

Convention Sets Highest Objectives



OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD, CIO

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GUILD MEETS HOLLYWOOD—And Novak meets Novak, in this shot made at the party which launched the ANG annual convention week at Los Angeles. The Guild's executive vice president, Ralph B. Novak, chats with Kim Novak—one of the film-world lovelies who graced the affair. Kim starred with Fred MacMurray in "Pushover," currently showing, and Life Magazine readers will recall a recent picture spread in which Kim acted out a typical studio day.

IEB Levies Sept. Assessments Under Constitutional Dictum

Acting promptly on newly-adopted constitutional language defining "emergencies," the Guild's International Executive Board at its post-convention meeting directed that a single general assessment be levied on the entire Guild membership, effective September 1.

The convention adopted a recommendation from its finance committee, with text drafted by the constitution committee, which defined further the situation under which assessments are authorized.

The new constitutional language will appear in Article XVII, Section 7, as an inserted sentence, reading: "AN EMERGENCY SHALL ALSO EXIST WHENEVER THE DEFENSE FUND IS BELOW \$200,000."

Because of the current Wilkes-Barre strike, the ANG's defense fund is now less than the \$200,000 "emergency level" fixed by the convention.

Accordingly the IEB levied the following assessment:

- 50 cents for members earning \$30 per week or less.
- \$1 for members earning \$30.01 to \$49.99 per week.
- \$2 for members earning \$50 to \$99.99 per week.
- \$3 for members earning \$100 or more per week.

Heretofore it has been customary for the IEB to consider a defense fund level of less than \$100,000 an emergency within constitutional meaning. For the first time, the Guild has now spelled out the \$200,000 fund balance as the danger line, and in constitutional form.

Los Angeles Meeting Is Notable For Advances In Policy, Techniques and Realistic Approach

The American Newspaper Guild's twenty-first constitutional convention will go into the ANG record books as a week of momentous policy decisions, of customary earnest deliberation and debate, of application to essentials of trade union practice that showed awareness of the serious complications which confront the union currently.

To the 191 delegates and alternates, representative of 53 Guild locals and the nation-wide wire service membership, and to at least half that total of convention guests, it was a week adorned by the stream-lined hospitality of the host Los Angeles local. It was hospitality in a colorful setting of Southern California's impressively sprawling metropolis, whose semi-tropical climate during the week matched the best Chamber of Commerce tradition, and thereby broke a long-standing Guild convention hot-weather hoodoo.

This year's convention will be remembered as the occasion when Guildsmen decided that there is no place for communists in Guild membership; and at the same time stood firmly against unjustified hysteria and ruthless disregard of human rights and due process.

This convention dealt with publisher pressures on the Guild's financial security, by upping its sights as to Defense Fund requirements and spelling out circumstances calling for general assessments.

The delegates reaffirmed goals in collective bargaining, the union's prime concern for its members; and urged renewed effort in the increasingly difficult task of extending organization by signing new members.

The convention approved a vast range of ideas and techniques for attaining these Guild objectives, ranging from political action to training Guild leadership, from public relations to the best method of convincing the "hold out" free rider, from the advancement of human rights to world cooperation toward trade union goals.

And it adopted a budget which retains realism as to balance, and which will permit a well-ordered execution of the steps projected by the convention as next open to a progressive, growing member of the Congress of Industrial Organizations family.

This issue of the Guild Reporter, edited and printed in the convention city, is devoted largely to setting forth convention-actions as contained in the detailed reports of committees and panels. ANG officers ask that it be given undivided attention by all Guildsmen everywhere.

Subversion Vs. Civil Liberties Convention's Knottiest Issue

Convention action on the issues raised by the discharge last year of Theodore S. Polumbaum by the United Press was based on a report by a special committee of the International Executive Board, gave rise to extended debate and parliamentary confusion on the convention floor, and was finally defined in a report by a special convention committee named to draft what had become obviously the convention's intention to deal summarily with known Communists in the Guild, and at the same time to safeguard individual civil liberties.

The IEB had stated its views in a resolution which dealt specifically with the Polumbaum arbitration (GR July 23), but which appended a clause which met the broader implications of possible Guild membership by avowed or proven communists.

The convention delegates clearly showed that they thought the time had come to attempt something which federal agencies and investigating committees have sought with slight success to do—preserve democratic rights and procedures and at the same time to punish subversives.

