women work has been disclosed in a survey by six large unions and the US Labor Department.

Nine out of ten work to earn a living; six to supplement family income; five say the extra income helps meet daily needs, and one out of seven is the sole support of a family.

Naughty Thought

"Even liberty of opinion and the liberty of the press lose some of their significance so long as the most powerful instruments of publicity are in the hands of economically predominant groups."—Edward Hallett Carr, "Conditions of Peace."

Stereotypers Beat Newhouse

Syracuse, N. Y.—Stereotypers at the Newhouse dailies here, the morning Post-Standard and the afternoon Herald-Journal, won a two-day strike called after negotiations had dragged interminably, when management agreed to pay a weekly increase of $5, plus $2 retroactive to March 1, 1952. The new gains bring stereos' pay to $96 weekly.

CP Ruled Soviet Bossed

Washington, D. C. — Two-member panel of the Subversive Activities Control Board ruled this week that the US communist party is "controlled by the Soviet Union" and should register with the Attorney-General under the McCarran Internal Security Act. Vito Marcantonio, CP attorney, said he would appeal to the courts.

Working Press Lists Newcomer Aged 14 Days

Washington, D. C.—Youngest holder of a press card in this city is without doubt two-weeks'-old Judith Miller, daughter of Guildsman Saul and Mrs. Betty Miller, of Silver Springs, Md.

To announce the new arrival, official press credentials have been printed and distributed, identifying Judith as a representative of "Miller Publications, Inc." The parents are listed as co-editors, and Judith's older brother and sister as treasurer and secretary, respectively.

Miller heads the national news service of the International Typographical Union, which supplies the ITU's string of dailies across country. He is a former member of Harrisburg, Richmond and Jamestown Guild locals.

LYONS FOR MILITANT PRESS, BETTER WRITING

Nieman Head Challenges Newspaper Industry to Meet Its Responsibilities

This is a verbatim text of the address of Louis M. Lyons, Curator of the Nieman Foundation and Chairman of Nieman Alumni Council, before the 20th Annual Convention of the American Newspaper Guild, Boston, July 1, 1953. The text is complete with the exception of one deletion, as indicated, of some detail matter dealing with Nieman Foundation, which shortens but does not weaken the impact of Mr. Lyons' message.—Editor.

This is the 20th year of the Guild. It will soon come of age. It started on a certain premise, laid down in a resolution which contained two whereases. These begin:

"Whereas freedom of the press is a right of the readers . . ."

And the other:

"Whereas reporting is a high calling . . ."

These are enduring premises and worth calling to mind.

They both imply a responsibility of the press and its members, of which more has been heard in these 20 years than ever before.

A part of the reason is the Guild and what it stands for.

A part of it is that readers have responded, very many of them, and such vigorous spokesmen for them as the Hutchins Commission, whose report was a landmark in American journalistic history.

It also was a stroke of genius that it took an assignment on the freedom of the press and defined it, in the title of its report, as A Free and Responsible Press, and asserted that only a responsible press can remain free.

Reporting is a high calling in exactly the measure that it is responsibly performed.

The publisher of our greatest newspaper has defined its function very simply.

The New York Times, says Mr. Sulzberger, is published for readers who need to be informed.

This definition is to be bracketed with the original Guild resolution and the Hutchins Commission's report. Only in such terms can reporting be a high calling and a newspaper a responsible institution.

A great deal has been said in these 20 years about journalism as a profession. It is far less important today to argue whether journalism is a profession than that those engaged in it act as though it were. That is, act responsibly. Act as though the reader were their only client. Report to him, to meet his need to be informed.

The Guild, coming of age, must accept a larger role even than that it has filled in raising living standards of newspapermen and protecting their security in their work.

It is imperative that the Guild keep alive the consciousness that reporting is a high calling and keep ever pressing the primary issue of responsible performance by the press.

For in the long run, only the newspaperman himself can maintain reporting as a high calling and insure his own responsible performance in the interest of the reader.

This he can do and must always do, as an individual, and historically he has. Reporters of integrity have protected their integrity on their own.

But on their own, in a crisis, their only course is to resign. It is quite obvious that one thing journalism needs is more men who will resign in a clutch, when their integrity and that of their high calling are at stake.

But all the individual can do is resign. The difference between what an individual can do and what can be done by an organization dedicated to preserving reporting as a high calling is the difference between a lone man and an army with banners.

This is an issue for the army with banners. That is your force.

To be sure, the conduct of the press is a responsibility of those who control it, the publishers, the editors. Some of them are responsible. Some are not. An increasing number are, I believe. Their associations have their canons of journalism. They all assert all we would ask, all the reader can demand. But the performance is wholly individual; and none of these canons has ever proved enforceable.

LOUIS M. LYONS
Call for Courage

That is a difference between a profession and a business. The professions have their enforcing bodies, with the power of discipline. This the newspaper business has not achieved, and precisely because it is a business.

It has its standards. But these are very individual standards. All honor to the men who uphold them. Many of these have inspired their papers with their standards and have built institutions of character which it is an honor and a joy to serve.

But it is sheer pot luck whether a community has such an institution of character providing its information or not. It is great luck that an Ochs went into newspapering in New York instead of some other form of merchandising; that a Pulitzer has founded a paper in St. Louis and had a namesake son to carry on its great tradition of vigorous vigilance in the public interest. It is great luck in some other cities that an Ethridge, a Bingham, a Daniels, a Nieman, a Scripps, a Eugene Meyer, a William Allen White, a Hodding Carter, built an institution to make an informed community. But communities less fortunately served are no less deserving. Their need is as great.

The need for sound information was never so great. For the world was never so complicated, the issues never so difficult; the sources of information never so confused; many of them so equivocal. The reader is terribly dependent on the facts—if he can get them. And on the meaning of the facts.

Never was it so hard to meet his need. Reporting is more difficult the more important it becomes. The barriers to news are all too familiar and nearly universal—security, censorship, secrecy, propaganda, besides official faking, concealment and lying. And all this on top of the increasing complexity of the events and the material of news. It is harder to get the story and harder to be sure of the validity and sense of what you have when you get it.

The reader desperately needs to be informed. The task of informing him grows more formidable. The newspaperman to serve this vital need of a society in which the citizen makes the decisions, must himself be informed.

He must be able to make sense of the news, to explain: this means that. The news behind the facts, says Robert Garst, New York Times news editor, is the important thing. The truth behind the fact, says the Hutchins Commission, is what the reader needs. In short, reporting in depth. The reporter must know his material and be able to make sense of it, to provide an informed report.

And doing so he must compete for the reader's attention against the most diverting distractions that readers ever had.

James B. Reston has been saying that the terrifying thing about the reporter's responsibility is that the reader's attention is focused on the issue for so flitting a moment. The swift sequence of events sweeps the issue off the front page between this edition and the next, and the reader's interest drops or often is lost. The reporter must deal adequately with the event in the hour that he has for it or his chance is lost—and the reader's chance to understand. The most brilliant afterthought, tomorrow or next week, has lost the attention to give it effect.

So the reporter must be prepared to give the story everything he has, everything it requires, in the hot instant of its emergence to reader consciousness.

This is indeed a terrifying responsibility. It underscores the vital strategic importance of this high calling.

In short, to make informed readers takes informed reports and that requires informed reporters.

The competence of the reporter and of his colleague craftsmen of the copy desk is the key to the functioning of the newspaper.

It is entitled to earnest attention by all journalistic agencies.

For the reporter has become one of the key men in our modern society.

"If you just tell the people the facts a lot of things won't happen," a reporter wrote in a Nieman Fellowship application.

Another described a story he did about a stupid piece of race discrimination. And it stopped. A couple of days later the stupid official was explaining it. He'd been misunderstood. The rule was changed.

The rule about books for our overseas libraries was changed too—just last week—the State Department announced after the New York Times told the people the facts. A great job. And a great public service.

Carl Sandburg was saying the other day, "I read the papers a lot. I go with Robert Louis Stevenson, who said that an intelligent reader with imagination can make an Iliad of a newspaper."

That's giving reporters as high a role as they can seek. To deserve such readers is a worthy goal.

This is a two-way responsibility. The reporter needs to be competent. And the newspaper management needs, to employ and utilize his competence.

There has been a large question in recent years how much some newspapers cared about adequate reports. In an era in which newspapers increasingly have let their function go by default to syndicated columnists and have substituted pared down wire service bulletins for adequately informed reports, and multiplied the comics as a substitute for staff reporting, a point was reached when a publisher stated his economic problem this way: "I can buy four more pages of comics for less than I can hire a staff reporter—and get more circulation out of it."

And the cold economics of the business office told that it was cheaper to buy a syndicated Washington columnist than to staff an office in Washington. This is one reason readers have had so little disclosure of the facts on public affairs that can come only from hard digging reporters—and get instead a plethora of the opinions of columnists which may or may not have any relevance to the most essential facts on public issues—too many of them are like a stuck whistle, varying from day to day only in shrillness. But when corruption was rife, it was the hard-digging reporters—the Ted Links and John Strohmeyers—whose investigations brought indictments.

Failure of many newspapers to perform their primary function of reporting, and even to staff themselves with people capable of reporting, has recently reached attention of even Editor & Publisher, the trade paper of the business office. On May 9, May 23 and June 13, the failure to attract enough able people to newspapers is lamented in articles and letters in Editor & Publisher.

A corollary to that has been the drift away from newspapers of a disproportionate number of the abler staff members.

This open discussion and confession of neglect is one of a number of recent signs that this lack is now being felt and that a new consciousness of the vital necessity of adequate reporting has permeated even the minds of those men who run newspapers wholly on a balance sheet.

For too long in too many places, the fundamental function of a newspaper has been relegated to secondary consideration —to be dealt with as an afterthought by subordinate executives, while the major energy of the newspaper enterprise has been directed to advertising, circulation, stunts—everything but news.

Thoughtful newspapermen have been deeply concerned at what has been happening to their high calling.

Some publishers need to be reminded of Christopher Morley's valedictory to journalism on leaving it:

"A little pride is desirable now and then. Yes, in God's name, a little pride, gentlemen."

In the long run, it is only the attitude of newspapermen that will compel such standards of reporting as are vital to the continuance of a free society in an ever more complicated world where the citizen is desperately dependent on what the newspaper tells him is the fact.

I observed this past month, that the newspaper editors on the Selecting Committee for Nieman Fellows paid closest attention to the quality of the reporting by the candidates for fellowships. I frequently heard them emphasize that good reporting — good writing — is the great need of the newspapers and that they have got to give more attention to it. Another point that was frequently made after examining an intelligent plan for background study was, "Well, but what chance is he going to have to put it to use on that paper?"

