The GUILD REPORTER

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Southern Council Advocates $250,000 ANG Defense Fund By End of 1955 Fiscal Year

Greensboro, N. C.—A larger Guild defense fund, to be arrived at through a year-long assessment on all Guild members, was urged by the Southern District Council last weekend at the O. Henry Hotel here.

Noting that recent strikes have shown the inadequacy of the Guild's current defense fund of about $100,000, the delegates called upon the International Executive Board to propose to the 1954 ANG Convention that the fund be upped to $250,000 during the following year.

A resolution adopted by the delegates, with only the Greensboro local dissenting, recommended that the money be raised by the levying for one year of a monthly assessment of $1 for Guildsmen making $65 or more a week and 50 cents for those making under $65 a week.

The resolution was presented by Edward Desobry, treasurer of the New Orleans local. An amendment offered by Willard Yarbrough of Knoxville stipulated that money should not be diverted from the defense fund for other purposes.

The delegates, representing nine locals, unanimously adopted three resolutions dealing with the dispute between the Washington Newspaper Guild and Labor Press Associated, Inc., a cooperative news service for union publications. LPA's directors, all labor editors, suspended the service after WNG refused to yield to proposals which would have nullified the job security clauses of the LPA contract with the local.

The first resolution called upon the IEB "to serve notice upon all union employers with employes who are members of the Guild that the American Newspaper Guild demands the same contractual relationship for those employes that it demands from any other employer."

The second deplored "the ill-advised action" of the LPA directors in suspending that service, "depriving eight Guild members of their jobs and millions of union men and women of access to labor news." The third pledged the council's "wholehearted support" to WNG in its dispute with LPA.

Richard Lane of Memphis, elected interim president of the council at its organizing meeting last September, was returned to the office for a full term. Bill Richards of New Orleans was named vice president, succeeding Tom Kelly, who recently transferred from the same local to Washington. Kelly was elected secretary, replacing Jane Bentley of Washington, who was not a candidate for re-election. Larry King of Richmond was returned as treasurer. Named to the executive board were: Yarbrough, George Hull of Chattanooga and Sam McKeel of Greensboro.

The next meeting was scheduled for October in New Orleans and the president was authorized to invite Texas District Council locals to participate.

ANG President Joe Collis of Wilkes-Barre was a guest at the Saturday session and at the Saturday night party given by the host local. Highlight of the party was a repeat of parts of a musical comedy satire on the newspaper business, originally presented by members of the Greensboro local at their Page One party.



—Photo by Roy Matherly, Greensboro Guild.

SWAPPING OBSERVATIONS—Caught at the Greensboro, N. C., session of the Southern District Council last weekend are, left to right, Bill Rhodes Weaver, Greensboro local president; ANG President Joseph F. Collis, Wilkes-Barre, and Larry King, Richmond, who was re-elected as council treasurer.

Guild Move Launched For Editorial Staffers At Providence Dailies

Providence, R. I.—Slightly more than 200 editorial employes of the Providence Journal and Evening Bulletin are eligible for Guild membership in a campaign which was begun a little more than a month ago by a committee of ten, representative of the day, night and State staffs, for Guild representation and a contract.

When evidence of interest was shown, ANG Director of Organization J. William Blatz assigned Joseph E. Garland, international representative based in Boston, to aid in the enrolment here. He has established quarters at the office of the Textile Workers Union, and has checked with the two nearest Guild locals, at Pawtucket and Woonsocket, for further aid in the campaign. Last week's meeting of the New England District Council went on record as backing the Providence move to the full extent of its resources.

Other support came from the Providence local of the Typographical union, before whom Garland was asked to speak, and which voted its official aid.

Informational bulletin matter and personal interviews are used to answer questions from staffers as to Guild aims, practices and benefits. Lively response is being experienced, and signed cards are resulting from the drive.

After more than 35 years' service with the local dailies, Publisher Sevellon Brown retired three weeks ago and was replaced by John C. A. Wallace, associate publisher for the past year.

The day that Wallace assumed his new post, he sent letters to all employes, discussing working conditions, the company-sponsored pension plan, and current operating difficulties, and containing a plea for common effort toward continuing the success of the enterprise.

The new publisher is deemed "an unknown quantity" by staffers, but when management learned of the present Guild moves, department heads were specifically directed not to interfere with the union activity in any way.

Nearly twenty years ago, an attempt to organize a Guild local in Providence was cut short by forthright management opposition. No subsequent Guild interest had been evidenced until now.

The Journal, a morning daily, and the evening Bulletin are sole occupants of the commanding Providence field. Last year's Editor & Publisher yearbook lists the morning circulation at 46,023, the evening figure at 142,658 and the Sunday Journal at 174,898.

The staff comprises a wide range of age and experience, including many of long tenure at the Journal and Bulletin. Copydesk pay is said to average $100 on both day and night sides, reporter pay ranging from that figure down to $85, for those who under Guild contract would be rated as top experience. On the State staff, $95 is top pay.

Only Guild contracts in Rhode Island are in Pawtucket and Woonsocket. In the former city the Times, with a circulation of 38,155, guarantees its reporters a top minimum of $97.91 and its deskmen $100.01. The Woonsocket Call, circulation 25,115, has a Guild reporter minimum of $90 and a deskmen minimum of $92.74.

Liebling Tells Providence Guild Is Insurance Policy

A. J. Liebling, whose New Yorker Magazine column, "The Wayward Press," is required reading in the news industry, has written some observations for the benefit of his former fellow-employes at the Providence Journal and Bulletin who now are appraising the advantages of Guild affiliation.

The Liebling piece has been circulated among Providence newsmen in mimeo-bulletin form, but his views have such wide application that Guild Reporter readers are invited to share them.

Says Liebling:

"Even if you like paternalism — which I happen not to — you can't depend on it. A change of ownership, through sale or inheritance, and kind old Massa has turned overnight to Roy Howard Legree, Jr., bound to sweat out enough extra bales of cotton to pay them Yankee bankers. Or else, to silly young Massa, who doesn't really like newspapers, anyway.

"The only security against the risks inherent in such a change lies in a good Guild contract, protecting wages, working conditions, tenure and severance pay. Men or women who have stayed on one paper for a long while are particularly vulnerable, because it is harder for them to get equivalent jobs on other papers and because they have nearly always put down roots in the city where they work—children in school, payments on a house, or whatever.

(Continued on Page Two)

Guild Working to Revive All-Labor Press Service

By GARLAND ASHCRAFT
Assistant Editor, Guild Reporter

Washington, D. C.—Chastened by the havoc of their own violent feud, Guildsmen who had been responsible for the management and operation of Labor Press Associated, Inc., this week were conferring by wire and in person, in an effort to revive the nation's all-labor press service, which suspended publication February 15.

Directors of the cooperative had met that day, following a strike of its eight employes, and voted for LPA's dissolution, terminating news service to more than 250 labor press clients.

Within the week Ruben Levin, president since its founding 10 years ago, announced that LPA's subscriber-members would be asked to approve dissolution on or before March 14.

The all-Guild staff, supported by the Washington Newspaper Guild, struck because payrolls had not been met the previous Friday. Money advanced by CIO ended the strike after three days.

But the issue between Guild workers and Guild "bosses" wasn't money. LPA had been paying $131.50 top minimum.

For more than three years the service had been wracked internally, with job security related to a complex of personnel and administrative policies and staff morale at issue. The fight became bitter but both sides practiced restraint, keeping their difficulties "in the family."

The end loomed when the office was picketed. The strike punctuated negotiations between staff and management for a contract to replace one which had expired in December.

LPA's story is long and involved. Smattering and somewhat garbled versions went over the wires and were used in the press and some news magazines.

The participants themselves were embarrassed and reluctant to talk.

Somewhere along the road the code of labor union morality, known only by experienced unionists, had been breached. The participants knew it, but who was the culprit? It was like the case of the fabled ornithological murder!

Two of the spokesmen expressed no doubts. One was Max E. H. Pyle, administrative officer of the Washington Guild, negotiator for the LPA unit.

Pyle hesitated an instant, squared off behind his desk and said of his "brother" Guildsmen of LPA:

"Of all the unmitigated jerks I have ever encountered in my life I have never attempted to negotiate with a bunch more incompetent and irresponsible than that LPA management!"

On the other hand, Guildsman Bernard R. Mullady, editor-director of LPA, ex-officio Mr. Pyle's No. 1 "jerk," asserted in negotiations that the Guild LPA staff was incompetent.

Strife had reached a point where slander was the weapon. Some were in an emotional state where they could not separate truth from rumor and the hot conviction of their own opinions.

Leon Stein, editor of Justice, and an LPA director, described the situation thus:

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Bulletin

Within a week following the LPA shutdown, there was much soul searching on both sides of the dispute.

International Ladies Garment Workers officials phoned Philip H. Price, ANG regional vice president in Washington, and asked that he use his good offices to get the warring parties together.

As a result of Price's efforts three Guildsmen LPA board members met informally with the Washington Newspaper Guild executive board Tuesday night, with a spirit of conciliation evident.

The Washington Guild Board appointed a sub-committee of three to meet with the LPA board members to explore possibilities of breaking the stalemate and reviving the service.

From both sides came expressions of desire to find a way to keep LPA going, and alternative solutions were discussed. The Washington Guild Board adopted a resolution stating its hope that a way out of the dilemma might be found.

The conversations between Guild and LPA management will continue.

The State of the Union—
Arbitration Proves Worth in Settling Contract Problems



By RALPH B. NOVAK
Executive Vice President

ARBITRATION IS RECOMMENDED by the Boston Convention as "a terminal facility on grievances in order to protect the job security of (local) members."

This column on the subject is inspired by the excellent results the Guild has obtained in some recent arbitrations—the Portland Oregon Journal circulation case, New Brunswick, AP and New York Times wage cases, St. Paul vacation pay case, Washington Post severance pay case among others.

Arbitration, by itself, does not insure security.

Arbitration does, however, present a means of policing the contract through a judicial process.

Alternatives to arbitration are: (1) strike, and (2) litigation.

Emphasis is given to the value of arbitration by a short recital of the shortcomings of the alternatives.

Unresolved grievances have been the direct cause of only a handful of Guild strikes (although records are not available as to the number of times strike threats were used in similar circumstances). In each instance, great numbers of contract violations provoked the strike; most recent example was at Erie, where 14 unresolved grievances and 13 economy firings precipitated a walkout.

Judges are among the critics of litigation as an effective means of enforcing a contract. Judge Harold A. Seering of Seattle, acting as arbitrator in the Oregon Journal circulation dispute, observed:

"In the first place the courts, in those cases, seem to have confused arbitrability with a decision on the merits. In the second place, the decisions evince a rigid legalistic insistence that all rights under a collective bargaining agreement must be expressly set forth in the agreement. . . ."