The IEB view of communism as it relates to the Guild was voiced first at the convention in the opening address of President Joseph F. Collis. The IEB declared that communism is not solely a political conviction (protected to Guildsmen by a constitutional definition of Guild eligibility) but is in fact an international conspiracy to destroy the freedoms which the Guild upholds.

The convention as a whole adopted the IEB resolutions lending support to Polumbaum, but separated from that particular case the issue of communism in general. It did so by striking from the IEB recommended resolutions a final clause.

It was the intent of this final clause which eventually was spelled out by the special committee of eleven, headed by former ANG Executive Vice President Sam B. Eubanks, and named to draft language.

The debate which preceded final adoption was vigorous, and plunged both the presiding chairman and the delegates into a morass of parliamentary procedure. President Collis resolved the tangle by ruling, with unanimous consent, that all previous matters relating to the issue were out of order. Then the delegates nominated their choices to the drafting committee, which retired and later reported on the language defining what is for the Guild a wholly new policy.

Guild Declares New Commie Ban

This convention declares it to be the policy of the American Newspaper Guild to hold ineligible for membership in the Guild any proven or admitted member of the Communist Party or any person who consistently adheres to the policies and actions of the Communist Party or of any similar subversive organization.

The International Executive Board is directed to prepare for submission to the 1955 Convention all constitutional changes required to make this declaration of policy effective.

Until the necessary constitutional provisions are adopted, the eligibility of any present member or of any applicant for membership shall be governed by existing constitutional provisions.

As adopted, the report states flatly that communists do not rightfully belong in the Guild. It gives them a year in which to get out, if they now are members, through convention direction to the IEB to prepare the needed constitutional changes to make the policy effective. Those changes will be submitted to next year's convention at Albany, since the convention is the only body which can amend the Guild's basic charter.

As submitted to the convention, the IEB report on Polumbaum was as follows: The award of Arbitrator George A. Spiegelberg in the Theodore S. Polumbaum case compels the highest authority

of the American Newspaper Guild seriously to consider the important issues involved in this and similar cases, and to determine Guild policy to be applied.

In the Polumbaum case United Press dismissed Theodore S. Polumbaum on the ground that Polumbaum's invocation of the Fifth Amendment before the House Committee on Un-American Activities cast doubt on the

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This issue of the Guild Reporter is being printed and published at Los Angeles, Calif. The office of publication for this issue only is 1010 South Broadway, Los Angeles. Hereafter the office of publication will revert to New York City.

An additional entry permit, at publishers' second class postage rates, was issued by Acting Postmaster John H. Sheehan, of New York City, to cover the temporary change in publication office.

Mineworkers V-P Lends Strike Aid



WILKES-BARRE STRIKE PITCH—Cash and pledges totaling \$1,650 showered down on Wilkes-Barre local president, Carl Pesavento, when he brought the Los Angeles delegates up to date on his local's gallant strike efforts to win an acceptable contract. At the left, against a convention exhibit of Wilkes-Barre strike bulletins in the background, is Wilkes-Barre's regional ANG vice president, John Thompson, of Boston, presenting the delegates' collection of greenbacks. Appropriately, the box had contained apples sent to Los Angeles by the Seattle-Tacoma Guild, which itself went through a strike a year ago.

Wilkes-Barre, Pa. — Thomas Kennedy, international vice-president of the United Mine Workers of America, entered a Wilkes-Barre strike picture for the second time in 15 years on July 29 when he conferred with Guild and management subcommittees at his Hazleton office.

Kennedy, with John L. Lewis, UMWA president, was instrumental in settling the 1938-39 Guild strike here, which ran for six months.

Kennedy was enlisted July 14, by Very Rev. Francis A. Costello, who asked the Guild whether it would have three board members confer with three management representatives and Mr. Kennedy at Hazleton on July 16 on an agenda that might lead to a resumption of negotiations.

No talks had been held since June 7, when the publishers of Wilkes-Barre's two dailies took a walk for the fifth time. Since then, the publishers have taken the attitude they are going to wait for a Labor Board decision on unfair labor practice charges filed against the Guild in June.

The Guild readily agreed to the meeting proposed by Msgr. Costello, but the publishers, after putting off the clergyman 10 days, finally agreed to meet with Kennedy, but separately and with an attempt to have the joint meeting in Washington, where Mr. Lewis would be in a position to attend.