Here are the two ends of the problem. It is and has always been a two-way problem in making our bets with Nieman Fellowships. We're looking for a competent, responsible newspaperman who can serve the reader —and for a newspaper that gives such a man a chance to serve the reader. We are wasting our bet when only one of the two conditions is fulfilled.

There is one other vital element in this equation—the reader. The New York Times news editor was telling New York school teachers recently that it is a re-

(Continued on Page Fourteen)

OILING LOCAL MACHINERY—Ellis T. Baker, ANG director of research and information, seated at the left, monitored a forum on administrative details for local officials. Others seated are John Barry, of the R & I staff, Ruth Zwibach, ANG office manager and head bookkeeper, and William J. Farson, ANG secretary-treasurer. Standing are Fred Jones, Toronto; Eric Cawdron, and Bob Buchanan, Ottawa, and Art Cullison, Akron.

...Lyons on Press Integrity

(Continued from Page Thirteen)

sponsibility of the schools to produce better readers — readers who want to be informed and have the gumption to go about it—by reading a paper that informs them; more discriminating readers, alert to the distortions and booby traps of slanted news —and capable of reading a newspaper with some sense of what they are looking for and have a right to expect to find.

We need better readers—that is, we need people to be made aware of what they are entitled to expect in newspaper service—and to insist on getting it. Education of the reader means education of the public—to be alert and aware in its own interest of the importance of honest, competent, adequate news service.

Newspapermen can do a good deal to develop this awareness among readers—their clients. It is deeply in the interest of their whole calling and the whole of the press, that they do so—through every means possible. It is also a public service, in the interest of a more informed citizenry—better able to deal with the problems of a democracy through having adequate knowledge of what they are.

A good newspaper is one of the greatest assets of a community—one of the greatest developers of a good community.

But the community depends on the luck that gives it or fails to give it a newspaper of character.

Is that all there is to the changes and chance of journalism—just pot luck in the owner of a paper?

If there is more to it, it remains to be proven. I rather think it is up to those engaged in it to prove it.

For surely a great democracy, seeking to maintain the future of democracy in a hostile world, needs some greater surety than pot luck that the citizens shall have a chance to be informed—not informed as to the prejudices of a newspaper owner, but as to the facts of the world they live in—a chance to see the events of the day in some perspective related to the attention they warrant.

They need it no less in Los Angeles than in St. Louis, in Indianapolis than Louisville, in Tulsa than in Milwaukee, or in Chicago than in New York.

How far can we as a people afford to fall below the best chance of knowing the score?

I never miss a chance to say that all the criticism of the press we hear is a healthy sign. It is significant, both as to the vital importance of the press to the public and as to the chance of improving it. Those whose experience best qualifies them to know the press have a responsibility to guide and influence criticism to the most effective ways to make the press meet the public need.

How can the press be brought to a level of performance that will meet the need of the people?

Only by the people in it. Only by those who care enough. Only if there are enough who care enough, so that the chances for a professional standard of work will appeal to a fair proportion of the best men coming of age to pick their careers. We need our share of the best of them in journalism. We will get them only if they can be shown that there is something in it that challenges a man to his best and gives a chance for his best. . . .

The newspaperman has the obligation of every citizen and has it multiplied by his opportunity to know and his opportunity to speak what he knows.

In particular he has an obligation to try to keep the record straight. . . .

If a politician distorts it, the newspaperman needs to straighten it out for the reader.

Especially in a time when demagogues seek to foment hysteria to repress the Constitutional American freedoms of those who disagree with them, has the press a duty.

The editor who believes in a free press needs to see it as the voice and the watchdog of all our other freedoms.

He above all should cherish all the traditional freedoms of America against all suppressions.

It is disturbing to find so few editors deeply concerned over the effort of Senator McCarthy to use the power of government to infringe the freedom of criticism of the New York Post. They too generally explain it away in equivocal rationalization, saying in effect that it isn't important because it didn't work. Jimmy Wechsler is still criticizing McCarthyism. It didn't work because Wechsler can't be terrified, and single-handed he forced the record on public attention—that is, attention to such parts of the public as are served by newspapers that gave it attention—all too few. They were short-sighted indeed who took the attitude: this isn't serious. It didn't touch us.

"Do not send for whom the bell tolls. It tolls for you."

It is disturbing to find so few deeply concerned over the State Department's directives to purge our overseas libraries of books that somebody says are less American than some other books. Who says so? Who is he to say so? Not enough editors are asking these American questions. Too many left it to the librarians to state our freedom to read what we choose and to say that if you mean to represent Americanism abroad you must represent the range of their free reading.

I missed in most papers the urgency with which the New York Times threw the full energy of its world-wide organization into a global survey of the book purging. And I missed from most the unterrified indignation of Roscoe Drummond in his open letter to Mr. Dulles, saying that this is intolerable.

"America Edited and Revised" was the title of the New York Times editorial.

Is the press of America—the most of it, which ignored this issue—indifferent to attempted revision of the basic traditions of what America stands for before the world?

The editor of all people should never join the book burners.

And it is not enough that he not join. Unless he joins those who reject the book burners he defaults his high calling which has a special privilege enshrined in our Constitution because his freedom is so essential to all our freedoms.

Someone wrote a book in the war, "Only the Stars Are Neutral."

No newspaper editor has a right to be neutral on the basic issue of the freedoms of the mind on which America was founded.

No one who speaks has a right to be neutral. I am not neutral.

If there is any compelling issue that invites the free press of America it is to protect the freedoms of the American tradition, for the dignity of the individual, for the rights of man. That is the high privilege of your calling.

OUT OF THE PAST—Two of three former ANG presidents were banquet guests at Boston. Here are Donal Sullivan, of the 1940-41 era, and Milton Murray, who served as ANG president from 1941 to 1947.

THE GOVERNOR BROUGHT GREETINGS—Among State, municipal and labor officials who welcomed the Guildsmen to Boston was rangy and genial Christian A. Herter, governor of the Commonwealth. Returning the compliment are ANG President Harry Martin and Executive Vice President Ralph B. Novak.

Hearst Units Report Gains, Name Officers, Plan Future

Boston, Mass.—Hearst Chain Council reporting to the ANG Convention supported the contention of the San Francisco-Oakland local that the matter of pensions could be bargained by locals, and that the Hearst National Memorandum does not foreclose such bargaining.

Hearst management holds that the memorandum closed the door to local Guild bargaining on pensions.

The council asked the Convention to restore the ANG annual appropriation of $2,500 for future Hearst national negotiation expense. The convention instead allocated $1,711.59 left from last year's budget, to the same purpose this year.

ANG Vice President Al Dipman of SFONG was re-elected president of the Council; George A. Harris of Boston, vice-president, and Helen Minear of Pittsburgh, secretary.

Text of the report follows:

The Hearst Chain Council reports the completion of negotiations for a new Hearst National Memorandum, which took effect on January 12, 1953, incorporating further gains in a document which is a model of its type.

As a result of the latest round of negotiations, the Hearst National Memorandum now provides up to 56 weeks' severance pay (a gain of 16), the same amount of alternate benefits which are payable on voluntary retirement, and a streamlined grievance procedure. In addition, hospitalization benefits were increased from $8 to $10 a day for room and board and from $80 to $200 for incidentals. Further protection for locals was provided by the agreement that Executive Vice President Ralph B. Novak and Hearst Counsel Harvey Kelly would act jointly to interpret Memorandum provisions which become the subject of local disputes.

The Hearst Chain Council notes also that the alternate benefits, pioneered by Hearst negotiators, now have been won by Scripps-Howard units in New York, Cleveland and Cincinnati.

During the past year, locals have been kept informed of negotiations progress, grievances and other developments by frequent newsletters, which have been mailed to an expanded list of key Hearst Guildsmen.

The Hearst Chain Council, at its pre-convention meeting in Boston, June 27, took the following action:

1. Taking note of the beneficial impact of the Hearst National Memorandum on all other contracts in the ANG, as evidenced particularly this year by the winning of alternate benefits in New York, Cleveland and Cincinnati, the Council unanimously requests the Convention's Finance Committee to restore the annual appropriation of $2,500 as a reserve for future Hearst National negotiations.

2. The Council also asks the Convention Finance Committee to retain as a reserve for Hearst negotiation purposes the $1,711.59 which remains in the Hearst Fund Reserve.

3. The Council voted to continue as presently constituted.

The Council received from San Francisco-Oakland Newspaper Guild a letter calling to its attention the refusal by local managements to bargain on pensions. The Council disagrees with management's stand that the National Memorandum forecloses locals from such negotiations.

The Council also heard reports from Ralph B. Novak, Executive Vice President; William J. Farson, Secretary-Treasurer, and J. William Blatz, Director of Organization.

Signed: — J. Paul Vadnais, Walter J. Mordauni, Albany; George A. Harris, Ross Dickey, Boston; Edwin W. Scott, Joseph Callahan, Detroit; Dave Waltz, John Tregua, Helen Minear, Pittsburgh; Clayton L. Dickey, Henry T. Garvey, Milwaukee; Don Hayes, San Antonio; Al Dipman, Ed O'Connor, San Francisco; Fred D. Martin, E. R. Ammer, Seattle; Lois Downs, Jess Brown, Los Angeles.

Ed Heinke Takes S-H Bureau Job

Columbus, O. — Edwin C. Heinke, recently bureau chief for Time and Life magazines in Chicago, has returned to the Scripps-Howard newspapers as editor of their Columbus bureau, which reports and distributes state capitol news.

He succeeds Vinton E. McVicker who resigned.

Heinke was a charter member and one of the early organizers of the Akron Newspaper Guild, after first reporting on The Cleveland Press. He became assistant city editor of the Scripps Akron Times Press, and was transferred to the Indianapolis Times, where he was successively assistant city editor, city editor and assistant managing editor, before taking the Time-Life job in Chicago in 1950.

US Census Lists Group Incomes

The top fifth of the US population gets nearly half the nation's money income, while the bottom fifth gets only three percent, according to the 1950 census. Preliminary analysis lists incomes as follows:

Highest fifth, 47 percent; second highest, 24 percent; third fifth, 17 percent; fourth fifth, 9 percent, and lowest fifth, 3 percent.

Bosses Hear Labor

Waterbury, Conn.—The Industrial Management Association got labor's point of view, when on invitation, John J. Driscoll, state CIO secretary-treasurer, addressed the bosses' group.

Give a buck now to PAC for practical political action.