ARBITRATION PROVIDES a means of policing any contract provision (in contrast to strike action which the record shows is practical only in extreme circumstances) and doing so with a minimum of legalism (in contrast to the court's insistence that if it isn't in writing it isn't so).

Futility of the two alternatives is so obvious that many locals which now lack contract provision for arbitration find themselves settling grievances by letting management's interpretation of the contract prevail. Management just can't be right all the time; and the Guild just can't be wrong all the time about the meaning of a contract provision.

Value of arbitration is not an absolute, however, for poorly-written or overrestrictive clauses can remove much of the benefit.

Arbitration through facilities of the American Arbitration Association, and under its rules, is recommended by ANG through its Collective Bargaining Department. Model Contract Art. VI, Sec. 3, provides suitable language.

Effective arbitration must be prompt. Promptness can be guaranteed only if means of selecting an arbitrator are at hand and a code of procedure is already written.

AAA procedure, based on more than 25 years' experience, provides both.

HERE ARE THE STEPS in order, provided by the AAA rules:

Starting an Arbitration—The moving party notifies (in writing) the other party that it desires to arbitrate, setting forth the nature of the grievance, claim made, relief sought and money involved (if any). A copy of the Demand for Arbitration (form is supplied by AAA) is sent simultaneously to the nearest AAA office, along with a copy of the contract or grievance clause.

Selecting an Arbitrator—Within a few days after the demand is filed (giving the other party a chance to answer), the AAA sends each party an identical list of proposed arbitrators selected from the Association's panel. Seven days are allowed the parties to cross off any person objected to and number the others in order of preference. If there is no agreement, the parties may ask for a second list. If either party objects to a second list, the Association names the arbitrator.

Conduct of the Arbitration—Site of arbitration is set by the parties or, if they cannot agree, by the Association. Date is set by the arbitrator in accordance with the parties' schedules.

Either side may use an attorney, but must give the other party three days notice, so he also can have a lawyer if he desires.

Either side may have stenographic transcript taken, if it gives sufficient advance notice. But neither side is required to buy a transcript unless it has specifically asked for it.

Thirty days after the hearing is closed, the arbitrator must give his award. If briefs are to be filed, the 30 days run from the filing date.

Briefs or other data given the arbitrator after the close of hearings **must be filed with the Association.** The other party then is given a chance to examine the data before it is given to the arbitrator.

Reopening the hearings for new evidence or explanations **must be requested through the Association.**

Award by the Arbitrator must rule on each claim and be definite and final. Power of the arbitrator ends with the issuance of the award and he may not change it unless parties agree to restore his power.

Expenses of arbitration usually are within control of the parties except for administrative costs and arbitrators' fee. The Association charges each party $25 at the outset and $25 for each hearing after the first. Arbitrator's fees run from $25 to $100 per day of hearing, consideration and writing the award. These are jointly shared by the parties, along with any special expense of the arbitrator or administrator. Arbitrator's fees generally are noted when the panel is supplied.

* * *

Further explanation of the rules, and suggestions for the conduct of arbitration, are contained in "Labor Arbitration Procedures and Techniques" by J. Noble Braden, executive vice president of the AAA. The pamphlet is available from the ANG Collective Bargaining Department.

Farson Contrasts Low Dues And High Strike Benefits, Asks Membership Comments

By WILLIAM J. FARSON
ANG Secretary-treasurer

DANNY MCLAUGHLIN stated in his recent letter to "It Seems to Us" that he hoped his recommendations for an increased per capita would start some discussion in the columns of the GR. So here goes:

"It seems to me" that it's about time we grew up. The annual convention in Los Angeles in August will be our 21st. Twenty-one years of age traditionally has been the time associated with maturity and responsibility; the time when a boy crosses the threshold into manhood, assumes his place as a citizen and begins using his franchise intelligently. So it seems fitting that at our 21st Annual Convention we should make a realistic appraisal of our strike and lockout financing. Just because we've been lucky so far is no guarantee that we will be as fortunate in the future.

The Taft-Hartley Act is designed to kill off the weak unions. Survival will be accomplished only by sheer will, determination and cooperation with the other like-minded unions. The fact that it has become increasingly difficult—I'm tempted to say impossible—for a single newspaper union to win on its own strength alone has been demonstrated to us time and time again. It has become not only desirable but indeed necessary that the newspaper unions act closely or jointly if we are to enjoy continued progress in our efforts for economic justice. Such cooperation has been endorsed by several conventions and the number of locals participating in such joint action has been increasing.

However, this cooperation raises a new problem in our financing. When an entire plant or an entire city is shut down and our members honor a brother union's picket line or are locked out, we normally face the greatest financial burden because we represent more people affected than the other crafts. In fact, in completely organized shops we will have more people affected than all the other crafts combined.

THE GUILD is a hybrid in the labor movement. We expect high strike and lockout benefits while paying low dues. Guild members talk glibly of the tradition in our industry of paying high benefits; and to support their position quote the benefits paid by the crafts. When someone suggests that we match the high dues of the crafts from which their benefits are paid, we just as glibly point out that we belong to the CIO which has a tradition of low dues. We should remember that CIO unions also have a tradition of either paying no benefits at all or nominal benefits hardly worth the name.

The time has come when we must make up our minds not only as to what we want, but what we are willing to pay for. We are no longer adolescents. Not much longer can we call on the other CIO internationals to donate funds to us without putting our own strike finances in order.

In the recent New York engravers' strike we were confronted with the embarrassing situation of having to ask aid from two CIO unions which were engaged in strikes of their own at the time. In both instances these unions were paying no benefits to their own strikers. We were in the unenviable position of asking these unions to give us, for our members' benefit, money paid into their treasuries by their members who receive no benefits.

Another international refused aid on the grounds that it could not in good conscience give us money to use for benefit payments when it did not pay benefits to its own members.

* * *

AS I SAID EARLIER, we are big boys now (21), and as Danny said, "I hope some of the brothers around the country will give the matter some study before convention time and give out with an expression of opinion."

I would like to take Danny's suggestion a step further. If you are allergic to writing letters to the editor, at least let me and/or the members of the IEB have your suggestions in order to help us make recommendations to the convention.

Utica Guildsmen Stage Big-Story Parody in Skit

Utica, N. Y.—A parody on "The Big Story" of radio and television was the basis for a skit staged by the Utica Newspaper Guild last week, in collaboration with a civic dramatic group, The Players, at the Elks Club. An audience of 500 enjoyed the program.

The Utica Guild borrowed from Minneapolis Guildsman Robert T. Smith, author of an article appearing in the Twin Cities Guild's Page One annual, for the skit idea. With Smith's approval, his piece, "The Large Narrative," was dramatized and altered to include local Utica color. It was enacted by Utica radio talent.

The Guild also occupied a spot between the acts to make an award for community service in journalism to Paul B. Williams, editor of the Utica Press.

Guild committee members for the evening included Ray Warner, local president; Mrs. Edna R. Coe, Mason Taylor, Arthur Pflanz, M. Joseph Hahn, Richard Costa, John Urbanek and Howard Silber.

The Players' production was "Stalag 17."

Official Slate

Nominees for the vacant vice presidency-at-large on the Guild's International Executive Board are as follows:

Don Davis
James J. Richard
Frank R. Saullere
Robert C. Stafford
James D. White

Ballots will go to locals at the end of March, for voting by members in good standing as of March 1.

...Liebling on Guild

(Continued from Page One)

"The men who worked on the old Sun in New York, the town's only non-Guild paper when it folded, were in general extremely conservative. The survivors who were lucky enough to get on the World-Telegram and Sun became the most militant members of the W-T & Sun Guild chapter. They understood how frail a reed is a good papa-son relationship between management and staff. 'If young Bill Dewart hadn't been killed in that auto accident, it wouldn't have happened,' the beer-hall romanticists say, when they can get a friend who still has a job to buy them a beer.

"When the World folded, in 1931, they said 'If old Joe Pulitzer had lived, etc.' If he had lived he'd be over 100 today, which is nothing to count upon when you can get a contract.

"The men on the Baltimore Sunpapers, which have a paternalistic tradition as old as the Journal Company's, voted for the Guild in 1949. A staff member down there who was a protege of H. L. Mencken went to the old boy for advice before the vote. Mencken told him to vote Guild, although he, Mencken, felt himself too bound to management to make a public statement. The reason, H. L. M. said, was 'things had changed.' This is the first recorded instance of his having noticed that.

* * *

"I know nothing of the current management situation on the Journal and Bulletin. Maybe they are as nice as they always used to be about saying 'Good-morning' in the elevator. But you don't wait until you get sick before taking out an insurance policy."

SFONG's McClure Goes Political

San Francisco, Calif.—Political action takes on personal connotations to Stuart L. McClure this month, as he quits his reporting job on the Examiner to conduct a full-time campaign for the First District seat on the State Board of Equalization.

That board administers among other things the State's tax take from the liquor industry, and from where McClure sits the job hasn't been properly done by George B. Reilly, so-called liquor czar of California.

It is Reilly's place that McClure seeks. As reporter on the Examiner's police beat, he says, he has had plenty of opportunity to observe laxity in the State's enforcement of liquor control statutes.

McClure has been a member of the city and State Republican central committees, has served as strategy chairman for the city group, and has seen public service as a vice chairman of the rent advisory board for the Bay area.

In California politics, party lines are frequently disregarded, and McClure expects support from non-partisan labor groups, and from Democrats dissatisfied with their present representation on the equalization board.

McClure clings to printers' ink as one means of campaigning. He's just issued Volume One, No. 1, of "McClure's Fair Press," carrying a streamer reading "Reilly Challenged."

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...Guild Seeks Revival of LPA News Agency

(Continued from Page One)

"There was an atmosphere of labor-management conflict which certainly had no place in a labor cooperative such as Labor Press Associated, and especially was it tragic when it was Guildsmen against Guildsmen."

One participant confessed he had to take sleeping pills during the crisis.

A Guildsman of the opposite camp leered: "His conscience is bothering him."

"Greek Tragedy"

Rube Levin, eloquent and ordinarily calm, editor of "Labor," groped for words, and finally said:

"It—it has been like a Greek tragedy!"

Another Board member described LPA's plight less eruditely as "a mess."

Washington leads the nation in the production of news, and also the "unwritten news story"—the gossip, the grape vine. Its tendrils cling to the very table legs in the National Press Club dining room, and the strands climb with especial luxuriance over the bar.

Sinister Rumors

The LPA hassle gave birth to a variety of dark and sinister rumors. For example: That there was a plot by AFL leaders and editor-members and board members to destroy LPA because it was manned by CIO Guildsmen! None of these rumors, some so ridiculous as to require no checking, could be verified. In fact the AFL card carriers seemed calmest of the lot. AFL papers hire Guildsmen. The whole LPA Board was unanimous on every vote.

The Washington Guild and LPA unit members, all Guildsmen, were monolithic also.