While recognizing that the plan accepted by the management was not that proposed to, and accepted by the Guild, the Guild board did agree to meet separately with Kennedy, but with the understanding that only the strike—and not an agenda—would be discussed in the absence of a joint conference.

In its presentation to Kennedy, two hours after he had met with the management trio, the Guild subcommittee learned that

Official proceedings of the Guild's 21st annual convention, as recorded by stenotypists, will be available in printed form and distributed to each delegate and to each local of the ANG, according to prevailing custom.

At its post-convention meeting, the IEB fixed at \$2 per copy the cost of obtaining extra copies. It is expected that the publication will be ready by mid-September.

Ottawa Unites Contracts, Makes Gains

Ottawa, Ont. — Increase of \$2.50 to \$5 weekly are included in Local 205's first consolidated contract with the Ottawa City. The contract covers editorial, circulation, proofreading, TTS punching and maintenance employees of the Southern chain evening daily.

An across-the-board increase of 2.50 was won for editorial employees, \$5.00 across-the-board to all circulation employees, and a \$3.00 raise above management offers for the newly-covered groups. Circulation employees receive \$2 retroactive to Jan. 1; the new groups get \$3.00 retroactive for three months.

The agreement was reached after a marathon 16-month session of negotiating. The Guild moved to conciliation after becoming deadlocked on salaries. The wage settlement was proposed by the conciliation board.

For the newly-covered groups, the contract brings big gains in wages and working conditions. Proofreaders, whose previous salaries were \$48 to \$75 move to a \$78 top. The 40-hour work-week for maintenance cuts it by almost half of the pre-Guild working hours.

New top minimum for reporters is now \$94.25, \$75 for circulation.

IEB Backs Examiner Organizers in LA

Full support of the organizing drive on the Los Angeles Examiner was given by the International Executive Board at the ANG convention.

Members of the organizing committee at the Examiner appeared before the IEB. Al Jones, Examiner copyreader, explained background of the movement to organize the Guild in the editorial department. His remarks were amplified by Baker Conrad, Examiner reporter. Joseph Campo, Los Angeles IR, supplied other information concerning the move at the Examiner.

Both Jones and Conrad pointed out that old records showed the Guild was "ruled" by the AFL some 15 years ago with the apparent aid of Examiner management. Substantial gains in Guild membership among editorial workers were reported.

In the absence of word from the publishers, the strikers pressed the expansion of the Valley News strike-duration table published five days a week. The 77th issue on August 6 carried a record 786 inches of advertising. Circulation runs close to 30,000.

The local was represented at the Los Angeles convention by both ANG President Joseph F. Collins and Local President Carl J. Pesavento. The latter flew to the coast at the last minute, after receiving word the IEB had authorized his attendance.

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Al Hieken Is Granted 12 Weeks' Severance

International Representative Al Hieken, of Houston, will receive severance pay from the Guild, although he was never on the ANG payroll. It was decided at a convention session of the International Executive Board.

Hieken was dropped from his CIO employment last March, for reasons of economy. He had for six years been assigned by the CIO almost wholly to Guild work. He had been a newspaper man in El Paso prior to his firing there for Guild organizing activity, and still holds Guild membership in Houston.

Named as a Los Angeles convention delegate by his local, Hieken sought a hearing before the IEB, and was backed in his plea for special consideration by officers of several other southern region Guilds.

On motion of IEB Vice President Philip H. Price, of Washington, the board approved the following resolution:

Whereas Al Hieken on February 1, 1945, at the recommendation of officers of the ANG was placed on the CIO

payroll as a representative of the CIO and was assigned to work almost exclusively for the ANG until his removal from the CIO payroll on March 31, 1954, and

Whereas, there was no provision by the CIO for the payment of severance pay for its representatives as is provided by the ANG in its policy governing the wages and working conditions for employees under its supervision.

Be it resolved, that the Secretary-Treasurer be hereby authorized and directed to pay Al Hieken the sum of \$1,680, two weeks severance pay for each of the six years he has worked on ANG business, the payment being provided at the rate of \$140 per week, established by the IEB as the rate for its international representatives, and

Be it further resolved, that this resolution is designed to meet only the special circumstances surrounding this case and is not designed to set policy or precedent.