HEARST EMPIRE THEIR FIELD—The Hearst Chain Council made a cross-country check on the state of the union under Hearst Memorandum conditions, plus locally-bargained wages and hours. From the left are John Tregua, Pittsburgh; Henry T. Garvey and Clayton L. Dickey, Milwaukee; Helen Minear, Pittsburgh; Al Dipman, SFONG; George A. Harris, Boston; David Waltz, Pittsburgh; Lois Downs, Los Angeles, and Ed Scott, Detroit.

Interim Contract Study Group Makes Report at Convention

Made a part of the convention record by request of the delegates serving on the collective bargaining committee, the following is the text of a special committee named at Portland a year ago to study the controversial problem of ANG approval of locally-negotiated contracts.

The report of the Collective Bargaining Committee adopted by the 1952 ANG Convention, recommended that there should be a re-examination of the criteria by which the Contracts Committee approves or disapproves contract drafts negotiated by the locals.

The specific recommendation was: "That a committe of five be appointed as a continuing committee to study the entire operation of contract approval and submit a report to the next convention; two members of the committee to be IEB members, three to be neither IEB nor ANG staff members."

This committee, resulting from the recommendation, met Feb. 9 and 10 in New York at which time it studied methods used by the Contracts Committee, considered criteria and reviewed a large number of cases. There followed an extended correspondence among members of the committee in consolidation of views for submission of this report.

The criteria by which contract proposals are approved before submission to management are rather rigid. The Collective Bargaining Program sets forth clearly what must be in a proposal.

There have been complaints from locals that they are required to make some proposals which are not realistic in their situations and complaints from the ANG staff that some negotiators make no effort to put up a real argument for those mandatory proposals which they consider impractical.

This committee wishes to point out that the Collective Bargaining Program is one which has been worked out carefully through the years by successive Collective Bargaining Committees and approved by conventions. We believe it is a good program and that the annual review given it by the convention is the only check upon it that is necessary. Greater understanding of the necessity of advancing the program in bargaining is an educative problem.

The real difficulties come rather in the judging of finished contract drafts after locals have completed negotiations, as the criteria for such judgment are not rigid.

Only Section 8 of Article XVIII of the Constitution contains an absolute prohibition, it relating to arbitration of certain subjects. Section 9 lists those things which no contract may fail to provide **without specific IEB permission.**

Section 7 (b and c) sets forth that Contracts Committee shall examine a final draft in 10 days and "advise the local as to its conformity with the Constitution and Collective Bargaining Program" and that it shall, if it finds "the draft contains deviations from the Collective Bargaining Program sufficiently serious to withhold approval," so advise the local.

This arrangement obviously leaves a great deal to the judgment of the Contracts Committee, which judgment, however, a local can appeal to the IEB or even to a convention, if the IEB upholds the Contract Committee.

There has been some demand fo a more definite yardstick to govern approvals, for criteria definite enough that locals could rather certainly know in advance whether a draft would gain approval.

The Contracts Committee itself would be taken off the spot by such a setup, were it feasible. It would be an easy way but not, in the opinion of this committee, a good way.

The committee has come to the conclusion that it is not advisable to have a rigid set of criteria by which to judge the contract drafts of all locals. There are too many complex factors which enter into the results of negotiations, including the age, size and strength of locals.

A rigid set of criteria equally applicable to all either would increase the number of unapproved contracts, if set too high, or would make mediocrity a standard, if set for weaker locals.

The need always is for maximum effort toward attainment of the goals of the Collective Bargaining Program, with judgment of the results tempered by consideration of local circumstances weighed against the effect on other negotiations.

This can never be an exact science. There inevitably will be cases wherein locals are offended and other cases wherein the Contracts Committee is criticized, sometimes justly and sometimes unjustly, for its decisions.

But these locals do have the opportunity to appeal to IEB and to come to the convention and seek alteration of the Collective Bargaining Program when they think it needs correction. It is through this process that the Program has evolved. The committee believes it is a good program and the soundest system of operation.

The committee believes that some disagreements resulting from this operation are inevitable but that some could have been avoided by greater diplomacy on the part of the Contracts Committee in dealing with the locals involved.

At the time the committee met in February, 60 out of 202 contracts were not approved. Your committee's review of cases convinced it that in the majority of cases it would have agreed with the Contracts Committee.

We did find instances in which we believed there had been errors of judgment. Among these were some instances of disapproval for "retrogression" wherein this committee believed gains more than outweighed losses. This sort of an error could not be avoided by greater rigidity of criteria.

We also wish to point out that while IEB should establish interim policy to handle matters arising between conventions, that a policy such as that against "zipper clauses" should be passed on by the next convention after the problem arises.

The need for great effort to reduce the number of unapproved contracts is obvious. One important step in this direction has been contract analyses which have been sent to locals, particularly those without paid officers, in advance of preparation of proposals.

A great problem contributing to unapproved contracts has been the lack of experienced negotiators in many locals. This is a serious but not insurmountable handicap to a local, as many of the significant gains of the past were made by relatively inexperienced negotiators.

It is essential that the locals fully accept the responsibility vested in them by the Constitution of carrying on collective bargaining. Preparations should start months in advance. The proposal drafters and negotiators should become thoroughly familiar with the ANG Collective Bargaining Manual. ANG should be asked for further argument on specific points, if the need for them is felt.

A local's Negotiating Committee should through its chairman or secretary keep ANG Contracts Committee informed throughout negotiations of progress or lack of progress and the problems which are faced.

Then the Contracts Committee will be better prepared when it receives a final draft to give proper weight to the local situations which may have affected the negotiations and the result.

Your Committee also considered suggestions that the Contracts Committee be composed entirely of elected officers. It feels that to throw the burden of decisions on contracts entirely on the two elected fulltime officers in the New York office would be inadvisable as it would tie them down to that task and cause other important work to be slighted. It would be impractical to have ANG vice presidents not living near New York on the committee and unfair to confine it to those living near New York.

We therefore in conclusion recommend that the present operation of the Contracts Committee be continued without change and that judgment of contract drafts be governed by the existing Sections 7, 8 and 9 of Article XVIII of the Constitution.

Rollin Everett, chairman; Joseph Cellis, Thomas J. Murphy, David Schick and Ralph B. Novak.

Stockton Artist Wins Cancer Prize

Stockton, Calif. — Bert Whitman, Stockton Record cartoonist, has been named first place winner in the cartoon-photo division of a nationwide contest for cancer campaigns.

The winning drawing, published in the Record April 20, showed symbolically how the sword of the American Cancer Society serves also as a key to unlock the secrets of the cause and cure of cancer.

Other winners in the three-part contest were Morton L. Margolin, Denver Rocky Mountain News, feature story, and George A. Scott, Clearfield (Pa.) Progress, editorial.

Whitman's prize, a $100 government defense bond, will be duplicated with an equivalent award in his name going to the California division of the society.

The contest was sponsored by the Julius Mathews Special Agency.

Rockford Is First in Line

Rockford, Ill., Newspaper Guild, holder of many firsts in Guild annals, has scored again as the first local to propose the new $150 top minimum wage goal to a publisher.

Acording to Jack Scholler, local president, who was a Boston convention delegate, his local anticipated the updating move of the convention and drafted its proposals accordingly. Renewal of the Guild pact with the Morning Star and Register-Republic is due shortly. Current top reporter minimum in Rockford is $100.

UNDER THE WIRE—Fittingly enough, first delegate to register when the convention desk opened for business Sunday was a Bostonian, John R. Wright. Checking the records are Erma Lewis and Ruth Zwibach, who with Helen Rose, all of the ANG staff, handled the behind-the-scenes office work of the convention.

Convention Backs Financing For Bigger 'Guild Reporter'

Boston, Mass.—Sitting as a subcommittee of the group of delegates handling Research and Information items were delegates headed by William Streckfuss, Philadelphia-Camden, and dealing with the subject of the Guild Reporter.

Concerned largely with financial backing for the union's newspaper, the committee report read as follows:

The Guild, as a newspaper union, should have the best union newspaper in existence.

The Guild, as a constantly growing union, should have a constantly growing newspaper.

Instead, your committee finds that the Guild's newspaper, the Guild Reporter, has been getting smaller and smaller, and hampered more and more by the lack of financial resources. In fact, the Guild Reporter in the past fiscal year was the smallest in page total in 13 years. In 1939-40 the Guild Reporter published 22 eight-page issues and two 12-page issues for a total of 200 pages. In the past year the Guild Reporter published 23 eight-page issues and one 20-page post convention issue for a total of 204 pages. Every year between has seen more pages published, ranging up to 296 in 1941-42.

The editor of the Guild Reporter has been caught in a double-squeeze between rising costs and growing membership. Publication production costs have increased during the year. Every new member adds to printing and postage costs. Even to keep the Guild Reporter going on its present minimum basis requires an increase in the budget over last year. To provide for a minimum of expansion and improvement requires a further increase. The committee therefore recommends that the convention accept the figure of $48,405 budgeted by the IEB for the Guild Reporter as the minimum required to enable the Guild Reporter to do the job which the members of the Guild require of it.

The committee does not feel, however, that providing more space and more money will solve all problems of the Guild Reporter. Its members in frank discussions with the editor, Brother Crissey, voiced opinions that better use could have been made of the present space. Tighter editing, better selection of stories and brighter headlines were advocated to correct what was described as sloginess in the paper.

Improvements also were noted. The "Local Copy" page is a valuable addition, providing useful information particularly for local officers and negotiators.

The sub-committee believes that the Guild Reporter has an able editor in Brother Crissey and wishes to commend him and his assistant, Brother Ashcraft, for their unceasing efforts.

We ask delegates to see that their locals regularly send news to the Guild Reporter and that locals not become discouraged if some of this news fails of publication for lack of space.

The committee recommends that the item of "Clerk Salary" in the Guild Reporter budget should be halved because the clerk devotes only half her time to the Guild Reporter. The other half of her time is given to telephone operation, and this part of her salary should be charged to "Administration."

The committee recommends that a full convention committee on the Guild Reporter be established at future conventions for these reasons:

1. The Guild Reporter department, administratively, is on an equal footing with the Research & Information department, not subservient to it.

2. The size of the Guild Reporter operation, with a budget of $48,405, makes it apparent that it is worthy of the attention of a full committee.

3. The present set-up makes for an unwieldy committee. No other committee finds its subject matters so diverse as to require virtually that it split itself into three.

The committee also concurs in the recommendations of the IEB, as contained in the Officers' Report, that in the interest of a higher quality product:

1. The Guild Reporter should print more articles of an interpretive nature dealing with legislative and economic developments and court decisions affecting labor.