LPA was founded in 1944 as a private group of news-men unionists, to compete in the labor news field with Federated Press, a communist-line labor news and feature service then enjoying a monopoly. FP had a well-staffed and technically efficient service, with devoted correspondents throughout the country.

The LPA people pioneered in a hard and thankless struggle to rid the labor movement of infiltering propaganda. It was hard selling with both CIO and AFL papers.

They starved along until CIO finally tossed out the Reds, and in 1949 prospects for expansion were bright. LPA was organized under District of Columbia laws as a consumer cooperative. Subscribing union papers became members, with a board, 14 in all, and Levin continuing as president. They were half AFL and half CIO, with Levin (a charter member of the Milwaukee local and its first provisional president) deemed an independent.

AFL put its official stamp of approval on LPA at the St. Louis Convention last year.

"Perfectionist"

LPA hired Irving Fagan as editor and manager in late 1949. Fagan was a Philadelphia editorial man of exceptional talent and much experience. A charter member of the Philadelphia-Camden Newspaper Guild, he had been 10 years president of the Philadelphia CIO Council, and two years administrative officer of his local.

Fagan, a temperamental "perfectionist" who expected much of younger, less talented employes, had continual "personnel trouble." Board members admit that he was an unsuccessful executive.

Last spring the board relieved Fagan of his executive duties. Ironically within a month Fagan was chosen winner of the Hillman award for excellence in labor journalism.

To replace Fagan the board hired Mullady. The board was appreciative of Fagan's writing ability, and according to Levin gave him the choice of taking another labor job or remaining with LPA as a staffer. Fagan chose to remain at a reduced salary. But with Mullady on the desk the "choir" kept right on with the blue notes.

Wine to Vinegar

LPA threw a love feast for the new manager-editor. Nice speeches were made. Mullady was introduced. At the tail end of the celebration, it was announced that Fagan was going back to staff, creating an economic situation that required that the junior staffer, Edwin Bennett Jr., be let out to make ends meet.

In an instant the cream in the coffee curdled, and the convivial wine turned vinegar.

Staffers dropped their napkins and went into a close huddle at one end of the room like football players getting the play. All backs were to Mullady. It was a Guild unit meeting!

As Mullady went to work May 18 the unit was preparing grievance proceedings to restore Bennett to his job. Levin says Mullady hasn't been too successful because from the day he was hired he was tied up with grievance and contract negotiations with the Guild.

The Washington Guild negotiated its first contract with LPA in 1951, and was bargaining its third when the strike occurred.

One of Mullady's first executive acts was to designate Fagan as his straw boss, a buffer between himself and staff. His second was to install a punch-in-punch-out system for the staffers.

That Grape Vine

The accession of the Eisenhower administration did not help matters. Government publicity men en masse were getting Ike's economy blue slips, and many of them were Mullady's old departmental cronies.

Along the "grape vine" went the word of Mullady's new job, and reports, true or false, that there would be openings of LPA jobs quoted at $131.50 per.

The line formed on both right and left at Mullady's office in K Street, and out on Independence Avenue at the office of Labor, where Levin held forth as editor, the LPA president was besieged.

So during that summer LPA "reorganization"—known in editorial rooms as the "shakeup," was in the air. It was not cleared when Barney attempted to fire a girl clerk, which the Guild blocked.

With a top minimum already $1.50 above AP top minimum, the LPA offered $136 a week in the negotiations.

The job security clause is the model, except it omits the sentence, "Economy shall not be considered just and sufficient cause for dismissal." The clause does not mention economy dismissal, therefore under ordinary circumstances LPA could dismiss for economy.

The contract contains no exemptions for executives, who appear to be covered in every respect except wages and hours, and by implication of the omission of exemptions, they appear to be covered even as to those protections.

All is Confusion

But some confusion has existed.

The Washington Guild has interpreted the position of executives two ways. When Fagan was put back on writers' staff at a reduced salary, the local considered him a staffer and filed a grievance, which it later withdrew. However, when Bennett was discharged to make budget room for Fagan the Guild pressed a grievance premised on Fagan as an executive who was fired, and hence a junior seniority staffer if retained by the service.

The Washington Guild has a special dues schedule for members not covered by contract, $2 flat. But both Mullady and Fagan were charged the higher "contract" rate.

On the other hand the LPA management seemingly wanted to consider Fagan a staffer with seniority fights over other staffers, as he had been employed longer.

The arbiter's decision in the Bennett grievance pointed out the anomaly. It was held that Fagan was in fact part of management, and that when he was assigned to staff he was a new employe.

From this reasoning followed the opinion that any budget difficulty created by Fagan's assignment to staff and the hiring of Mullady was created by management itself, and hence could not be pleaded as a just and sufficient cause for dismissing Bennett, the newest staffer.

The decision called management action "disingenuous." So Bennett was ordered reinstated with about $3,000 back pay. The order, came last November, as contract negotiations were getting under way.

Board members describe the management as being hopeless as to budget and operations. The board seemed convinced that no planning could be done, that LPA could not be expanded with the staff as it was.

The bargaining hung on a contract change that would permit reorganization, and liquidate the staff feud.

LPA management argued staff incompetency and inefficiency—but at no time did it undertake to discharge anyone for incompetency. On this Fyle says:

"The American Newspaper Guild does not protect the jobs of proven incompetents. If anybody of LPA was incompetent, why wasn't he fired?"

Use of that fearful word "reorganization" meant the ax for an unknown number of LPA staff which solidified vs. management for mutual job protection.

Icy Bargaining

The Washington Guild backed the LPA unit and hardened on job security as negotiations dragged, and took the position that if the American labor movement could not finance properly its own news service, it might as well fold. It asserted that LPA management could raise the money for budget, if it wanted to.

Levin describes the board's position as follows: "There was no particular individual incompetency in the staff; but there was an overall inefficiency of operation as a result of a long developing psychological situation and clash of personalities, which had to be cured somehow in the higher interest of labor as a whole, and that it had created a 'relative' inefficiency of some individuals involved.

"The Board felt that it could not go on saddled with that staff strife; that while it could have gone out and raised money, it could not see a future for LPA under all the circumstances, and that as the situation deteriorated after the Bennett reinstatement, board members began to have negative thoughts and scruples about asking for money when they felt that the service might cease or degenerate."

The Washington Guild viewed with fishy eye the plea that the $5,500 deficit could not be made up, and took the view that it was being "intimidated" by this dissolution "threat."

There is evidence that the Board did not push to raise money. On the eve of the strike, a clerk was fired because she billed certain unions for support money, contrary to orders. She was later reinstated.

The Explosion

The conclusion is inescapable that LPA suspended not because it was bankrupt, but because the morale of both employes and board collapsed.

The short strike did not cause the dissolution. It was an anticlimactic emotional demonstration of an angry and hysterical staff.

The Washington Guild felt it had to support its LPA unit to the hilt, as a matter of trade union policy.

And the LPA Board became convinced that it could not carry on, money or no money.

Thus one absolute concept clashed head on with another—result, suspension of the service.

The situation developed because of a bitterness rarely encountered in the ordinary economic controversies of labor and commercial management.

Both parties were caught in the vise-like jaws of a trade union ideological contradiction, where a way out was not immediately apparent.

Levin had described the denouement correctly:

"It . . . it was like a Greek tragedy."

Greensboro Institute Ends Current Training Sessions

Some 35 delegates from nine Southern locals attended the ANG regional weekend training institute in Greensboro, N. C., last weekend, bringing to a close the current regular institute series.

The next institute series will begin after the convention instead of in the spring, as in the past. The change from calendar year to convention year is being made so that convention policies and directives can be more readily implemented through the institute program, Director of Research and Information Ellis T. Baker explained.

The Greensboro institute, in the O. Henry Hotel, was held in conjunction with the annual meeting of the new Southern District Council and was attended by ANG President Joseph F. Collis.

This Institute was the eighth in the current series. Previous institutes were held in Stockton, Portland (Ore.), Buffalo, Philadelphia, Chicago, Ottawa and Albany.

Totally, the eight institutes were attended by nearly 300 delegates from 61 locals. In 1952, the first year of the new regional weekend training institute program, there were nine institutes, attended by 350 delegates from 57 locals.

The Greensboro institute included sessions on organizing, job security and local administration, conducted by Baker and J. William Blatz, director of organization. The Greensboro local was host to the delegates at a party Saturday night.

Delegates to the institute included:

Bradley Long, Martha Long, Jim Henderson, Sam S. McKeel, Jackson Burgess, Doris Dale Reynolds, Joan Taylor, Guy Munger, Ruth Leafer, Bill Weaver, Dot Benjamin, Nelson Warner and Larry Queen, Greensboro;

Vic Reinemer, Ann Sawyer, Richard Young, Emery Wister, L. D. T. Cox, Jr., and Lucien Agniel, Charlotte;

Jane Bentley, Max Pyle, Thomas V. Kelly and Lawrence B. Laurent, Washington;

Robert C. Smith, Norfolk; Jack Everett and Dick Lane, Memphis; Lawrence T. King, Richmond;

Edward Desobry and Billy F. Richards, New Orleans; Clarence L. Bruce, Chattanooga;

Willard Yarborough, Knoxville; Edward P. Sullivan, at large.

Contract Settlements Show Cash Gains

Contracts newly settled include renewals of agreements in Great Falls, Lansing, Indianapolis and Vallejo, it is reported by the ANG collective bargaining department.

Salient points are listed as follows:

Great Falls Tribune & Leader—Minimums are raised from $1.58 to $3.60 on an over-all basis, and progression step-ups are reduced from seven to six years, with adjustments in step-up minimums as large as $10.90. Severance maximum goes to 30 weeks, from 20; and seven years of service instead of ten, is the three-week vacation requirement. Editorial and advertising top minimums are at $102.60 after five years, circulation managers are guaranteed $79.93 after five years, phone solicitors $64.14 and stenographers $61.06. Improvements were made in mileage, holiday pay, vacation schedules and payroll data clauses.

Lansing State Journal—Minimums are upped from $3 to $6, making the reporter figure $113 and the copydesk minimum $115, both after five years. The agreement adds AAA arbitration, improves the experience definition and includes a standard preamble. It failed of IEB contracts committee approval because of substandard security language and low severance pay, no provision for daily limitation, and an automatic renewal clause.

Indianapolis Star—General increases retroactive to last November 27 range from $1 to $3.50, and a $2 general increase will be effective next November, in a two-year contract without further reopening. This last factor with others caused the IEB contracts committee to withhold approval.

The reporter minimum has a top of $104, to go to $106 in November. Stenographers will reach a minimum of $53 in November, but copyboys remain at $32.50 flat for the contract's duration. The contract fails to apply the increases to all minimum figures.

Vallejo Times-Herald & News-Chronicle—Two installment increases are provided in a range of from $2.40 to $5.50, with $3.50 retroactive to last June, and $2 effective last December. The reporter minimum is at $111.35 after five years experience. The new agreement provides a swing shift differential of $1 per shift on city and sports desks. AAA procedure is adopted for choice of an arbitrator, and mileage allowances are improved. The two-year contract is reopenable as to wages next June.