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Press is Censured for Undue McCarthy Build-Up

Heywood Brown, first president of the American Newspaper Guild, should have lived to exercise his trenchant powers of expression concerning the "whirling dervish antics" of Senator Joseph McCarthy, it was declared here by Irwin L. DeShetler, western regional director for the Congress of Industrial Organizations, guest speaker at the convention banquet of the Guild, an affair which Jack Webb, of TV's "Dragnet", also attended.

"I remember Heywood very well, and I'm sure you will all agree," said DeShetler, "that without him, there would never have been an American Newspaper Guild, or — in the unlikely event that one would have developed, it would have a much different character than it has today — a character lacking the fire, the democracy, the know-how and success, that the ANG enjoys today."

And, he went on, "I'm sure that if Brown were with us today, he would have many brilliant and biting things to say about the Junior Senator."

Turning to McCarthy and his relation to the newspaper industry, DeShetler declared:

"It seems to me, as a layman, that the weird development of what we might call 'the McCarthy myth' cannot be separated from the impact of headlines and newspaper stories on the public mind over a period of years."

"This man, who today is able to command almost daily headlines and front-page stories, began his public career some 15 years ago as an obscure circuit judge. Yet now he can make an otherwise sane, governmental body tremble with fear trying to decide whether he should have his wrist slapped in public. He can precipitate panic in our State Department, or our Army, and cause calls to run down the spines of responsible people throughout the free world. He can thumb his nose at the president of the United States."

The speaker traced McCarthy's career from his start in public life to the most recent "expose" of his machinations at the hearings on his Army charges.

And it was the press, with its mad eagerness to hand McCarthy his headlines, that had much to do with moulding the McCarthy myth, said DeShetler. "Only a discouragingly few papers tried to keep things in intelligent perspective."

He cited the documented articles by Murray Marder in the Washington Post which demolished the McCarthy build-up of "espionage" at Fort Monmouth and the appraisal by Walter Mills in the New York Tribune of the international menace of McCarthyism.

"McCarthy has undoubtedly benefited from the page one publicity," he added, "but how has he treated the press?"

"As might be predicted, with a man of McCarthy's type, he has not hesitated to launch vicious attacks against the press, and against freedom of expression — especially when such expression included criticism of McCarthy."

"He has variously denounced such foremost publications as Time Magazine, the Saturday Evening Post, Christian Science Monitor, Portland Oregonian, Denver Post, Louisville Courier-Journal, St. Louis Post Dispatch, Washington Post, Milwaukee Journal, Madison (Wis.), Capital Times and the New York Post. He has also frowned upon, in his singular way, the Associated Press, the United Press and the International News Service, which he has variously accused of distorting and doctoring the news concerning him."

"McCarthy's slashes at newspapers, he doesn't like usually

the big black headlines that tend to create the myth of McCarthy in the public mind have been considerably more widespread and more frequent than the thoughtful editorial or article."

"McCarthy, who knows very well that a good newspaperman must report the remarks and antics of a public official, no matter how violent or irresponsible they may be, has coldly exploited this fact to produce headlines."

"It is also true that too much of the press has been over-eager to let him get away with it — or has vigorously cooperated with him in doing so. He has powerful press and radio support from such as the Hearst and McCormick chains, and the Westbrook Peglers, Fulton Lewis, Jr., Walter Winchells, George Sokolsky, and others."

"The press has done a considerable amount of critical, responsible evaluating of McCarthy. While this has not been as widespread a fact as we would like to have it, it is an encouraging thing to note that there seems to be an increasing tendency among our papers to

report and recommendations of Executive Vice President Ralph B. Novak. We recommend that the IEB authorize the use of such funds as may be available and necessary for the expenses, including subsidies, of establishing one or more such systems. The Committee recognizes the existence of this problem in Texas and recommends specifically that the convention direct the officers and the IEB to implement this program in that region as rapidly as possible."

4. The Committee commends those who were responsible for a plan in Denver whereby the local was enabled by means of an initial subsidy from ANG to support an executive officer and thereby make great progress in cleaning up free riders and its administrative affairs. It recommends that the IEB and the Director of Organization consider establishing similar plans for local areas where the potential warrants them."

5. That the Director of Organization prepare for local presidents and Executive Secretaries bi-monthly reports on organizing and servicing problems and progress and his evaluation thereof, in lieu of the regular reports currently received from International Representatives."

6. That copies of the report of this organizing committee, as adopted, be provided the 1955 Convention Organizing Committee at its first meeting."