2. Articles dealing with mechanical and other developments within the industry should be included.

3. The Guild Reporter should continue its purpose of advancing the Guild's primary functions of collective bargaining and organizing by greater emphasis on reports of contract settlements, grievance settlements, certifications and other Guild progress.

The section of this report dealing with the Guild Reporter was prepared and approved by a subcommittee, in addition to being approved by the general committee. The subcommittee: William Streckfuss (Philadelphia), chairman; Robert E. Glynn (Boston), Con Kelliher (St. Louis), James Slear (New York), Arthur Monahan (Woonsocket), Joe Wilson (Wire Service), Fletcher Wilson (Chicago), I. Kaufman (New York), Robert Zinn (York), Francis J. June (Brockton), Chandler Forman (Chicago), Paul L. Siantis (Pittsburgh), Joe Callahan (Detroit), and C. Joseph Beaudere (Toronto), secretary.

Only Minor Amendments Made In Text of Guild Constitution

Boston, Mass.—Besides clarifying language defining the scope of district council activity, the constitutional amendments ordered by the Boston Convention, in adopting its committee report, dealt with few changes.

Delegates' fees to future conventions were increased from $10 to $15. With dates changed, the section of the constitution referring to wire service delegates was continued to provide for 1954 convention seats.

The committee recommended further study for defining the status of units, now cloudily described in the constitution.

The text of the report:

The Constitution Committee approves the recommendation of the IEB for the following amendments to the Constitution.

1. Article IX, Section 1:

Amend as follows:

Section 1. Districts may be formed for the purpose of exchanging information and rendering assistance and mutual aid to member locals in carrying out their constitutional functions. Any other activity may not be under taken without approval by the ANG EXCEPT THAT CONTRIBUTIONS MAY BE MADE FOR THE FINANCING OF STRIKE ACTIVITIES OF LOCALS, AND FOR THE PURPOSE OF ASSISTING LABOR AND OTHER ORGANIZATIONS FRIENDLY TO THE ANG AND THE LABOR MOVEMENT.

2. Article XVIII, Section 7 (c):

Amend this section to read:

(c) If within the 10 days following the receipt of the final draft of a contract, the IEB Contracts Committee determines that the draft contains deviations from the Collective Bargaining Program OR THE ANG CONSTITUTION sufficiently serious to withhold approval, it shall so advise the local, and shall, if necessary, designate a representative to investigate, etc. etc.

To conform with the action of the convention taken June 30, 1953, on the wire-service convention representation question, the Committee recommends that Article V, Sec. 3 (e) be amended to read in the second paragraph:

"By action of the 1953 convention the 8 members of the National Wire Service Council shall be seated as delegates at the 1954 convention of the ANG. No such delegate shall represent his local. Each delegate shall be entitled to one vote. The expenses of such delegates shall not be borne by any local. The IEB shall furnish credentials. Such delegates shall be seated as herein provided notwithstanding the provisions of Article IV, Section 1, Article V, Sections 3 (a), (b); (c), (d), (e), 4, 7 and 10. This provision shall apply only to the 1954 convention."

The bold face dates are the only changes and thus the same system used this year will be applied next year in wire-service representation at the convention.

In regard to the section of the Officers' Report dealing with Constitutional Amendments, the committee appointed a sub-committee to study the officers' recommendations on the problem of definition of units, etc. The sub-committee reported as follows:

"Relative to the Officers' Report of the functions, duties and organization of the units within locals, the committee finds a conflict exists under the Constitution.

"For instance, under Article XVIII—Collective Bargaining—units are allowed latitude of action not defined in Article VIII, Section 16.

"Therefore, this committee recommends that the convention authorize the IEB to make a study to clearly define the authority, functions, organization, and duties of the unit, and their relation to the local;

"And that a report be made to the 1954 convention."

Submitted,
Helen Orcutt Ellis (Toledo)
Chairman. Sub-Committee.

The committee unanimously approved this report of the subcommittee and recommends it to the convention.

The following revisions of the Constitution are forwarded, and recommended for approval by the convention, to abide by the report of the Financial Committee and convention action on such report:

The Committee recommends the following amendments to the Constitution:

That Article V, Section 9 be amended to read:

"There shall be a registration fee of **fifteen** dollars for each delegate or alternate registered. **Six dollars and fifty cents** of the amount collected shall be paid to the host local, and **eight dollars and fifty cents** to the ANG."

That Article XVII, Section 6 (c)—referring only to the last paragraph in parentheses — be amended as follows:

"(The payment of 10 cents of each per capita to the International Defense Fund is continued to **Aug. 1, 1954**, by mandate of the **1953** convention.)"

That Article XVII, Section 6 (b) be amended to read:

"The per capita tax for wire service members **covered by contract between his employer and the American Newspaper Guild** shall be $2.30 for every monthly dues payment of all employed members. In case of employes earning less than $45 a week, the per capita tax shall be the amount represented by the model dues schedule."

The Constitution Committee, aside from the amendments proposed in this report, recommends continuance of the present Constitution.

John Armstrong (Portland, Ore.), chairman; Kathleen Treadway (Tri-City), secretary; George Bowen (Baltimore); Fred Bowler (Lynn); Jose Brown (Los Angeles); Bob Collins (Denver); Charles T. Dawson (Portland, Me.); James Donovan (Washington); Ed Easton, Jr. (New York); Merle Edwards (Wilkes-Barre); Thomas J. Edwards (Scranton); Helen Orcutt Ellis (Toledo); Daryle Feldmeir (Twin Cities); Kermit Griffith (Wilkes-Barre); J. Edward Klein (Philadelphia-Camden); W. F. McGrath (Boston); Sidney Moenes (Los Angeles); Joseph Murphy (New York); James E. Powers (Richmond); Philip Price (Washington); Ernest Rapley (SFONG); Henry Santiestevan (Los Angeles); Edwin Scott (Detroit); A. G. Tate (Toronto); Harold Walker (Lansing); Richard Wanek (Twin Cities); Gus Wegter (St. Louis); Harvey Wing (SFONG), and John Wright (Boston).

Cleveland Rejects Proposal to Hike Top Bracket Dues

Cleveland, Ohio—An increase of 50-cents-a-month for members earning more than $115 a week has been rejected by the Cleveland Newspaper Guild in a referendum.

Vote was 218 to 250.

Present dues scale in the top brackets is $4.50. The rejected increase would have left unchanged all other rates. The $4.50 figure goes into effect when a member begins earning $80 a week. The top minimum now is $115.

SCRIPPS-HOWARD MATTERS IN HAND—Units employed by the far-flung Scripps-Howard newspaper chain gathered for their annual convention deliberations and report. Seated are Harvey Wing, SFONG; Ed Easton and James Egan, New York. Standing, from the left: Jim Turner, Cleveland; William Michenfelder, New York; Milton J. Lepine, Cleveland; Ernest Rapley, SFONG; and Maxwell Pyle, Washington.

A Dissenting Voice From NY Labor Unit

NEW YORK CITY.

Editor: The only thing that disturbs be about Brother Gumpert's letter (GR, June 26, 1953) is that it was not written by a member of the Labor Press unit —as it should have been, to make it clear that most of us in the unit do not share Sister Kolkin's views.

All of us in the democratic labor movement have a responsibility—to make clear our unequivocal opposition to the efforts of the reactionaries who cloak their black deeds in the mantle of progressivism and the reactionaries who cloak their black deeds in the American flag.

CALOGERO TAIBI
Labor Press unit.

And Sister Kolkin Talks Right Back

NEW YORK

Editor: In reply to Brother Gumpert's suggestion in the June 26 Guild Reporter that I read the Bill of Rights, may I say that not only have I read it many times, but I have also read the exact wording of the law which defines the functions of Sen. McCarthy's investigating committee. I certainly do maintain that McCarthy's committee has no right to investigate the press, as he has said it will do.

McCarthy heads a subcommittee of the committee on *government* operations, which is concerned with:

"Budget and accounting measures, other than appropriatiins; reorganizations in the executive branch of the government; . . . receiving and examining reports of the Comptroller General . . . and of submitting such recommendations to the Senate as it deems necessary or desirable in connection with the subject matter of such reports; studying the operation of government activities at all levels with a view to determining its economy and efficiency; evaluating the effects of laws enacted to reorganize the legislative and executive branches of the government; studying intergovernmentel relationships between U.S. and and the states and municipalities, and between the U.S. and international organizations of which the U.S. is a member."

You don't have to be a lawyer or a publisher to recognize that the press does not fall within the scope of the above authorization. It may be that McCarthy knows very well he has no authority to investigate newspapers, but in threatening to do so he has already achieved one of his objectives—and that is to scare people.

MIRIAM KOLKIN
Labor Press unit.

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.

Food Prices Up

Washington, D. C.—BLS reported food prices went up 1.6 percent in the three weeks ending June 15.

Here Are the Rules On Voting Procedure

Secretary-Treasurer William J. Farson, a member of the referendum committee named by the Boston Convention, here outlines the constitutional procedure to be followed in determining Guild members' choices of officers, and their views on the mandatory dues schedule question referred by the convention. He says:

There will be two national referenda: 1, covering election of international officers, and 2, a separate ballot covering the proposed change in the constitution which would make it mandatory that no local have a dues schedule less than the model.

To make a member eligible to cast votes in either or both referenda, his dues must be paid through July. Such dues must be remitted to the ANG post-marked not later than August 15.

The constitution provides for a national election and referendum committee, which was selected by the Boston convention. This committee is composed of George Harris of Boston, Tom Fay of New York, Bill Pyne of Baltimore and Don Schram of Detroit, and secretary-treasurer Bill Farson. This committee will supervise and conduct the referenda. The constitution provides that they shall decide all questions and controversies regarding the conduct of the referenda, and shall be responsible for the counting of the ballots.

The committee will meet in New York prior to August 1 to supervise the form and printing of the ballots. Not later than August 31, ballots covering those in good standing must be sent by registered mail to each local with return receipt requested. Immediately upon receipt of the ballots, the local should protest any inaccuracies by registered mail, return receipt requested. The national elections committee will rule on each protest.

Each local within ten days of receiving its ballots shall initiate an election which must be by secret ballot. Only members in good standing as defined above shall be eligible to vote.

After the polling, local officers conducting the referendum shall tally the ballots and certify the results to international headquarters on a form provided for that purpose. This form should be sent by registered mail, return receipt requested, and should be signed by at least two officers of the local. It should be postmarked not later than midnight of the 22nd day from the date when the ballots are mailed to the local.

On the 20th day after the ballots are mailed, all locals from which no returns have been received shall be notified by verified telegram from the secretary-treasurer. Local secretaries shall keep all ballots—valid, spoiled and unused—in a sealed envelope for 60 days.