Greensboro Guild Page 1 Honors Local Physician

Greensboro, N. C.—Dr. Samuel F. Ravenel, pediatrician, gained top honors for outstanding civic service when the Greensboro Newspaper Guild held its annual Page One Ball.

Dr. Ravenel's citation was for his independent research in treatment for bronchial congestion in newborn infants, and for Rocky Mountain fever. Commendation was also given him for his work with the Southern Pediatric Seminar and at the Central Carolina Convalescent Hospital.

His award was a gold-plated stick of type, with presentation by the local president, W. R. Weaver.

Other awards at the affair:

A service scroll for the late Judge E. Earle Rives for promoting traffic safety, prisoner rehabilitation, youth groups and improved court procedure; and silver-plated cups for outstanding work in five news categories, voted to Burke Davis, James Wommack, John McLeod, Guy Munger and Joan Taylor.

Second place awards in the respective categories were to Weaver, Roy Matherly, Robert Fowler and Sam Stuart McKeel jointly, John Merritt and Boris Dale Reynolds.

Davis' news story was on the merger of Negro and white Catholic churches in Newton Grove; Wommack's award was for a photograph of a returned service man; McLeod's was for an apt headline, and Miss Taylor's was for a story on a recipe for angel food cake.

"Type Lice Follies" was the name of a revue staged by Guild members, in which newsroom and civic activities were lampooned.

Party chairman was David Owens and Munger headed the committee for the stage show.

C. O. Jeffress, manager of the Greensboro News Company, presented the five news trophies. Winners in that group had been selected by Walter Spearman, journalism professor at the University of North Carolina.

About 150 attended the affair.

Install Officers At Philadelphia's New Guild Home

Philadelphia, Pa.—ANG Secretary-Treasurer William J. Farson installed the 1954 officers and Representative Assembly delegates of the Newspaper Guild of Greater Philadelphia as the local held its first RA meeting of the new term, Sunday, February 14.

The meeting was followed by an "Open House" at which more than 200 members and their families inspected their new headquarters, a remodeled three-story colonial residence in the heart of the city's business section at 152 North 15th street. The program included Air Force movies, films of the local's Page One Dinner-Dances and of the 1953 Worlds Series, and refreshments.

A solemn point of the RA meeting was dedication of the first-floor meeting hall as the Leland Ross Room in tribute to the late former local president.

President G. Norman Collie presented $25 Savings Bonds to Vincent J. Grillo, Inquirer artist, for his winning design of an exterior sign for the new building and to Robert S. Leap, Inquirer artist, for his winning design for new local stationery.

Officers installed by Farson were Collie, First Vice President William Streckfuss, Second Vice President Aaron Rosenfeld, Secretary Elizabeth Eilber and Treasurer John P. Farson.

Raskin, NY Times, New Broun Judge

A. H. Raskin, national labor reporter for the New York Times, replaces Hal Boyle, Associated Press, as a judge in the 1953 Heywood Broun Award competition. Boyle withdrew because of commitments taking him out of the country next month.

Raskin joins Eric Sevareid of the Columbia Broadcasting System and Leo Lerner, editor of the Chicago North Side Newspapers, who were named last month as judges of the Guild's 13th annual competition for the year's best journalistic work "in the spirit of Heywood Broun."

The panel will meet early next month to select the 1953 award winner from among 56 entries. Its choice will be announced to the Guild's International executive Board at an Abbey Hotel luncheon in New York, March 7, and in the Guild Reporter, March 12.

The winner will receive $500 in cash and a Guild citation.

Raskin's appointment was announced by Wade Franklin, chairman of the award committee. The Times labor reporter has been a Guild member for many years and has served his unit and the New York Guild in many capacities, including that of convention delegate.

In 1951, Raskin received the Sidney Hillman Award for distinguished reporting in the field of labor relations. During World War II, as a lieutenant-colonel, he was chief of the labor branch of the Army's Industrial Services Division and was awarded the Distinguished Service Medal.

This year's heavy crop of entries came from 12 states, the District of Columbia and Canada. Thirty-three publications are represented.

The award was established by the Guild in 1941 in memory of its founder, Heywood Broun, who died in 1939 while serving his sixth term as ANG president.



MAKING OFFICIALDOM OFFICIAL—Philadelphia Guild officers are sworn in at the first occupancy of the local's new headquarters. From the left are John P. Farson, treasurer; Elizabeth Eilber, secretary; Aaron Rosenfeld, vice president, G. Norman Collie, president; William Streckfuss, vice president, and ANG Secretary-treasurer William J. Farson, administering the obligation.

Political Action Is Effective for N. Y. Guildsmen

Albany, N. Y.—Political action by Guildsmen throughout New York State is credited here with having rallied sufficient opposition to a proposed bill which would have adversely affected severance pay benefits, to send the measure back to a legislative committee, where it may die.



POTOKER

The alarm was first sounded by M. Michael Potoker, secretary-treasurer of the New York Guild and secretary of the Empire State District Council.

The offending piece of proposed legislation would have repealed a section of State stock corporation law No. 71, and would have effectively canceled the present rights of employes to wages, severance pay and "fringe benefits" as debts of a corporation unable to meet its obligations.

Although the Guild's principal stake in the situation was severance pay protection, the bill's provisions were dangerous to other segments of organized labor as well, Potoker pointed out in an appeal to campaign against the measure, which went to Guild locals, the State CIO Council and AFL unions.

The result was a flood of protests by letter and telegram. One member of the Legislature told Potoker:

"In my fourteen years at Albany I never received so much correspondence on any one bill as I received on this one."

Potoker said this week that although there is a good possibility that the committee may shelve the proposal, experience shows that sometimes a measure will return to the floor without advance notice. Union members were urged to keep reminding State senators and assemblymen of their firm opposition.

Two other measures, Potoker notes, also call for New York State action by Guildsmen. One is the so-called automatic injunction measure, Assembly 376 and Senate 864, which provides for a thirty-day "cooling-off period" in labor disputes which "affect the life, safety, health or well-being of a substantial number." The second measure is a revival of the once-defeated proposal to allow over-the-counter sale of eyeglasses, weakening health safeguards now set up through eye examinations and prescriptions. That bill is Assembly 1390 and Senate 1915.

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

St. Louis Lauds Kringer For Long Guild Service



—Photo by Lester Linck, St. Louis Guild.

SETTING HAND TO PLOW—A power tractor went to Ray Kringer, retiring long-time Guild president at St. Louis, as the gift of his grateful local membership. Shown are Herb Monk, veteran first vice president of the local; Jim Woods, the new president, Mrs. Kringer and Ray.

St. Louis, Mo.—Ray Kringer, who declined to run again after nine terms as president of the St. Louis Newspaper Guild, was honored by the local as he turned the gavel over to his successor, Jim Woods.

Kringer first was elected president in 1941, serving two terms and part of a third before going into the U. S. Air Force. He again was elected in 1948 and served six more terms.

A garden tractor and a gift with which to purchase attachments was presented Kringer indicating the appreciation the members felt for his years of service, countless hours of work and meticulous attention to details of Guild operation.

Member after member took the "mike" at the meeting to praise the retiring president for his leadership and for the sound position in contracts and operations to which the local has advanced under that leadership.

Present major St. Louis contracts lead the nation, outside of New York, in wage minimums and rank high in other conditions. Kringer has for years been a leading negotiator of the local. The local also is on an exceptionally sound financial basis and has a strong defense fund started in 1941 at his suggestion.

Kringer started his newspaper work at Decatur, Ill., and in the middle '30s was president of the Guild local then existing there. He went to the late St. Louis Star-Times in 1937 and was a leader in the organizational work which built the local to its present size.

Former President At Rochester's Annual Breakfast

Rochester, N. Y.—Col. George W. White, 1939 president of the Rochester Newspaper Guild, and more recently publication information officer for the U. S. 8th Army in Korea, was chief speaker at the local's annual breakfast, when officers were installed.

Paul E. Tanner, incoming president, introduced White, who was sharply critical of a minority of newsmen who, he said, fail to report fully and responsibly.

"It is vital that the United States get its message to the world. Failure to represent us properly constitutes a national danger. We could lose the Cold War if we fail to understand our allies and they fail to understand us," he said.

Pointing out that "we depend more than ever today on newspapers for our information," Col. White deplored incompetent and superficial reporting. Fortunately, he said, the majority of newsmen in Korea did excellent work.

He characterized the Rochester Guild as one of the "strongholds of ANG," and urged continuing emphasis on developing high standards among newsmen.

Col. White left his reporter's job on the Times-Union in 1942 to join the Army. He returned to Washington from Korea shortly before Christmas and has now been reassigned to duty in New York.

More than 150 Guildsmen and guests attended the affair, including the presidents of all Rochester newspaper unions and John H. Cooper, head of the CIO Council of Rochester and vicinity.

Martin Launches Import Venture, Will Free-Lance

Memphis, Tenn.—Former ANG President Harry Martin and his brother-in-law, Col. J. Tom Kizer, have purchased a store building in downtown Memphis and will operate a partnership in the sale of gift imports.

Martin will also write regularly for several newspapers in Europe, continuing contacts he made while serving as labor advisor in the government's foreign aid program, a post he resigned last August. In addition, Martin will do free-lance writing on southern affairs for papers in the U. S.

The new partnership will be known as the Kl-Mart Company, and will occupy a building formerly housing a photographic studio, located at 2711 Union Avenue.

Martin finished a third two-year term as Guild president last October 31. He was at the United Nations for several weeks as Guild-designated observer for the International Federation of Journalists, of which he is North American vice president.

He is a charter member and first president of the Memphis Newspaper Guild.

More Central Locations Sought for Conventions

Twin Cities, Minn. — More central locations for Guild conventions in future years is the theme of a letter sent out by the Twin Cities Newspaper Guild's executive board to the presidents of all Guild locals.

The letter makes it clear that it is not intended to be a bid for a convention at Twin Cities, although this Guild has several times offered to be host to the annual meeting. Its purpose is set forth as a desire to insure the largest possible attendance of delegates.

The text of the letter, signed by Frank Murray, local president:

"The Executive Board of the Newspaper Guild of the Twin Cities believes that annual ANG conventions are important to the membership (1) because the rules of conduct are established there for our union, and (2) because such assemblies help in the development of local leadership. We believe that to these ends it is important that convention sites be chosen with the idea of enabling locals to send more delegates.

"For some years convention delegates have chosen convention sites which ranged from one geographical limit to the other. It is our belief that if conventions were held more often in centrally located areas, that a greater number of locals would be able to send additional delegates. This would give more members a voice in the conduct of the union's affairs, and also would afford a larger number of members an opportunity to participate in the educational aspects of an ANG convention.