7. In order that all possible funds budgeted for organizing purposes be used to further the Guild's organizing program, we

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"The Guild is a special problem. Our local is isolated and not very large. Texas is another special problem. It seems to me that in the South and Texas, the best solution to the servicing problem would be to set up something on the order of what we do for the wire service, but to have the local pay a higher fee for this service. It is true that we would probably have to subsidize it to some extent, but only the southern districts, not the Texas district. But as I said in the beginning, we have to make up our minds as to whether these people are going to be left to shift for themselves or whether we are going to do something about helping them to help themselves."

(Page 2, Para. 4 of Novak's report.)

1. That records and forms be established by the Director of Organization that the 1955 Convention Organizing Committee shall have specific and accurate information on the progress of the organizing program during the next 12 months. These records shall show the costs and the manpower division in each of the four areas of the organizing program, project-by-project, as well as for servicing."

2. That the four-point organizing program adopted in 1951 be continued."

3. That the IEB and the organizing department continue to study the establishment of mutual aid servicing systems as out-

We agree with the officers that the recent turn of events and the prospects for the future require a searching re-examination of the Guild's organizing program. We therefore make the following recommendations based on the Officers' Report:

1. That the responsibility for organizing free riders be returned from the Secretary-Treasurer to the Director of Organization. The Committee urges local areas to do their utmost in attacking the problem of free riders. At the same time, it recognizes the unique and difficult obstacles faced by the wire service members, and commands them for the great strides they have made to ward a solution."

2. That the Guild continue its present policy of turning over to the organizing department funds realized over and above estimated income, provided such funds are needed by the organizing department."

3. That the charge for services to the San Diego local in the amount of \$1,383.83 be settled for \$250."

4. That the IEB be authorized to waive, if necessary, the mandatory dues schedule for any organized group within ANG jurisdiction that may apply for group affiliation, except where ANG locals presently exist."

5. The Committee supports the request by the officers that the Director of Organization spend more time in the field working with the International Representatives during the coming year."

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1. That records and forms be established by the Director of Organization that the 1955 Convention Organizing Committee shall have specific and accurate information on the progress of the organizing program during the next 12 months. These records shall show the costs and the manpower division in each of the four areas of the organizing program, project-by-project, as well as for servicing."

2. That the four-point organizing program adopted in 1951 be continued."

3. That the IEB and the organizing department continue to study the establishment of mutual aid servicing systems as out-

We agree with the officers that the recent turn of events and the prospects for the future require a searching re-examination of the Guild's organizing program. We therefore make the following recommendations based on the Officers' Report:

1. That the responsibility for organizing free riders be returned from the Secretary-Treasurer to the Director of Organization. The Committee urges local areas to do their utmost in attacking the problem of free riders. At the same time, it recognizes the unique and difficult obstacles faced by the wire service members, and commands them for the great strides they have made to ward a solution."

2. That the Guild continue its present policy of turning over to the organizing department funds realized over and above estimated income, provided such funds are needed by the organizing department."

Guild Launches Million-dollar Strike Finance Program

The 21st annual convention of the American Newspaper Guild was very money conscious and economy minded.

The Finance Committee organized on the opening day of the convention and not until its midnight meeting on the eve of the final day, when it was "compromise or else," did the atmosphere of controversy clear away.

The Committee hacked relentlessly at the budget of the Officers Report. They grunted and grunted at every loose penny they could retrieve without damaging programs. Secretary-Treasurer William J. Farson sat with the committee through almost 24 hours over five days.

Veteran Finance Committee Chairman Charles W. Gonnell, Jr., of Washington, presided patiently and efficiently over some rather hectic sessions, and heavy fell on Elizabeth Chapman of Stockton, committee secretary, whose job it was to keep a sometimes complicated record straight.

The Officers Report had asked for a budget of \$444,653. When the committee reported in the closing hour of the final convention session Friday the figure was \$441,460—down \$3,193.

The first paragraph of the officers report on finance revealed that ANG had operated in the red \$3,787.92 in the fiscal year. The financial problem was complicated by an officer's request for an increase from \$39,240 last year to \$50,110 this year, for wire servicing. The Defense Fund was low, the Wilkes-Barre Strike was on with no end in sight, and the summer per capita slump had brought the first quarter income below that of last year.