Returns from locals shall be opened and tabulated by the national elections committee 30 days from the date on which the ballots are sent out from International headquarters, or on such earlier date as all possible returns have arrived at International headquarters. The results of the vote, local by local, will be published in the following issue of the Guild Reporter.

Seattle's Bargaining Deadlock Reaches US Mediation Stage

Seattle, Wash.—The Federal Mediation and Conciliation Service has been called upon to try to help the Seattle Times unit of the Seattle-Tacoma Newspaper Guild and Times management resolve their differences in a last-ditch effort to avoid a strike.

Meetings with a mediator are under way.

Meanwhile, the unrealistic attitude of Times management is solidifying the spirit of Times unit members in their strike preparations. By an overwhelming majority the members on April 30 authorized a strike call if necessary.

After nearly four months of negotiating, the Times finally offered a 2.5 percent across-the-board pay increase, with a top of $2.50 a week for reporters and others drawing the top minimum of $102 a week.

The Guild then reduced its demands from $125 a week to $115 a week in the top reporter classification. The Times came back with a 3 percent offer, with a top of $3 a week. This promptly was rejected by Guild negotiators.

Neither management proposal offered retroactive increases, upon which the unit is insisting. The contract expired in March.

Management says car allowances should be cut from $3.75 a day to a minimum of $1.50 a day, with payment of 6 cents a mile over 25 miles a day. This offer was made by management after its own statistics showed it costs a minimum of 8 cents a mile to operate a car.

The Times has offered 56 weeks severance and retirement pay, in accordance with the Hearst Memorandum, which is in force on the rival Seattle-Post Intelligencer, but refuses to grant a death-benefit clause, which the Hearst Memorandum contains.

The Guild asked addition of fourth—and fifth—year step-ups for society and club reporters, with progressive $5-a-week increases in minimums, plus the general increases. Management accepted the step-up plan but offered increases of $2.50 a week instead of $5.

Management offered, without enthusiasm, to have its lawyer work with the Guild's attorney on a struck-work and picketline clause.

Management will not consider a full Guild shop or a dues check-off. It also wants to change the holiday clause so that if a worker's day off and a holiday both fall on a Saturday, the employe will work 40 hours at regular pay instead of getting an extra day off.

Convinced that it is being driven into a strike, the Guild is enlisting the aid of other unions in the area. Cash contributions and pledges are being lined up, and Seattle-Tacoma is confident that ANG locals will be willing and prepared to give financial assistance, should the strike take place.

COUNCILS VOTED BROADER POWERS BY CONVENTION

Boston, Mass.—Constitutional change approved by unanimous vote of the ANG convention, broadens the scope and functioning of the District Councils.

Move to give District Councils more specific authority than has heretofore been authorized by the constitution originated in a report of the Conference of Councils, which met prior to the opening of the convention. This item in the report of the conference was approved by the Constitution Committee.

Article IX, Section 1 of the constitution, authorizes the formation of District Councils, but defines their functions in very general terms: "For the purpose of exchanging information and rendering assistance and mutual aid to member locals in carrying out their constitutional functions" and prohibits any other activity. The precise functions of the council's were not spelled out.

Now they may use their funds for strike activities and make contributions to labor and other

Other sections of the Conference of Council's report included: (1) Approval of the ANG training institutes and calling for extention of them to the limit of funds available; (2) asking ANG restudy of the functions of District Councils, especially as to extending them to education, organizing and servicing, and (3) to consider this year the advisability of making the membership of locals in the district councils constitutionally mandatory. Text of the conference's report follows:

The following report is submitted to the 1953 Convention of the American Newspaper Guild by the Conference of Councils, held June 27 and 28 at Boston, Mass.:

Since the last convention of the American Newspaper Guild, the changed and changing political and economic picture of the United States makes more imperative than ever before increased coverage and strength of our organization.

To protect the working men and women of our industry from the intensified political and legislative attacks on all labor and the heightened antagonism of the publishers to hard-won existing standards and proposals for needed improvements, every resource and energy must be expended in the education and organization of our members and potential members.

In this endeavor the District Councils can and must fulfill an important role.

We ask the convention and, throughout the year, the ANG national office, to urge on all District Councils full and constant support, financially, advisorily and with available personnel, of affiliated locals' organizing programs, supplemented by assistance in negotiations. District Councils, following proper analysis of conditions and after consultation with the ANG, also should initiate and press to successful conclusion, organizing campaigns directed both at unorganized sectors of partially organized and in wholly unorganized areas.

In the field of education, the success of the ANG training institutes makes inevitable the continued endorsement by the Conference of Councils of this activity with the recommendation that their extension be limited only by the funds and manpower available. Also highly recommended as an effective medium of education is the exchange of minutes, reports and other information between the District Councils. Also laudatory and cited for emulation by all District Councils is the issuance by several councils of periodic publications informing the member locals of organizational, economic, legislative and industrial developments in their area.

The increased activity envisaged for the District Councils presages increased responsibility. In this regard, the conference approves the IEB proposal to change Article IX, Section 1, of the ANG Constitution, to read:

"Districts may be formed for the purpose of exchanging information and rendering assistance and mutual aid to member locals in carrying out their constitutional functions. Any other activity may not be undertaken without approval by the ANG, except that contributions may be made for the financing of strike activities of locals, and for the purpose of assisting labor and other organizations friendly to the ANG and the labor movement."

The conference also urges upon the International Executive Board a study of the permissible activities of District Councils with a recommendation to be submitted to the next convention, better defining the duties, responsibilities and limitations of District Councils, including the question of whether the Councils can engage in Guild or non-Guild political activity. In its study the IEB is requested to give consideration to the Conference of Councils' conclusion that the District Councils' best services to the Guild can be contributed in the fields of education, organization and servicing, the IEB to be assisted in its study by recommendations from the various councils.

It also is recommended that the IEB conduct a study of the advisability of a constitutional requirement that every local be required to join a District Council. (The California - Nevada District Council representative dissented.)

In closing, the conference reaffirms previous recommendations that joint sessions of District Councils be held whenever and wherever possible to give Guildsmen from adjacent areas the opportunity to exchange ideas and discuss problems of mutual interest. In the past year, the meeting of the New England-Middle Atlantic and Empire State Councils proved the immense value of such sessions.

SIGNED:—Vern H. Fox, Mid-West Council, Chairman; David B. Schick, Middle Atlantic; Joe Beauclerc, Canada; Walt Mordaunt, Empire State; Charles E. Dawson, NEDCC; William Ware, POI; Paul A. Freye, California-Nevada.

Guild Chooses Albany for '55 Convention City

Boston, Mass. — The 1955 convention of the American Newspaper Guild will be held at Albany, N. Y., home of the Tri-City Newspaper Guild.

Decision as to the site was reached in a matter of minutes, and without debate, since no other invitations were received by this year's convention.

Next year the convention will be at Los Angeles, a site selected last year in accordance with the custom of making the choice two years in advance. The practice was deemed necessary because of the large hotel reservation needs of the convention.

Reuther, Meaney Abroad

London, Eng.—Two U. S. labor prexies, Walter P. Reuther and George Meaney, on their way to the ICFTU Congress in Stockholm, emitted these bon mots: Reuther, "Fight Communism in the rice fields rather than on the battle field." Meaney, "A labor party in the US if necessity demands."

$30,000 "Over the Hill"

Seattle, Wash. — Machinists Union publication here listed names of workers at Boeing who left their jobs leaving $30,000 worth of unclaimed pay checks.

Admen Clipped on Bonus Get Guild Cash in Loans

Erie, Pa.—The Guild has countered the Times' "illegal withholding of advertising bonus checks during hard-fought initial contract talks here by dipping into its treasury to tender $800 in loans.

Deprived of the cash, which they earned during May, are five advertising salesmen. Management charged "strike" when the admen voluntarily joined the local negotiating committee two afternoons late in June for companytime bargaining.

The committee charged the Times with using unfair economic pressure to force acceptance of an already rejected bonus system after Pennsylvania Newspaper Publishers Association negotiator Joseph Camp said:

"You can have your checks tomorrow if you pick up our proposal."

While most other issues in an initial contract supplement for the paper's advertising and maintenance departments are settled, the Times made a bonus proposal which would have the salesmen paying other wage increases from their own pockets.

The Guild had asked only that the traditional $800 monthly bonus, divided among the men on a personal effort basis, be continued. Management said the sum would be "available"— but only if local lineage increased 5 percent over the same month the previous year.

Flatly refusing, the admen told management that business conditions had neither been so good in the past nor seemed so rosy for the future that a 5 percent gain could be expected.

Total pay increases in both new departments approximately match the bonus, allowing the Times to apply to new minimums any cash saved in months the bonus was not payable.

Agreement was reached earlier on a key figure of $96 for the salesmen and advertising artists, but increases for the salesmen will not average higher than those for others in the departments.

"We think," said chief Guild negotiator Don Bailer, "that we have been particularly reasonable in not asking an improvement in the bonus plan—only that it be retained, substantially the same."

Forced into a recess the last week of June by Camp's restrictive travel schedule, the Guild committee called on the local membership to relieve the financial pressure on the admen, the loans were approved unanimously at a local meeting June 30.

The Guild has called on a state mediator for assistance and has received helpful publicity on its fight from the local CIO weekly.

Management remained adamant in its refusal to cough up the May bonus, which it earlier agreed to pay, even in the face of legal opinions mustered by the Guild holding that the Times' action was an unfair labor practice.

The paper had committed a previous violatiin when Advertising Manager Clarence Smith attempted unsuccessfully to negotiate with the salesmen in his office

Negotiations were to resume this week. The Guild promised that the entire advertising sales staff would remain on the committee, both on and off working hours, until the issue was resolved.

Settlement of general contracts for both the Times and Dispatch-Herald, which expired Feb. 28, is being delayed by the supplemental negotiations.

Among Ourselves

Jim Skufskiss, sportscribe, and **Rose Trbovich,** woman's page writer for the Hammond, Ind., Times, granted leaves to continue education. Skufskiss will take a year at University of Illinois; Miss Trbovich, three months in Europe in the Experiment in International Living Program.... Six new staffers in recent months with Times: **Charles H. Cruttenden,** rewrite, from Chicago suburban Pioneer Press; **Robert J. Hickey,** copy desk, from Defiance, O., Crescent-News; **Donald Shiras,** reporter, from Rockford, Ill., Star, and Misses **Barbara Hayden, Marcia Ambos** and **Frances Doyle,** all university recruits for woman's page.... **Yvonne Petrie** leaves Times women's department for same job on Detroit Star.