"In the eight years from 1948 to 1955, only one convention has been set in a midwestern city—Columbus in 1949. For the other years, it's swinging from one end of the nation to the other. Here is the list: 1948 San Francisco; 1949 Columbus; 1950 Washington; 1951 Pittsburgh; 1952 Portland, Ore.; 1953 Boston, 1954 Los Angeles; 1955 Albany. The 1956 site will be chosen by the Los Angeles convention in August.

"We feel that shuttling from one end of the nation to the other has, in general, put a burden on locals insofar as convention expenses are concerned, and this also has cut down on the number of delegates many locals can afford to send.

"We suggest that delegates consider some such arrangement as this when it comes to voting for convention sites — an arrangement we feel would be advantageous to more Guild locals, and to the ANG in general; a convention in the east one year, then a convention in a midwest or central city; next a western city; then in a midwest or central city again; then in the east again, and so on.

"This would afford interested Guild cities an opportunity to plan ahead, and also would make for more delegates at conventions in general.

"While this local has been unsuccessful in bidding for several conventions, our motive merely was to provide a central location. So that there can be no charge of self-interest in this proposal (which we deem worthy solely on its merits), the Newspaper Guild of the Twin Cities announces that it is not bidding for a convention. Instead, we will support any centrally located Guild city which has adequate convention facilities, and has lined up a convenient convention date.

"We urge Guild locals to consider and discuss this matter of convention cities."

Guild Leaders Are Among Cleveland Award Winners

Cleveland, O.—Two past presidents of the Cleveland Newspaper Guild and two current vice presidents were among the top winners of journalistic honors announced at the 15th annual Guild Awards Luncheon here.

Fifteen "Heywoods" were bestowed, one of which went to Paul Bellamy, editor emeritus of the Cleveland Plain Dealer, who, it was noted, kept his good humor while giving the Guild a tough scrap in negotiations.

The Bellamy award as the Guild's "dean of the year" went to a non-Guild member for the first time.

An audience of 525 paid $2.50 a plate to see 17 newspaper men and women receive their awards, the bronze replicas of an old-time newsboy.

Wright Bryan, Bellamy's successor as editor of the Plain Dealer, was the luncheon speaker at the big banquet in a department store dining hall. He talked "shop," calling for more color in news writing. That, he said, was an "elusive thing."

"Unless you get it in the stories and have some fun doing it, your work isn't going to mean much to you," he asserted.

Five sets of judges and a local committee waded through more than 1,000 entries. Nineteen honorable mentions went to the runners-up.

The judges included committees of newsmen from New York and Akron, the Nieman Fellows at Harvard University, a local citizens' panel and the Cleveland Guild Awards Committee.

Among the 17 individuals receiving the top awards were Robert Stafford of the Press, and Howard Beaufait of the News, both former presidents of CNG. Stafford is now a candidate for ANG international vice president at large, to succeed William M. Ware, recently promoted out of Guild jurisdiction. Of the 17, all were Guild members but two.

Beaufait is now a CNG vice president. Another vice president among the top winners was Miss Doris O'Donnell, News staffer.

Following are the principal awards and the winners:

Best single news story—Robert Stafford, Claton Knipper and Al Ostrow of the Press.

Best running news story—Web Seely, News.

Best public service story or series—Howard Beaufait.

Best feature story or series—Doris O'Donnell, News.

Best sports story or series—Frank Gibbons, Press.

Most humorous column or story—George Condon, Plain Dealer.

Best editorial—Richard Peters, Norman Shaw, Tom Boardman, Press.

Best headlines—Richard Campbell, Press.

Best news photo—Perry Cragg, News.

Best feature photo—Robert Runyan, News.

Best sports photo—Dudley Brumbach, Plain Dealer.

Best art work—Harry Parker, News.

Best column, story or series in specialized field—Gordon Cobbledick, Plain Dealer (racial issue in sports).

Guilds Elect

Gary

Gary local reelected its president and treasurer and named others without contest, including two new members to its executive board.

President is Bob Bourne, make-up and picture editor of the Post-Tribune. Vice presidents are Carrol Vertrees and Christina Kirk, Tery Hisey is secretary and Bob Dault is treasurer. Members of the executive board are Don Pilette and Terry O'Rourke.

Lynn

Fred Bowler, Telegram-News rewriteman, is new president of the Lynn Guild, elected by acclamation at the annual meeting to succeed Ernest Rosenthal, Item reporter.

Bowler, who has served as president of the New England District Council and who recently completed three years as secretary of the council, has been a delegate to five of the last six ANG conventions.

He has been a Lynn Guild member since 1937, has served as vice president of the North Shore CIO Council, helped organize the Lynn Council of Labor which includes AFL, CIO and independent unions, and has served as secretary-treasurer of the joint organization for the past five years. He has been a delegate to Mass. State CIO conventions and to the New England District Council for many years.

Edward G. Penniman, Item reporter, was elected local vice president. Re-elected were Marguerite Dawson, T-N reporter, secretary, and Isabelle Pasqualini, T-N reporter, treasurer.

T-N unit delegates chosen were John Galligan, advertising salesman, chairman; Robert Walsh, political reporter, vice chairman; Bernard McGovern, advertising, and Thomas McManus, news editor. Walsh, McGovern and McManus are all former presidents of the local.

Item unit delegates are to be elected.

Bay City

Michael J. Sturm succeeds Edward Dulong as president of the Bay City local, which has also elected Howard Kahn treasurer, in place of Norman Deford. Earl J. Perry was renamed secretary. Deford becomes vice president and Leslie Stanton was named sergeant-at-arms.



ENTERED in any Guild sweepstakes for the title of most beautiful local vice president is Cleveland's Doris O'Donnell, elected last month. She's been a News reporter 12 years, served as Guild unit chairman last year.

Illiteracy Declines

Recent Gallup Poll revealed only one in four voters believe GOP is "party of the rich." In 1951 it was one in six.

'Aggie' Underwood Talks At San Diego Breakfast



AGGIE IN ACTION—The Nation's only woman holding a job as metropolitan daily city editor, Agness Underwood, of the Los Angeles Herald & Express, was guest speaker at the San Diego Guild's annual breakfast. At the left is Local President Omer Sumpter.

San Diego, Calif.—The biggest threat to newspapers today is television—a medium which gets the news out graphically and necessitates a terrific and fast job on the part of newsmen.

This was stated by Agness "Aggie" Underwood, city editor of the Los Angeles Herald & Express and the only woman city editor of a metropolitan daily newspaper in the U. S. She conducted an informal "bull session" at the San Diego Newspaper Guild's fifth annual breakfast meeting in the U. S. Grant Hotel.

Miss Underwood said she did not think television was doing away with newspapers. "There are still many people who want to sit down and read about an event," she said.

"However, newspapers are losing an amount of freedom of the courtroom in not being allowed to shoot candid shots," a situation which Miss Underwood believes may have been brought about by television's attempts to get in the courtroom.

A new court order allowing pictures and interviews with federal prisoners has been signed by all but one U. S. district judge, whose signature has been assured, she said.

Declaring that she did not think speeches should be made to newspaper people—"they always want an advance copy anyway"—Aggie called for questions and discussed everything from women in newspapering to her experiences during seven years as city editor of the Los Angeles paper.

"There should be no sex line on newspapers," she said. "Too many women have seen too many movies, but there are a lot of good feet-on-the-ground women reporters."

In response to a question as to what the college age aspiring girl reporter should study, Miss Underwood quipped "home economics."

"Kids just out of journalism school come in and try to tell you how to do things," she said. "Journalism professors could do a lot to improve themselves before trying to improve newspapers. Many of their students must be 'un-taught' and then 're-taught' before they're any good in a newsroom," she said.

Honor guests at the meeting included Charles D. Wood, former SDNG president and now editor of Point Magazine, who was presented with an engraved cigaret case and lighter; Jack, Spence, president, and Jim Curry, secretary, CIO San Diego Industrial Union Council; Don Bertram, San Diego ITU president; Charles Gill, Mailers Union; Jim Julian and Arthur Wimer, of the San Diego State College journalism department; Herschel Wilson and Beverly Beyette, outgoing and incoming editors of the Aztec, college newspaper.

New SDNG officers installed at the meeting are Omer Sumpter, president; Don Harris, vice president; Dave Carlsson, treasurer, and Helen Zugelder, secretary.

NEDC Elects Officers, Plans For Area Organization Drive

Boston, Mass.—Stepped-up organizing activity in the area was planned in detail at this month's meeting of the New England District Council.

ANG President Joseph F. Collis of Wilkes-Barre, who spoke on current Guild problems at the Saturday afternoon session, conferred with council officers in the evening on organizing matters.

Also participating in the discussion, aimed at increasing total Guild membership in New England, were IEB Vice President John Thompson of Region I and International Representative Joseph Garland.

Charles E. Dawson, of Portland, Me., was reelected council president in a close contest with John R. Wright, of Boston. A first ballot ended in a tie, 17 to 17, with Boston's 15 votes split 9 to 6 in Wright's favor. The second ballot found Boston split evenly, 7½ votes for each candidate, and with Lynn's two votes passing, the decision went to Dawson, 18½ to 13½.

From a field of six candidates, four were named to the policy board: Wright, Thompson, Fred Bowler, of Lynn and Roland Drouin of Manchester. Runners-up were Robert E. Glynn and John O'Malley, both of Boston.

Unopposed were Robert C. Gray, Woonsocket, for vice president; Alton Caldwell, Jr., Brockton, for secretary, and Joseph E. Dumont, Boston, for treasurer.

The council approved a $50 contribution to ANG to help defray the cost of the program of education and training institutes conducted by the Department of Research and Education and appropriated $100 to continue the annual New England Award competition.

Also adopted was a resolution declaring "unfeasible" for New England a proposal by Executive Vice President Ralph B. Novak for "servicing districts."



Calls Tri-City Reversal Spineless, Shameful Action

MINNEAPOLIS, MINN.

Editor: I don't often feel moved to write letters to the editor. But to read about the spineless, shameful action of my so-called union brothers in Albany (GR, Jan. 22) is more than I can bear in silence.

So the Guild "would be classed with communists" in the minds of some people, if it stuck by its demand for arbitration in the Janet Scott firing. Well, rather than run that terrible, terrible risk, brothers, let's abandon all pretense at principle and courage, and throw her quickly to the wolves.

What if the employer himself testified that Miss Scott's objectivity as a reporter never had been in question. She ran afoul of what's becoming the supremest court of all to an increasing number of people—a congressional investigating committee—and had to go.

I am not particularly surprised at the action of the Knickerbocker News. But I expected more from members of my union, of which I like to be proud. I thought we believed in civil rights and loyalty to our fellow workers and had the courage to stand up for an occasional unpopular cause if we thought it was the right thing to do.

But I guess it's too much to expect that all Guildsmen should remain immune to the moral poison that's spreading throughout the land.