Food Costs Plenty In Sovietized Area

Behind the Iron Curtain, rationed Bulgarians may—if they have the money—supplement their food allowance with "legal black market" purchases. A skilled technical worker gets $2.10 a day, unskilled as little as $1.10, says the ICFTU.

What they can afford to buy is indicated in the wage-hours required by the top-skilled man to buy necessities: A two-pound loaf of bread, two and three-quarters hours wages; a quart of milk, one and two-thirds hours; one egg, about 30 minutes; a two-pound sack of potatoes, three-quarters of an hour.

Nashau Strikers Boston Guests

A first anniversary get-together for veterans of the Nashua picket line was a sidelight of the ANG convention last week.

Six former strikers from the New Hampshire city attended the convention banquet and cocktail party as guests of the ANG and the Boston Guild, renewing acquaintances with Guild officers, staffers and members.

It was during the Portland convention last summer that the small Nashua local, after more than a year of negotiations, began its five-month strike for a first contract. Because the NLRB has since rescinded the Guild's certification there, the 1953 convention regretfully terminated the Nashua charter.

The IEB voted at its pre-convention meeting to continue until its November meeting benefits for four of the strikers who have yet to find re-employment.

"That Picture" Catches Up With Joe Rosenthal Again

Boston—Joe Rosenthal of SFONG came to the convention early. He wanted to get in a little sightseeing before the convention opened but he didn't plan on getting on a television program and being a guest speaker at a banquet.

But let's tell it the way it happened.

On the Thursday before the convention opened, Joe was in his room at the Statler catching up on his chores as recording secretary, typing up the minutes of a local meeting held just before he left San Francisco, when in burst his room-mate, Al Dipman.

Al had learned that the Marines 5th Division Association was holding its convention in the hotel. On display in the lobby was the flag raised on Mt. Suribachi, Iwo Jima, guarded by two gyrenes, with lady marines selling colored copies of Joe's historic picture of the event. Al asked Joe if he didn't think he should go down and introduce himself. Joe allowed, modestly, that he didn't think he should barge in on somebody else's convention. He went on typing.

But Al wouldn't take that for an answer. He called John Thompson, Boston president and convention chairman. Minutes later Joe's typing was interrupted again, this time by John, Al, and Cols. Weber and Duryes of the Marines. The latter two informed our hero that they were having a show on a local television station within 9 minutes and wanted him to appear on it. Away they whisked in a staff car, arriving two minutes before the program was to go on, only to discover when program time came that they had come to the wrong network studio.

Back in the staff car again, off they sped to the other TV station where the show had already started. They sat in a viewing room for a few minutes and then went into the control booth where the producer, not knowing Joe, told him that the show was too packed and he couldn't put him on.

That was before somebody had the brilliant idea of identifying Joe. Then there was much frantic waving of arms, signalling to the monitors and floor directors in the studio. The program was interrupted and Joe was shoved on "cold," as they say in the industry.

The rest of the saga is somewhat anticlimactic. Joe did his bit for TV and the Marines, and that night was a guest of honor at the gyrenes' banquet where, acquitting himself with his usual dignity, he delivered a speech.

AFTER EIGHT YEARS, REUNION—Joe Rosenthal and his Pulitzer Award picture unexpectedly made news at the Boston Guild Convention. SFONG Delegate Joe found the Fifth Marines had established a beachhead at the same hotel housing the Guild. Followed reunions, a TV appearance and a Rosenthal speech.

Wire Service Council Clears Program Details

BEFORE THE BATTLE—Wire Service Council held pre-convention sessions in preparation for presentation of their case for a new departure in Guild structure—a separate division, with functional and financial autonomy. Convention turned thumbs down.

Boston, Mass.—The wire services of the Guild made history at the ANG convention by convening a duly constituted delegate body for the first time.

This was the eight-member National Wire Service Council comprised of Guildsmen from AP, UP and INS and speaking for all wire service news and picture men.

Aside from participating in convention actions, the Council dealt with a wide field of subject matter in its own sessions. Particulars included:

1. Organization in the south and southwest.
2. Tightening grievance procedures.
3. Preparation for the forthcoming health and hospitalization negotiations with AP.
4. Wire Services administration.
5. Examination of the wire services' rights and responsibilities under new contract arbitration machinery.

* * *

August 1 was set as a target date for selection of a wire services administrator and assistant. The date was agreed upon at a meeting of the Council with Executive Vice President Ralph B. Novak.

Steve Ripley of ANG has been acting wire service administrator for several months. The job of assistant has not been filled. At the IEB's post-convention meeting Novak was authorized to make appointments in consultation with the Council.

* * *

Others attending were Ronald W. Gilbert (AP) Indianapolis, secretary-treasurer; James F. Smith (AP) Boston, and Joseph Wilson (UP) San Francisco, Council vice presidents, and Robert Parkin (UP) St. Louis, James Scott (INS) St. Louis, and Jerry Sullivan (AP Kansas City, Council delegates. J. Harley Murray of Washington, INS-INP vice president, was unable ti attend.

The Council also set up details for its future operations, including elections and plans for a mid-year Council meeting next fall.

Archibald To Baltimore

Baltimore, Md.—Successors to the late W. M. Baskerville, longtime publisher of the Hearst News-Post and Sunday American, is to be Fred I. Archibald, of the Albany, N. Y. Times-Union. Archibald has been in Albany for the past fifteen years

The announcement came from J. D. Gortatowsky, general manager of Hearst Newspapers, who also said that Gene Robb, his assistant, would go to the Albany vacancy.

Nelson J. Quimper, general manager for the Hearst papers here, becomes assistant publisher under the new regime.

Buck Passing I

Weak leaders of weak unions always blame it on the "lethargy" of the members.

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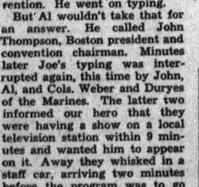
Buck Passing II

"Lethargic" members of lethargic uniins always blame it on weak leaders.



Mrs. Helen Munger

Greensboro, N. C.—Mrs. Helen Munger, 27, wife of Guy E. Munger, past local president of the Greensboro Guild, died June 29 after an illness of three years. Guy, assistant state editor of Greensboro Daily News, has also served the local as bargaining committee member, and this year is an executive board member. His wife, 1946 graduate of Greensboro College, was the former Helen Smith of Lexington, N. C.

Much Obliged, Ike!

New York.—Net profits of the nation's major banks were up 9 percent in first half this year over first half last. Reason given: increased loan volume and interest rates hiked by the Administration.

IEB Holds Daily Meetings During Convention Week

Boston, Mass.—Holding both pre-convention and post-convention sessions, the Guild's International Executive Board also met almost daily during the week of convention activity.

Pre-convention sessions were preparatory in nature, with final drafts of officers reports to be completed, but with several other items gaining attention.

One such was upholding IEB contract committee action in refusing approval of contracts with the Cincinnati Post, the Duluth Herald and News-Tribune, the Portland, Ore., Journal's circulation and editorial departments, and Washington's Bureau of National Affairs.

Deferred from the May meeting was the Boston Record, American and Sunday Advertiser contract, which the board approved. Also deferred from the May meeting were the New York American Weekly, Journal-American and Mirror contracts. Vice President Easton moved that these three be approved. On a roll call the vote was as follows:

Voting Yes—Ware, Leo, Easton.

Voting No—Beauclerc, Price, Wold, Thompson, Forman, Lapine, Dipman, Rahm, Novak, Farson.

Absent, excused—Collis.

On a show of hands, six to five, the IEB reversed a previous action on the Richmond News Leader and Times Dispatch contract. The motion was by Philip Price, seconded by Adolph Rahm. Price's motion, carried by the split vote, put the board on record as differing with the contracts committee decision, which had withheld approval.

At the post-convention meeting the board authorized Executive Vice President Novak to designate a wire service administrator and an assistant, in consultation with the National Wire Service Council.

It was decided that the convention-authorized special committee on collective bargaining consist of seven members, to be chosen by the executive vice president.

On motion of William M. Ware, the board asked that its representatives on the CIO executive board press for CIO clarification of policy as to congressional investigating committees dealing with subversives.

Other convention details were delegated to the officers to handle, if action is required before the next IEB meeting.

The date for convening the new board was set as November 5, at New York.

UP-Pix Employe Gets Job Status

An employe of United Press Pictures will receive a $500 lump sum settlement of past claims, will be upgraded in his job experience-credits for the past two years, and will benefit hereafter by slightly more than $8 a week in wages, as the result of a grievance settlement reached this week with UP management by an ANG committee.

The employe in question was hired late in 1950 as a telephoto operator. Although without experience, he was granted second-year salary, and at the end of six months went on a split-job basis, putting in part time as a photo printer.

At the year end, he was told that an error had been made in grading his job, and still later contract changes occurred which made his experience status, classification and pay a thorough muddle. The Guild sought clarification, and a grievance committee of Sol Fox and Ray Pitt, both of the New York bureau, and Stephen Ripley, acting wire service administrator, thrashed the situation out in a series of sessions with management.

The $500 settlement was agreed upon in lieu of a review of a complicated payroll situation.

Ducking Crime Issue

New Yirk.—Legislation for setting up state hiring halls for longshoremen was denounced by Association of Catholic Trade Unionists in annual convention here. "Enfórce the law" was the ACTU solution.

Brew Workers Stay CIO

Cincinnati, O.—CIO Brewery Workers recently advertised by hopeful publishers as about to quit CIO for AFL Teamsters decided in convention here to remain CIO.

CORRIDOR CHAT—Convention badges weren't needed to create informal huddles of delegates, on every floor of the Statler. Here are caught President Harry Marin, with Harry Heller and Jack Abramson, of Los Angeles; William Blats, ANG director of organization, and Willard Yarbrough, Knoxville.

R FOR HAPPY EMPLOYES

Chicago—How to keep employes happy, loyal, enthusiastic and ready to "give their all," is told in prescription form by a local group of science research associates.

The ingredients:

The feel of freedom on the job—security and advancement based on own efforts rather than the boss's arbitrary choice—fair treatment and promotions, when earned—freedom to "speak their minds."

Ingredients excluded:

Bossiness and "crucifixion" for occasional mistakes.

Resolutions Outline Guild Policy Set at Boston

Boston, Mass.—Chaired for the second consecutive convention by Philip Storch, Lehigh Valley, this year's resolutions committee cleared a large group of pronouncements indicative of the Guild's policies on widely varying topics.