Could it be that there was just a bit of shame in the way the Albany story was written? Nowhere does it spell out the fact that Albany has decided to abandon Miss Scott's case. In coy parliamentarian doubletalk "Albany reversed its original decision to take to arbitration" her case. Does this just exhibit bad news writing or also a bad conscience?

To anticipate future correspondence from Albany: I don't know Janet Scott, I have never been in Albany, I have never refused to answer questions of congressional investigators—one reason being that I have never been asked. So my interest in the whole affair is rather impersonal—if anybody can remain impersonal in the face of injustice and cowardice.

DANIEL J. HAFNEY
Twin Cities Guild.

Abou ben Bowman Assails 2 Locals

PHILADELPHIA, PA.

Editor: I wish to express my thanks to Robert Rolontz, a member of the Billboard unit of the New York Newspaper Guild, for his pertinent letter anent the Tri-City Guild's shameful ditching of Albany's Janet Scott to the un-American wolves.

I wrote a letter similar to this some time ago relative to a similar action by the Los Angeles Newspaper Guild. I received no back talk, much to my surprise.

In my humble opinion, we now have in our jurisdiction two Guilds practising posterior osculation. They humbly bow and genuflect, bending the pregnant knee to the great gods McCarthy and Velde and Jenner and McCarran.

They are the Los Angeles Newspaper Guild and the Tri-City Newspaper Guild. May their tribe decrease!

ROBERT M. BOWMAN
Inquirer unit.

* * *

Says Guild Should Implement Stand Against Discrimination

NEW YORK CITY

Editor: The Guild Reporter should be commended for its telling article by Bonham Cross on segregation in the south.

One of the major problems facing our trade union movement is the political and economic backwardness of the south. What is a chief reason for this situation, if not the vicious and degrading system of segregation of the Negro people?

Jim Crow has become a deadly weapon, to divide Negro and white workers, reduce all workers' standards of living, and has made the south the locale of the runaway shop and the citadel of the open shop. An anti-labor atmosphere thrives in the south and threatens to spread throughout the country.

In my opinion, only a mass organizing drive by the CIO, AFL and independent unions, with its corollary, the breaking down of segregation, can change this dangerous, reactionary situation.

Our union should be commended for exposing some of the rottenness of segregation, and should take up the cudgels against segregation in the north, and for housing, jobs and genuine political representation.

Jobs for Negro workers in our industry, notorious for its Jim Crow hiring policies, is a crucial matter. As Brother Kaufman of Brooklyn pointed out, Negroes working in editorial and advertising departments of New York newspapers are very scarce, and I may add, in some city papers nil.

I say, let us begin to implement the excellent program against discrimination placed before our membership by the Boston convention, and blot out the stain of Jim Crow from our industry, once and for all.

ARTHUR STERN
Comtelburo unit.

* * *

It's Junior C. of C.— And That's Different

ROCKFORD, ILL.

Editor: Your February 12 story on Carl Rowan's award as one of the Ten Young Men of the Year contains an error of fact which is bound to be disturbing to many of those responsible for the awards.

The awards are NOT "sponsored by the U. S. Chamber of Commerce." They are a project of the U. S. Junior Chamber of Commerce.

The confusion in names might be understandable, in a publication other than the "newspaperman's newspaper." It points up the regrettably common belief that the U. S. Jaycees are merely the Chamber of Commerce in short pants.

One indication that the Jaycees themselves are reluctant to hear of this belief is the perpetual nature of a year-after-year petition to their national convention that the organization's corporate name be changed to make "Jaycees" official. It fails because the term has no meaning of its own. If it holds meaning as a phonetic abbreviation, it would still be an abbreviation of the present name, Junior Chamber of Commerce, and thus would defeat its own purpose.

Another such indication is action by the chapter here as well as in many other locations, in assigning the local corporation the name "Rockford Junior Association of Commerce." An attempt, perhaps foredoomed, to retain the flavor of the national group, and yet disassociate itself with Chamber of Commerce ideals.

ED NELSON
Rockford Newspaper Guild.

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 referende 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.

WHY JIM RICHARD?

A message from Toledo Guildsmen explaining why the American Newspaper Guild would do well to elect Jim Richard as International Vice President.

Jim is a sportswriter. We think he is a good one. There's never been any question that he does his job and does it well.

Last year Jim was head of the annual Page One Ball for the Toledo Guild. It turned out to be the most successful dance we'd ever staged.

At the same time Jim was elected president of the Toledo Guild. As such he served as co-chairman of the negotiating committee in one of the toughest situations we'd seen here in many years. His committee came through with excellent results.

We picked Jim as delegate to the past three ANG conventions because we knew he'd take an active part, and that he'd make our voice heard.

We emphasized our confidence in Jim two weeks ago by nominating him unopposed to succeed himself as Guild president.

We are satisfied that the ANG would gain an outstanding unionist if Jim were elected.

That's why we've contributed without Jim's knowledge to pay for this ad.

If you'd like to know more about Jim Richard ask your delegates to any of the past three conventions.

The Guild's Bookshelf

KEYS TO SUCCESSFUL INTERVIEWING. Stewart Harral. University of Oklahoma Press. Norman, Okla. 223 pp. $3.75

Professor Harral, of the Oklahoma U. journalism school, makes interviewing sound pretty tough, in this first-of-its-kind textbook.

Says he:

"If anyone needs a multiple personality, it is the interviewer. He must be a diplomat, psychiatrist, writer, salesman, quiz master, scholar, confidante, and an expert on human relations. He is supposed to be an authority on everything from nuclear physics to the next blast from the Kremlin."

And he admits that it's impossible to list all the requirements of a successful newspaper interview, although he comes within whistling distance of doing so.

The novice reporter might quail at the complications of the interviewer's job, but this book isn't aimed solely at him. The newsman long practiced at the art of being a diplomat, psychiatrist, etc., should read it, too, with a view to removing rust from the tools of his trade.

The author uses a most readable method of making his points, with lively examples of actual experiences—and behind-the-scenes comments—from some of the country's best-known byliners.

It is a worthwhile addition to the working newspaperman's shop-talk bookshelf.

*

JOBS AFTER RETIREMENT. Maxwell Lehman and Morton Yarmon. Henry Holt and Company. New York City. 241 pp. $2.95.

This is a "How To" book designed for a special audience, those over 50 and particularly those over 65, but there's no reason why youngsters of 40 or less should not also find stimulus in its variety of suggestions on keeping profitably busy.

The authors' previous collaboration, "Every Woman's Guide to Spare-Time Income," was the inspiration for this new work, which sweeps across a broad field of possible and attractive occupations for older men and women and gets downright specific in telling how to go about choosing what to do and get started in doing it.

On the premise that "there is no age limit for the exercise of perseverance, ingenuity and skill," the authors display those qualities admirably in digging out methods whereby a retired person can augment his income and, even more important, make continuing use of acquired talents in productive work.

*

WHAT EDUCATIONAL TV OFFERS YOU. Jack Mabley. Public Affairs Institute. Washington, D. C. Pamphlet No. 203. 28 pp. $.25.

Guildsman Jack Mabley, of the Chicago Daily News, is a radio and television columnist of long experience in the field.

In this newest of the PAI publications he discusses a phase of television all but lost sight of in the welter of gory "children's programs" and nauseating commercials which characterize routine TV fare.

"All of the extravagant adjectives," he says, "which were used when commercial television was beginning to flower may be transferred to educational television."

Educational TV can stand on its own feet, too, not merely attract those who are repelled by the commercial variety, says Mabley.

Among the possibilities: Symphony orchestras and 10-year-old pianists, courses in psychology and championship track meets, how to fight corn borers and how to enjoy ballet, understanding Shakespeare and understanding the gasoline engine, child psychology and leisure time after 65.

The pamphlet sketches what has been done and what still needs doing, and ends with a call for courage, imagination and cooperation to attain the goal.

*

THE GOLDEN DOOR. J. Campbell Bruce. Random House. New York City. 244 pp. $3.75.

Nearly a year ago the President's Commission on Immigration and Naturalization made public its report, citing the inequities and iniquities of the McCarran-Walter Act of 1952, and incidentally making a convincing case for Truman's futile veto of that fear-ridden and racist piece of legislation.

What the Commission did in academic recital, San Francisco Guildsman Bruce now does in a fashion which brings the whole matter alive. He documents the damage done by the legislation during its first year of effective existence, by narrating case histories. In some instances, he ruefully notes, he was obliged to "rechristen" the principals to obtain their consent to talk for the record.

This book leaves the reader with about equal parts of shame and anger, but it is not solely denunciatory. A final chapter points out the remedy, and without saying so, constitutes a strong recommendation that you and I sit down and tell our respective congressmen what we want done about such measures as Senate Bill 2585, introduced by Senator Lehman and seven other liberals in the upper house, and about its 24 house counterparts, identical in text with the Lehman bill.

Bruce warns that an about-face on immigration policy, as contained in the Lehman proposal, can scarcely come soon enough to save this nation's self-respect, or regain the prestige which our present practices have lost for us abroad.

*

NEWSPAPER BUSINESS MANAGEMENT. Frank Thayer. Prentice-Hall. New York City. 438 pp. $6.00.

Unless newspaper management, in the business and economic sense, functions properly, says Professor Thayer of the Wisconsin university school of journalism, the publication may fail even though the journalistic product may be creditable and its reader confidence high.

On this thesis, the author has compiled a formidable, though readable, volume covering the field from administrative organization through departmental practices and winding up with plant management, financing—and, of all things, editorial policies.

He makes that last inclusion stick, too, by pointing out what should be obvious but too often is not, that it's good business for the publisher to have a good editorial policy. Thayer discusses, under this heading, the public functions and obligations of a newspaper in its community.

Reproduction of scores of working forms as used by newspapers of varying sizes, makes the book a practical reference job for business office, circulation and advertising personnel. It's conceivable that editorial staffers, too, could profit by at least running through the pages, if only to gain better perspective on the maze of detail that backs up their news product and "gets it on the road."

1954 Wire Council In First Meeting

The National Wire Service Council was meeting in New York this weekend, the first meeting of the 1954 Council.

Leonard Milliman, AP - San Francisco, is the new president. A major item before the council was preparation for a wire services budget for submission to the IEB and ANG convention.

Small Year-End 'Clean-out'

A net loss of only 84 members resulted from the year-end "clean-out" of deadwood, it is shown in the January compilation of membership in good standing. Dues-paying members on that date totalled 26,980, 84 less than the all-time figure of 27,064 marked up on last December 1.

Previous years showed a "clean-out" loss of 249 in 1953, of 444 in 1952 and of 861 in 1951. The progressively improved figures show not only over-all membership gains, but closer coordination between the records of local treasurers and those kept by ANG Secretary-treasurer William J. Farson.

The January 1 total is the highest for that date in Guild records, exceeding the previous year by 1,760 and the 1952 figure by 2,717.