One resolution, that on the legislative attack on severance pay validity, was adopted at the opening session as a special order of business. It was introduced by Vice President Al Dipman, SFONG, and was given priority because a California statute was then before Governor Warren for signature.

All other resolutions were posted and given the benefit of committee deliberations.

The committee members were Art Rosenstock (New York), Jack Brown (Memphis), Cletus Buckenmeyer (Toledo), William Burgess (New York), George Chassey (Brockton), Frank Eckhardt (St. Louis), Elizabeth Eilber (Philadelphia-Camden), W. T. Gentry II (Memphis), Ray Girardin (Detroit), Ray Leavitt (SFONG), Gerald McClean (SFONG), George Meenes (Los Angeles), William Michenfelder (New York), Tom Murphy (Rochester), Guy D. Peck III (Elizabeth), and Henry S. Pointon (Lehigh Valley).

Severance Steal

SEVERANCE PAY, a vital part of Guild contracts, is earned by past service. It is compensation in addition to regular salary, paid on severance to compensate for loss of job rights. It is not contingent on unemployment following severance. The California Superior Court has so held, in a dispute raised by the Hearst interests.

But Hearst, apparently despairing of any appeal from the correctness of this ruling, has now induced a subservient California legislature to change the law so as to disqualify recipients of severance pay from unemployment insurance benefits. The change was sneaked through the legislature by Hearst lobbyists, without adequate opportunity for the Guild or labor in general to present its side of the question.

The American Newspaper Guild hereby protests vigorously this unfair bill, as well as the tricky way it was passed, and it urgently requests Governor Earl Warren not to approve it.

The Guild protests this bill because the thousands of persons affected by it were given no real chance to analyze it and to express to the Legislature their reasons for opposing it.

The Guild protests this bill because if it becomes law it will rob those thousands of the compensation fairly bargained for and won in their Guild contracts.

The Guild protests this bill because it infringes on the principle that unemployment benefits are insurance, not relief paid to the needy and denied those with some means.

And the Guild protests this bill because it distorts the payment of severance pay from the purpose hitherto agreed to across the bargaining table, that of compensating the individual for the loss of his job rights, into a sort of last ditch relief, to be paid only to those one step away from destitution.

All Guild locals are hereby warned to be alert for any similar attempts by powerful publishers to enlist the state on their side in the process of collective bargaining.

On McCarthyism

WHEREAS, the American Newspaper Guild is fully aware of the foreign-directed conspiracy of Communism which is a menace to the United States, and

Whereas, the American Newspaper Guild has recognized that menace and has fought and has defeated democratically within itself the deliberate program of infiltration, deception, confusion and diversion of energies which are some of the weapons of that menace, and

Whereas, the American Newspaper Guild agrees with CIO President Walter P. Reuther that the fight against Communism by governmental investigative bodies is "ugly, un-American and immoral" if used only as a technique for achieving political power, and

Whereas, the American Newspaper Guild deplores any perversion of the process of seeking out and uprooting the menace of Communism by those who would destroy the civil liberties of freedom of thought, freedom of speech, freedom of the press, and all of those freedoms of man which are secured to the citizens of the United States by the Bill of Rights of our Country's Constitution, and

Whereas, the American Newspaper Guild denounces those employers in private industry who hire and later dismiss employes, or threaten to dismiss them, because of their refusal to sign a loyalty pledge; or dismiss them on a suspicion that they had in the past shown sympathy for now unpopular causes when there is no present evidence of their allegiance to a subversive organization, and

Whereas, the American Newspaper Guild supports wholeheartedly the determination of proper governmental bodies to unearth those persons who are members of the Communist conspiracy, to prosecute them within the law, and to penalize them to the full extent of the law, and

Whereas, the American Newspaper Guild firmly believes that the rules and procedures used by current governmental investigative bodies are a threat to the civil liberties of our fellow citizens, and

Whereas, the American Newspaper Guild also firmly believes that unless and until this nation's legislative investigative bodies establish just and equitable rules of procedure for all investigations there will exist a serious threat to civil liberties, with investigation becoming inquisition and governmental process becoming an instrument for unjust and undemocratic procedure; be it hereby

RESOLVED, that the American Newspaper Guild call upon the leaders of this nation to end these abuses and re-direct and re-dedicate themselves to the historic principles first formulated in this city, namely, that freedom means the right to hold, to voice and to publish any opinion, right or wrong, popular or unpopular, providing it is in conformance with the laws of the United States.

Butler Bill

WHEREAS, a so-called "task force" of the Senate Internal Security subcommittee will soon hold hearings on a bill by Senator Butler of Maryland which would assign to the Subversive Activities Control Board the task of ascertaining whether a union is Communist-dominated, and

Whereas, the same bill also provides that a complaint alleging Communist domination would automatically cause an immediate suspension of the bargaining rights of the unions involved; it is hereby

RESOLVED, that the American Newspaper Guild vigorously oppose the assumption in Mr. Butler's bill that the innocent are already guilty by denying any union bargaining rights merely because it has been accused; it is hereby

Resolved, that the American Newspaper Guild denounces this portion of Mr. Butler's bill which would honor an irresponsible complaint against any union and take away its bargaining rights before such a complaint has been factually established; and it is hereby

Resolved, that the American Newspaper Guild state for the record that no such penalties should be applied until a union is found guilty of being Communist-dominated, and that copies of this resolution be forwarded to locals of the ANG with a request that individual members contact the members of the U.S. Congress urging defeat of the Butler bill.

On Harriman

THE DELEGATES of the American Newspaper Guild in 20th Convention assembled in Boston, wish to express their appreciation to Mr. W. Averell Harriman for his unswerving devotion to the principles of liberal and progressive government during his long career as a public servant both at home and abroad; and to thank him for his inspiring and timely address given at the Heywood Broun Memorial Dinner on the night of June 30, 1953.

Freedom to Read

WHEREAS, the American Newspaper Guild has noted with increasing alarm a growing tendency by certain private groups and public authorities to insist on their alleged right to determine what is good or bad for their fellow citizens to read, and

Whereas, these self-appointed censors have taken it upon themselves to establish their own irresponsible authority over what Americans may or may not read, publish or disseminate and therefore seek to deprive them of a basic tenet of American civil liberties: freedom of information, and

Whereas, the American Newspaper Guild is convinced that the American public is capable of discerning propaganda, is sound in its moral judgment and is fully responsible intellectually, therefore be it

RESOLVED, that it is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those which are unorthodox and unpopular with these self-appointed censors; and be it

Resolved, that while the American Newspaper Guild feels that creative thought is by definition new, and therefore what is new is different, publishers and librarians do not need to endorse every idea or presentation contained in books or magazines they make available; and be it

Resolved, that the American Newspaper Guild vigorously insists that to stifle every nonconformist idea at birth would mark the end of the democratic process; and be it

Resolved, that the present laws dealing with obscenity should be uncompromisingly enforced. Beyond that, the Guild feels there is no place in our society for extra-legal efforts to coerce the taste of others; and be it

Resolved, that the American Newspaper Guild endorses the "Freedom to Read" statement by the Westchester Conference of the American Library Association and the American Book Publishers Council; and be it

Resolved, that the American Newspaper Guild pledges its support in the fight against illegal censorship and urges all citizens to recognize the threat to freedom of information and come to grips with those opponents of intellectual liberty before it is too late.

Thanks, Boston!

WHEREAS, the Boston Newspaper Guild has given so generously of its time, imagination, effort and money for the enlightenment of delegates to the Twentieth Anniversary Convention of the American Newspaper Guild, and

Whereas, the Boston Newspaper Guild and the City of Boston, the cradle of America's traditional freedom, have joined in playing the role of the most gracious host, and

Whereas, we entertain the hope than ten years hence, in 1963, we and future Guildsmen and Guildswomen may return again to enjoy the warm reception of our Brother and Sister Bostonians; now, therefore, be it

RESOLVED, that the delegates to the Twentieth Convention of the American Newspaper Guild thank with the fullness of our hearts, the Boston Newspaper Guild and their friends who have made our stay so enjoyable and so memorable.

Broun Tribute

WHEREAS, it is now 20 years since our beloved Heywood Broun decided that "there should be a union of newspapermen," and that he was "going to do his best to get one up," and

Whereas, the body he foundcd has flourished through the years, thanks to his valiant efforts and to those of his successors, to become an international organization which has raised the standards of journalism and the lot of newspapermen throughout the world, now be it

RESOLVED, that we here pay tribute to the memory of our stalwart founder of 20 years ago, a giant of thought and deed and purpose, and be it further

Resolved, that we acknowledge the deep obligation which the Newspaper Guild owes to its first president, its moving spirit, the inspiration and molder of our early thinking, and be it further

Resolved, that on this anniversary we discharge in part that debt by rededicating ourselves to the ideals he held, to the cause for which he marched the picket line, and to the purposes for which he fought, and be it

Resolved, that every local of the American Newspaper Guild is hereby urged to honor in suitable fashion the memory of our founder during the coming year by marking the first 20 years of progress toward his goals.

Medical Service

WHEREAS, union members increasingly are demanding adequate, comprehensive prepayment service plans to meet their health needs, since they have experience every day with the limitations and inadequacies of most of the existing voluntary prepayment health insurance such as that offered by commercial insurance companies and by Blue Cross and Blue Shield plans; and

Whereas, many unions and other consumer groups have set up non-profit plans in an attempt to provide complete medical care to their members; and

Whereas, in various ways the American Medical Association and state and local medical societies have hampered these programs, and in recent months have intensified their efforts not only to hinder, but actually to weaken or destroy those now in existence; and

Whereas, the attitude of organized medicine and its leaders has been consistently negative and destructive, and is indicative of a desire to safeguard selfish interests and to keep control of all programs solely in the hands of the medical profession without representation by labor and other consumer groups; it is hereby

RESOLVED, that the American Newspaper Guild strongly condemns organized medicine's current policies and tactics of opposition toward efforts of unions and other consumer groups to set up direct service prepayment plans providing high quality medical care. It demands that the American Medical Association and state and local medical societies halt these activities and adopt instead a policy of cooperating with consumers of medical care in setting up satisfactory plans providing service benefits as contrasted with entirely inadequate indemnity plans; and

Resolved, that the American Newspaper Guild should keep its locals informed of developments in this field and alert them to all activities of organized medicine which may tend to destroy these group health plans; and be it

Resolved, that the American Newspaper Guild cooperate with other unions in opposing by any and all methods necessary the present efforts of organized medicine to destroy or diminish the usefulness of those present plans attempting to provide comprehensive medical care; and be it

Resolved, that the American Newspaper Guild urge all its locals to support all efforts in their communities to defend all such programs under attack.

Bosses' Ethics

WHEREAS, the Cleveland Plain Dealer on July 1, 1953, dealt editorially with the keynote speech of President Harry Martin to the American Newspaper Guild's 20th Anniversary Convention, and

Whereas, in its editorial, the Cleveland Plain Dealer not only criticizes remarks made by Martin, but questions the integrity of all newspapermen and women everywhere, particularly the members of its own news staff, by asking, "Are newspapermen who share his (Martin's) hallucinations capable of reporting objectively and accurately news events in Washington involving people against whom they have such strong prejudices-" and

Whereas, the American Newspaper Guild in the Preamble to its Constitution sets forth as among its aims, "to guarantee, as far as it is able, constant honesty in the news, to raise the standards of journalism and ethics of the industry," and a vast majority of newspapermen under Guild contract adhere strictly to this creed; now, therefore, be it

RESOLVED, that the American Newspaper Guild, in convention assembled, call the immediate public attention of the American Newspaper Publishers Association and the American Society of Newspaper Editors to the flagrant and irresponsible charges set forth against all working newspapermen and newspaperwomen in this editorial, and-also be it finally

Resolved, that the same organizations search their hearts and minds while reading their credo of ethics in journalism as published in the current Yearbook of Editor & Publisher, the "bible" for the industry, Page 132, and join us at our 1954 convention in Los Angeles to fully debate which of the two segments of our industry have given performance equal to their promise and credo.

Discrimination

For many years the press of America has preached democracy and the equality of man in editorials while its new stories and personnel practices have consistently exhibited discrimination against racial and religious minorities.

Progress has been made in recent years in overcoming that bigotry. But the advance has been agonizingly slow. At its present rate it promises to continue for years an unhealthy and undemocratic division of our fellow citizens according to the color of their skin or the house of their worship.

The American Newspaper Guild, assembled for its 20th annual convention in Boston, therefore urges:

1. That all newspapers discontinue racial, ethnic or religious designations in news accounts except when they are essential to the point of the news story;
2. That all newspapers give equal employment opportunities to persons of any sex, race, creed or color, measuring applicants solely on their competence to do the job;
3. That all Guild locals rededicate themselves to ANG-CIO policy on this question and work with their publishers to apply both these principles and to lead their members to a fuller understanding of the importance of these ideals; and
4. That all Guild locals negotiate anti-discrimination clauses in their contracts.

And More To Come

Crowded out of this issue of the Guild reporter, by the volume of committee reports and speakers' texts, are other resolutions adopted at Boston, together with a varied assortment of other stories and pictures of convention activities. They will be published in the July 24 issue.—Ed.

THE GUILD REPORTER

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CHARLES E. CRISSEY, Editor

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Toronto Telegram Signs First Guild Agreement

A FIRST FOR THE TELY—Toronto Telegram editorial employes come under the aegis of a Guild contract for the first time. Seated are John Bassett, publisher, and A. W. J. Buckland, editor in chief. Standing from the left: Fred Jones, Toronto local vice president and unit chairman; D. S. Perigoe, Telegram secretary-treasurer, and Allan Kent, of the Guild negotiating committee.

Toronto, Ont.—Editorial department employes of the Toronto Telegram, members of the Toronto Newspaper Guild, are now covered by a one-year contract signed by the parties and approved by the American Newspaper Guild contracts committee at New York, effective July 1.

By its terms, twelve job categories are set up, classifying 130 employes, whose wages will be increased by from $3 to $45 per week. The average increase brought about by the contract is just short of $9.50.

Reporters, photographers and others in that category will be paid a minimum of $90 per week. Cash at the rate of time-and-one half is paid for overtime.

A severance pay maximum of 20 weeks is a part of the contract, as are clauses providing disability pensions of $22.50 per week, checkoff of Guild dues, and three weeks' vacation after ten years. Eight holidays are recognized, with double time for required work.

The negotiations for the contract, achieved in six months after organizing efforts had brought about certification, were handled by Charles A. Perlik, international representative, and a unit committee headed by Fred Jones, unit chairman.

Guild Philatelist Owns Old Stamp, Now Worth $4,000

San Diego, Calif. — H. H. Steely, San Diego Guild member, bought a batch of discarded stamps from an acquaintance back in 1928. He paid a nominal sum for them.

Going through them later, he noticed one he thought might some day be a rarity. It was not listed in Scott's Standard Stamp Catalogue, but he put it aside carefully on the off-chance that it might later be worth something.

It is now. It is Scott's No. C3a and catalogues at $4,000 per stamp.

It is a 24-cent blue--and-red air mail. About 200 of them were issued by accident. One sheet was sold entire at a post office. Another was broken up and sold piecemeal.

What makes the stamp so valuable? It pictures a plane flying upside down!

Advertising Panel Meets at Boston

Boston, Mass.—For the first time at Guild conventions an advertising panel was convened this year at the suggestion of business office members of the convention group. Nearly 25 attended, and named John R. Wright, of the Boston local, as their head. Ed Mahoney, SFONG, was chosen vice chairman. Purpose will be to gather collective bargaining data, to exchange contract proposals and negotiating experiences, and to further the ethical standards of the business.

First by-product was adoption by the convention of a resolution suggesting that schools of advertising established recognize degrees for their graduates.

Washington ROUNDUP

By CHALMERS M. ROBERTS
Washington Guild

AS YOU READ in the papers the long list of headaches of one kind or another which the three foreign ministers are discussing in Washington it might be well to consider how we got that pounding in the noggin before gulping the aspirin. And also what kind of a shiner the other fellow has.

I don't know just how this current point of history is going to end up in the books but it certainly seems like a milestone of some sort. How did we get here?

* * *

WHEN PEACE ENDED the wartime alliance of the western powers and the Russia of Stalin, we in the U.S. embarked very quickly on what has come to be known as the policy of containment—trying to dam the flow of communism by diplomacy if possible, by arms if necessary. Beginning with arms aid to Greece (dumped on us by a busted Britain) and Turkey, we went on to the heroic Berlin air lift, the Marshall Plan, the drive for European integration, the use of arms to stop unprovoked aggression in Korea and a vast rebuilding of American military might.

The net of only six years or so of this sort of thing has been a tremendous accretion of Free World strength, both military and economic. This fact rises above the bickering among the allies, the frustrations of a limited war in Korea, the red hunts at home, sky high taxes, inflation and all the other unpleasant facts of the post-war age.

We set out to try and halt the drift of the world toward communism—to contain it within its own borders however much expanded by the Soviet's post-war gluttonous appetite fed by internal subversion and military aggression both in Europe and the Far East.

The west has contained communism and it seems to me that in the record books containment will go down as a successful policy, the campaign orators of '52 to the contrary notwithstanding. George Kennan's concept of containment was not something static although many have come to think of it as that. It did not mean not trying to reach agreements with Russia or freezing the division of Europe. These things were perversions of his doctrine.

During the late Presidential campaign there was a lot of hoopla about liberation as the coming GOP policy. Although Ike did knock it down, the idea got abroad that we were going to liberate those under the Soviet yoke and not be content with containing communism. Ike, as President, made it clear the other day we are not prepared to do any such liberating by force of arms—even by giving arms to those behind the Iron Curtain.

It seems to me that once we embarked on containment, it was not too difficult to go ahead on that line. Now that Stalin is dead and his successors are switching the party line (I assume to gain time to fix up their internal problems), our task is more difficult.

* * *

AT THIS MOMENT in history we should have a high degree of flexibility. We do not. That is always, of course, the problem of democracies because they need public understanding at the least, public acceptance and public demand at the best.

Now the second level of leaders in the United States, Britain and France are gathered around the table to canvass the world and see what we can and should do. It is well to remember that our headache in Korea is also one for the Chinese communists (else they would not have been straining so for a truce); that our problem in Germany is no greater at least than the Russian problem there, and that the prosperity of the free world, if sustained, gives the lie to the Soviet doctrine of the inevitable collapse of capitalism.

All of this suggests no more than that our side can deal from strength if we will instead of reacting in fear. But that is always harder.

We can take the offensive in relation to Germany by pushing the unification idea on the Russians, in relation to Indo-China by cajoling the French into scheduling real independence within the French Union for the three native states, in relation to the Middle East and other neutralist areas by stepping up the Point Four type of aid, in relation to Western Europe by tacking around the European Army at the moment and heading toward European political unity.

There are plenty of people in the Government here today who realize these things and see any or all of them as necessities. It is the Eisenhower leadership which is so often lacking.

* * *

CORROSION OF THE foreign policy function is this Administration's worst enemy—specifically, the influence of the Republican intransigeants at the Capitol. Ike has not yet got this through his head, as far as I can see, however much many around him have. Unless his Administration seizes this current opportunity in a world where the Soviet empire is heaving and thawing, unless he forces the Republican Party into responsible leadership, I am afraid he will find more, not less, McCarthys on hand after the '54 congressional elections.

There is an illusion at the White House that McCarthy is going to hand Ike a clear cut issue on a silver platter. That is what they're waiting for but it won't happen that way.

I have a feeling that despite all the alarums and excursions, America would applaud an Ike who took the initiative at home in dealing with the malcontents as it will if and when he demonstrates that our foreign policy is both flexible and strong.

More LA Firings in Member Drive on Hearst Sheet

Los Angeles, Calif. — With three additional firings added to the "Guild purge" in the Hearst-owned Examiner's classified advertising department, regional officers of the National Labor Relations Board have stepped up their field examinations of the Guild's charges of intimidation, coercion and interference with union activities.

It was expected that formal charges by the board would issue against the Examiner management in record time.

Newest firings bring to an even dozen the number discharged after Examiner management learned that its employes were interested in exchanging a patently ineffective "company union" for Guild membership.

Last month officers of the stooge association libeled Joseph L. Campo, Guild international representative assigned to organizing, by depicting him on placards as a jail bird, and by posting the defamatory placards about the offices and even in the rest rooms of the department. A suit is being readied in the name of the American Newspaper Guild and of Campo.

Meantime, organizing efforts continue, with other Examiner departments showing keen interest in the outcome.

New York Guild Seeks Yonkers Bargaining Vote

The New York Guild local has filed a representation petition with the National Labor Relations Board covering 80 employes of the Yonkers Herald Statesman, in the editorial, advertising, business and circulation departments of the suburban Westchester County daily.

A majority of the employes is represented by signed Guild applications, according to Thomas J. Murphy, local executive vice president.

The Yonkers paper is the largest in the county-wide Macy-owned Westchester Group, none of which is presently under Guild contract.

The Guild Reporter
99 University Place, New York 3, N. Y.