*

Ten locals, says Director of Organization J. William Blatz, chalked up new high membership totals for January 1. He lists Bay City, Detroit, Elizabeth, Erie, Eugene, Lansing, San Diego, San Jose, Sheboygan and Toronto in the group.

Seven other locals remained at all-time high membership status. They are Chattanooga, Grand Rapids, Greensboro, Kenosha, Lima, Newburgh-Beacon and Scranton.

Local Copy

A PAGE especially for local officers, stewards and committeemen, conducted by the Department of Research and Information.

The Art of Self-Defense

HOW TO SPOT A PHONY STATISTIC

"There are three kinds of lies," Disraeli once said: "lies, damned lies and statistics."

Statistics are the type of lie Guild members are apt to meet across the bargaining table, in management profit statements or in anti-union propaganda.

Trouble is, spotting a statistical lie sometimes is much more difficult than pinning down a damned lie—or even one of the plain, unadorned variety.

But it can be done, as Darrell Huff shows in his new book *How to Lie With Statistics* (W. W. Norton & Company, N. Y. C. 142 pp. $2.95) reviewed in the last issue of the Guild Reporter.

Despite its title, the book is not a manual for swindlers.

"Perhaps I can justify it," the author says, "in the manner of the retired burglar whose published reminiscences amounted to a graduate course in how to pick a lock and muffle a footfall: The crooks already know these tricks; honest men must learn them in self-defense."

One of the "tricks" often pulled on labor is the statement of "average" wages and profits.

For example, your company makes public a statement showing that the average wage or salary paid last year was $8,021.14 and the average profit of the owners was $11,145.72.

Pretty impressive, eh? 'Got it figured right down to the last penny.

On seeing this statement, your neighbor wants to know why that greedy union at your plant is always asking for more money when it's obvious the poor owners are being squeezed 'til they bleed. Somehow the statement doesn't sound right to you, but there it is in black and white and you don't know how to answer him.

It's strange, though, that your wages were about half the average. And how can the boss build a new country home and maintain a beach house on 11,000? Why that's hardly enough to pay for the upkeep of his two ChrisCrafts.

But after reading Huff's book you'll want to take another look at that "average wage." What kind of an average is it? Chances are it's an arithmetical average which includes the $50,000 salaries of the owners and the $35,000 salaries of the top executives. If the company had used the median salary (half the employes earn more; the other half less) or the mode (the most common rate of pay), the figures wouldn't have been so impressive. Perhaps 80 percent of the employes get less than $4,000 a year. You'd never know it from the company's "average wage" figure.

That average profit statement may be hiding something, too—something like $50,000 bonuses for each of the owners. By deducting these from the firm's net profits, the average profit of the owners is substantially reduced—on paper. And by adding the bonuses into the total wages paid out by the company, the "average wage" becomes considerably higher.

This case history is crude, exaggerated and oversimplified—even more so than the one used by Huff. But the "tricks" are the same.

"It is nothing," Huff said of his own example, "to what has been done in the name of accounting."

Percentages, too, can be "statisticulated" to show just about anything. Huff cites the example of a General Motors statement for a recent nine-month period reporting a relatively modest profit (after taxes) of 12.6 percent on sales. But, said Huff, "for that same period GM's profit on its investment came to 44.6 percent, which sounds a good deal worse—or better, depending on what kind of an argument you are trying to win."

For other examples of statistical deception, you'll have to read Mr. Huff's "how to" book (and perhaps add it to your defense arsenal).

In the meantime, here are five questions he suggests you ask when confronted with a statistic:

1. WHO SAYS SO?

Look for bias, conscious or unconscious, especially when management tries to imply — without really opening its books to you — that the company is in pretty bad shape financially.

2. HOW DOES HE KNOW?

Look sharp, Huff advises, whenever you meet the words "The survey shows. . . ." Was the poll big enough to mean anything? Were there enough cases to provide a significant conclusion?

3. WHAT'S MISSING?

"Watch out for an average, variety unspecified, in any matter where mean and median might be expected to differ substantially," the author warns. And the same goes for percentages where the raw figures are missing.

"A corporation was able to announce that its stock was held by 3,003 persons who had an average of 660 shares each," Huff notes. "This was true. It was also true that of the two million shares of stock in the corporation three men held three-quarters and three thousand persons held the other one-fourth among them."

4. DID SOMEBODY CHANGE THE SUBJECT?

"When assaying a statistic, watch out for a switch somewhere between the raw figure and the conclusion," Huff cautions.

"Sometimes the semantic approach is used to change the subject," he notes, quoting this item from Business Week magazine:

Accountants have decided that "surplus" is a nasty word. They propose eliminating it from corporate balance sheets. The Committee on Accounting Procedure of the American Institute of Accountants says: . . . Use such descriptive terms as "retained earnings" or "appreciation to fixed assets."

5. DOES IT MAKE SENSE?

This question alone will demolish a good many of the phony statistics thrown at you. Huff cites the argument for abolition of the Social Security Act:

"It is an argument that goes like this: Since life expectancy is only about 63 years, it is a sham and a fraud to set up a social security plan with a retirement age of 65, because virtually everybody dies before that. You can rebut that one by looking around at people you know. The basic fallacy, however, is that the figure refers to expectancy at birth, and so about half the babies born can expect to live longer than that."

All of which leads to the conclusion that since we have to live with numbers, we ought to know more about them, including *How to Live With Statistics*.

Ammunition

"The ethics of journalism are the highest of any profession in the world. A lawyer may take any kind of a case for pay, and is protected by the elastic ethics of his profession. A conscientious journalist must conform to his own ideas of right and justice, and to the high standards the public has established for him.

"The journalist should know the literature of his own language, and as far as may be the literature of the classics; because constant reference is made to classic literature and classic figures in the later literature of his own time.

"He should know the history of his own country and his own race, and the histories of the countries and races from which he himself and his people are descended. He should have a good general knowledge of politics and economics. He should be acquainted with the arts and sciences.

"In fact, the wider his knowledge the better he will be able to perform his task as a journalist."

—William Randolph Hearst.

Familiar Tune Has New Lyrics

There seems to be at least one problem — free riders — that is just as irritating to management organizations as to unions. Arthur J. Packard, president of the American Hotel Association, gave AHA's angle on it in an address to the Florida Hotel Association. His gripe has a familiar ring.

"I must confess," he said, "to be considerably perturbed over a condition within the hotel industry. . . . It is a serious subject and it concerns the many hundreds of apparently good hotels that do not belong to your or any other state association and, thereby, are not affiliated with the AHA.

"These hotels represent the free-riders in the hotel business. . . . What bothers me is the downright injustice that finds you and me paying for the AHA while all too many hotels which are not members are also benefitting without giving a plugged nickel in return.

"Are these free-riding hotels benefitting from the exemption from the federal minimum law of 75 cents per hour — which AHA continues to fight to maintain for its members?

"They most certainly are! . . . A great many of them are benefitting handsomely! I've tried to look into the reasoning—or lack of it—behind these free-riders. It gets down to being willing to pay one's own way or not willing to pay one's way."

Good radio listening habit— CIO's Vandercook on ABC.

THE LAW

Company Rules Hold Only When They're Reasonable

How far can a publisher go in setting company rules outside the contract? How far can he go in penalizing an employe for violation of such rules?

It all depends on the rules.

The governing law appears to be that the rule must be reasonable.

For example, the New Orleans Item recently imposed 35 "office rules" on its circulation department without consulting the Guild. When the Guild objected to some of them, the Item replied that setting the rules was a "management prerogative" and none of the Guild's business.

But arbitrator Louis Rosen ruled differently.

"The Guild has the right to object to those rules and regulations which impose unreasonable duties upon the members of the Guild, and an arbitrator must pass upon the reasonableness of each rule complained of," Rosen said.

At this, management negotiators walked out and refused to participate in the arbitration. Rosen heard the Guild's case and gave a favorable decision, amending six of the 13 rules objected to and writing favorable interpretations of four more.

And the Mississippi Supreme Court (in Dufour v. Continental Southern Lines, 33 LRRM 2319) recently ruled that violation of an unreasonable company rule was not grounds for discharge, even though a management prerogative clause in the union's contract with the company stipulated that "the employes will abide and be governed by all rules, orders, bulletins and regulations issued by the company not contrary to . . . this agreement."

A bus driver was dismissed for violating a rule not to pull to the left to avoid collision, but to pull to the right and stop. He sued for damages and showed that the circumstances were such that he could avoid disastrous head-on collision only by pulling to the left.

The court held that violation of the rule did not provide cause for discharge under the circumstances and awarded the employe damages. Reviewing the facts, the court concluded:

"We think that . . . application of the rule to him (the discharged employe) under the circumstances confronting him at the time of the accident would render the rule unreasonable."

The court cited, as summing up the law, 35 Am. Jur., Master and Servant, Sec. 45:

"Rules, instructions or commands in order to be the ground for discharge on the score of disobedience must be reasonable and lawful, must be known to the employe, and must pertain to the duties which the employe has been engaged to discharge. Where an order or rule is not reasonable in view of the terms of the contract of employment and the general rights of the parties, a refusal to obey does not justify the employe's discharge."

Significantly, the same citation was used for the same purpose by Arbitrator Francis G. Goodale in the Hirshberg case (Local Copy page, Oct. 9, 1953) in which the Boston Post contended that sportswriter Al Hirshberg's refusal to accept a transfer to the rewrite desk constituted his resignation and that he therefore was not entitled to severance pay. Goodale said:

"Since the Claimant was not bound by a duty to obey the order, his disobedience did not constitute gross neglect of duty or gross misconduct."

A Wandering Rim Man, He

Fellow from Detroit (he works on the non-Guild copy desk of the News) has come up with six suggestions for newspapers which have trouble holding capable rim men.

His program for staying restless feet, as set forth in an Editor & Publisher article, contains these points:

● *"Adequate pay.* This should be high enough, in line with the paper's size and living costs in the area, to make it unprofitable for a copyreader to stray for a few dollars.

● *"Merit raises.* A fast, accurate copyreader who writes imaginative heads is entitled to added monetary reward just as much as the hot-shot reporter.

● *Pensions.* A copyreader who spends at least five years on a newspaper isn't likely to pick up stakes and start over again if it means he will lose out on retirement benefits. Some newspapers won't hire a man over 40 because of pension restrictions.

● *"Bonuses and profit-sharing.* These are powerful incentives for a copyreader to stay and grow with a paper. Little desk turnover is found on papers which have bonuses and profit-sharing plans.

● *"Swing jobs.* These help break up the grind of chasing commas and hammering out heads. A copyreader usually can fill in on a number of other desks—telegraph, cable, picture—and he also can be used on makeup.

● *"Appreciation.* Morale is an important factor on the copy desk. A copyreader does a prosaic, anonymous job by comparison with some reporters. Sometimes he suffers from copy-desk ennui. Last man to handle the copy before it goes to the composing room, he is in a particularly good spot to receive brickbats, and usually does. He works best when an occasional bouquet also is thrown in his direction."

All of which is hardly news to Guild members. But they discovered long ago that the way to get these things is through Guild organization — not by pleading for them in Editor & Publisher.

News Profits Rise

Chicago — The Chicago Daily News reports its 1953 net earnings totaled $992,874, against a net of $863,207 in 1952.

In addition, the Daily News last year paid off $850,000 to retire its long-term indebtedness and allocated $500,276 toward a plant modernization program. The paper posted substantial advertising linage gains and set new circulation records.

Operating costs increased by $1,340,002 in 1953, but total revenue was up 1,659,697.

Day Book

CONTRACTS COMMITTEE

Great Falls Tribune & Leader, contract renewal approved.
Indianapolis Star (ed-maint.), contract renewal approval withheld because of failure to add this year's general increase to all minimums, two-year duration without further reopening for low increases, and continuing sub-standard minimums.

ACTIVITIES

National Wire Services Council meeting, New York, Feb. 27-28.
International Executive Board meeting, New York, Mar. 8-10.
Far Western Regional Wire Service Conference, San Francisco, Mar. 13-14.

THE GUILD REPORTER

Published by the American Newspaper Guild (CIO)

CHARLES E. CRISSEY, Editor

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SOME realist once wrote that nobody should ever expect to encounter gratitude, the rarest of human virtues.

It might do that pessimist some good to know that in Boston, at least, there recently bloomed tangible evidence of that trait.

Accompanied by a check for $200, there arrived at the Boston Guild office a letter from Sportswriter Al Hirshberg, who had collected $4,371 in severance pay from the Post management, after the Guild had taken to arbitration his refusal of a job transfer, given a choice between that and no job.

The arbiter ruled that he had in effect been discharged and that severance was due.

Wrote Hirshberg:

"You did a terrific job in my case. . . . The decision lent dignity to the profession of sports writing and, I hope, will lead to success in the cases of others who might find themselves in a position similar to mine. . . . I know that on my own I would never have had a chance to collect severance. Thanks a million."

●

THE Guild only twenty years old?

In Rochester, New York, they say it isn't so, and exhibit some dusty archives to prove it.

Retiring Local President Thomas J. Murphy told Rochester Guildsmen about it, at their annual installation of officers this month.

"We go back more than 65 years," he insisted.

Then he explained that Guildsman Del Ray had been digging out some Guild reference material in the Times-Union's library, and happened on a paragraph in the 1890 Yearbook of the Rochester Union and Advertiser.

There it was, on page 97:

"The Rochester Newspaper Guild has exchanged its name for 'The Rochester Press Club.'"

Murphy recalled that in its present form, the Rochester local was brought into being by editorial room workers at a meeting held November 15, 1933, organization was completed December 14 of that year, and the day after that a delegate was named to attend the Washington meeting where the American Newspaper Guild was born.

"So you see," said Murphy, "when Rochester was granted its charter No. 17 in ANG, all we did was pick up the old name again."

There's more to Del Ray's research, though.

Seems that one of the vice presidents of that 1889 organization was one S. G. Blythe.

That would be the Samuel G. Blythe who later did politics for the Saturday Evening Post and went on to the editorship of Collier's and recognition as one of the nation's top commentators on public affairs. He died in 1947.

Blythe was born in Geneseo and at 18 went to work in nearby Rochester on the Democrat & Chronicle, amazing his fellow workers by lugging a new-fangled typewriter into the office and making it turn out copy by the two-finger method since adopted by all reporters.

His pay, according to the Ray research, was $10 per week, plus all the copy paper needed to write his stories.

Present-day Guildsmen in Rochester, Murphy pointed out cogently, are protected by a Guild minimum of $105.50, plus all the copy paper they need, plus a typewriter, plus a $5 night differential, plus severance, plus sick leave, plus overtime, plus vacations — without, regrettably, being retroactive to 1889.

●

WHY should severance pay be considered taxable income?

An employe of Hearst's INP New York bureau, Harold Whitsell, asks the question in a letter which he has sent to Congressman Dan Reed, chairman of the House ways and means committee, and he makes some good points in arguing for exemption of such cash from income tax requirements.

Whitsell has examples ready at hand, to account for his interest in the subject. Just last month a batch of INS-INP employes received severance, along with dismissal notices, in a move tagged by management as being "for economy reasons."

He describes a typical case for the benefit of the Congressman, and calls the resultant taxation inequitable.

"If," he writes, "dismissal comes at year's end, the taxpayer is automatically moved into higher brackets and pays the so-called super-tax.

"In the headlined cases of books written by President Eisenhower and former President Truman, it was ruled that as the books were products of a lifetime's experience, the proceeds came under a 'capital gains' heading.

"That is the least that should be done for a newspaper editorial worker, whose lifetime has gone into the service needed to accumulate his severance pay.

"Income tax on severance pay is unjust and unrealistic, and an added cruelty to a man who has just had his job and his world shot from under him."

Washington ROUNDUP

By CHALMERS M. ROBERTS
Washington Guild

BERLIN—Two things have struck me at this Big Four Foreign Ministers Conference just concluded which may be worth kicking about a bit. One is the character of the Molotov proposals, the other the striking difference in slants and attitudes between Washington reporters who cover foreign affairs and those American reporters (and others, too) here in Europe who do the same.

• • •

AS TO VYACHESLAV'S PROPOSALS, the most striking thing has been their frankness. Of course Mr. Molotov didn't quite say "Now look, fellows, all we want is for you to turn the rest of Europe over to us and we'll make a fine batch of peoples' democracies out of it." But you have to be a dunderhead to see anything different in his two big proposals offered on the Berlin conference table.

What did he offer?

1. A "free election" plan for all of Germany including the satellite pattern of barring "non-democratic groups," that is, anyone he chooses to label fascist, banker, militarist or what not would be banned. There would be full participation of what the Soviet foreign minister calls "democratic forces," that is the various stooge and fellow traveler organizations which have become so familiar in the tragic "election" farces of Poland and Czechoslovakia.

2. A European security system designed to shift free Western Europe from under the protective wing of the United States to that of the Soviet Union.

• • •

THIS SECOND DEAL needs more explaining in Western Europe, it seems to me, although Messrs. Dulles, Eden and Bidault tried to make it clear here. The fear of being trapped in the middle of a U. S.-U. S. S.R. atomic war has paralyzed a lot of European brains and the commie call of "Yankee, go home" has appeal to those who see some of our less desirable citizens, in and out of uniform, acting in roles hardly befitting a mature nation of world responsibility.

What fascinated me about Molotov's security pact deal was the stacked-card gambit in it. He kept talking about the 32 nations of Europe who could take part. By any toting up this means he included a batch of Soviet "republics" along with the satellites and some wavering or neutral states in such a way as to give Mother Russia the controlling vote. It seems to me any gent in the street can appreciate a stacked deck, even though he can't figure diplomatic intricacies.

• • •

THE TWO MOLOTOV PROPOSALS in toto are nothing less than an extension of Soviet doctrine that in due course they're going to take over the globe one way or another and if the democracies are saps enough to let them do it by democratic means, why, here are a couple of dandy handles.

I suppose he didn't think we'd buy any such deal and that the Kremlin has, in fact, decided to sit it out more or less indefinitely on the present lines between East and West in Europe. I'm convinced now that the Russians didn't want this conference, knew we would press to get them to move back their troops and came up with these proposals in the knowledge that they would be unacceptable.

But if this is true, Molotov has shown the Soviet hand so brazenly here that the West is exceedingly foolish if it does not use this fact to make clear the real nature of Soviet intentions. This does not mean, to me at least, that Soviet Russia will try to gain by force what it cannot gain by such a subterfuge in democracy. I suspect Moscow wants to normalize the present abnormal East-West relationship in Europe for some time to come. The big trade talk and current trade deals form part of that process. We are in for a period of cold peace.

• • •

AS TO THE SECOND POINT I mentioned—the difference in slants and attitudes of reporters stationed in Europe and in Washington—I suppose part of it is due to a lack of sufficient information from back home. Every reporter in the states knows some things about his government, its moods and directions and human failings, that do not get into print. Perhaps these are the background factors unknown to those who work abroad.

Contrarywise, the reporters over here are soaked in the opinions of Europe's politicians and their rivalries. Just doing business over here is a lot tougher and a far greater amount of time goes for what is the normal routine of life back home—the business of home and hearth. Reporters here, too, must travel from country to country a lot and try to keep in mind the views of assorted and ancient rivals.

Every American reporter here that I have met who is stationed in Paris, for example, is convinced that the European Army Plan (EDC) will never be approved by France. One veteran has collected a fat purse in bets, including $100 from an American ambassador who risked his cash on an early date for such approval. Some of them tried to convince the visiting State Department officials how wrong American policy regarding EDC is because of their own conviction, rather than trying to plumb the well of the official American conviction.

• • •

I SUPPOSE the ideal reporter is one who can be everywhere at once and speak all languages and doubtless work at Guild pay. Since he hasn't turned up yet we will have to struggle along as is, I guess. Personally, I'm for shuttling back and forth across the Atlantic every now and then.

San Antonio Local President Bests Hearst Counsel

San Antonio, Tex.—An arbitrator this week ordered Mrs. Mary Koenning reinstated to her job as librarian on the San Antonio Light, closing a case in which Local President Kenneth R. Byrd bested Harvey J. Kelly, chief labor counsel for Hearst newspapers.

The award settled these points regarding the Hearst National Memorandum:

1.) Provision that no dismissal notice need be given employes dismissed during the first 45 working days DOES NOT constitute a probationary period during which management may fire capriciously;

2.) Illness or incapacity is not valid reason for dismissal under provisions that dismissals may be for either good and sufficient cause or to reduce the force (synonymous with economy).

Mrs. Koenning was dismissed by the Light on Nov. 13, three weeks after she had been injured in an automobile accident which sent her to the hospital. She had worked 44 days before the accident.

The Guild sought reinstatement with full back pay, full sick leave and notice of the reason for dismissal. The last demand was dropped by the Guild in arbitration.

The arbitrator, Dean A. A. White of Houston, denied the sick leave but ordered Mrs. Koenning reinstated with full back pay from Nov. 16, the date she would have reported for work with her doctor's permission.

Mrs. Koenning was dismissed four days after ANG Executive Vice President Ralph B. Novak, answering a local letter, had urged prompt and decisive action by the San Antonio Guild to retain her job and sick leave rights. That same day, Mrs. Koenning had reported her doctor's verdict and management told her not to rush things but to be sure she was completely well before returning.

Novak had sent a copy of his letter to Kelly, in accordance with an agreement that they would seek interpretive agreement on any dispute involving the Hearst National Memorandum.

Although the local had not filed a written grievance, inasmuch as no definite action had been taken by management, Mr. Kelly wrote to Novak that ". . . declarations . . . seemingly precipitate the imperative need for early clarification via arbitration. . . . That is, therefore, my counsel to local management."

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