Interest in finances was evident in the size of the committee, 43 members, as compared with 29 a year ago at Boston.

Word got around the Convention that finance was having pretty rough going. Result: there was no minority report from finance committee, and no argument on the floor.

The committee had taken long looks at the budgets for organizing and servicing, and wire service administration. At the pre-convention IEB meeting raises were voted for seven international Representatives who had gotten no increase in a salary equalization voted by the Board in March. So the only item in the organizing budget changed by convention was revised upward to take care of salary increases.

The Convention let the officers reports stand for collective bargaining, Research and Information, Guild Reporter budget was down \$1200 from last year but adjusted to give the editor a \$5 raise along with the IFA.

The Wire Service Council sent Doug Lovelace of San Francisco into the Finance Committee to represent it on budget. Lovelace battled the ax-wielders stubbornly on every item but Wire Services were cut more than \$3,000. About half of this economy was accomplished by eliminating Wire Report, the department's publication.

There was no division in principle within the Finance Committee or the Convention on two propositions: (1) Financing a larger Defense Fund, and (2) increasing ANG's per capita take from Wire Service dues. As to the first, the discussion was confined to ways and means to get an adequate defense fund, recommended by the Officers Report. As to the second, the question was merely "how much."

The 1954 Officers' Report recommended an increase of \$1.00 in the wire service fund.

A corresponding increase of 50 cents in the special per capita

to the local to the ANG treasurer. The Convention program increases the defense fund allocation to 20 cents on November 1 and gets the extra 10 cents by raising the per capita tax to the locals by 10 cents—from the present \$1.40 to \$1.50 per month. Then beginning next May 1, the Defense Fund would take another 5 cents out of per capita without raising per capita—in other words raise the defense fund share to 25 cents, the extra 5 cents coming out of ANG operating revenues.

In this way, after next May 1, the Defense Fund will be getting 25 cents of the per capita payment, or 15 cents more than now, 10 cents of which would be taken from the locals, and 5 cents taken from ANG general revenues.

The plan for the Wire Services follows the same pattern, as for general employment membership, except that it was complicated by the necessity of raising the Wire per capita enough to meet increased servicing and organization costs.

The locals now remit \$2.30 per capita monthly for each wire service member. Struggling for what it believed to be necessary for more adequate servicing and organization and administration financing, the WS Council recommended to the convention that 45 cents more, or \$2.75 be taken in ANG per capita from the locals.

This the convention would not do, but the Finance Committee went part of the way. For Wire Service members the convention plan is this: On September 1, wire per capita goes up 30 cents (from \$2.30 to \$2.60) of which 10 cents goes to defense fund, as at present; On November 1, wire per capita goes up 30 cents again from \$2.60 to \$2.90, with 20 cents going to Defense Fund; and next May 1, the Defense Fund gets another 5 cents (for a total of 25 cents), taken from ANG general revenues.

The Defense Fund would then be getting 25 cents of each monthly per capita payment of employed members in place of the present 10 cents. The Wire Service per capita will then have been raised 40 cents, of which 15 cents additional would go to Defense Fund and 25 cents additional would be applied to general operating funds of ANG which finances Wire Service administration.

Secretary-Treasurer Farson estimated that a 10-cent increase in per capita on the present membership base would bring in around \$30,000 a year. There is considerable flexibility in the Convention defense finance program, but it will give the IEB not only authority but convention instructions to levy assessments until the strike-low

ered defense fund rises to \$300,000.

Farson said he considers a balance of about \$150,000 gives a minimum margin of safety. He pointed out that to levy and collect an assessment takes as long as two and one-half months, after machinery is set in motion.

The new arrangement would put a certain financial squeeze on the locals, especially those which have considerable or large Wire Service membership.

Comments on the floor by delegates representing such locals who were about to vote approval of the Finance Committee Report, left no doubt that they understood this thoroughly.

Joe Rosenthal, former AP photographer, who took the classic World War II shot of the Marines raising American colors on a mountain peak in hell-swept Iwo Jima, was the first to raise the flag for a bigger defense fund in the brief discussion.

"I think there is virtually unanimous opinion here that raising of a larger defense fund is a necessary and vital thing for our union, and as a member of the finance committee I am very heartily in favor of it," he told the convention.

"The increased per capita will mean in our local an increased payment of approximately \$200 a month. Undoubtedly that is going to necessitate a dues raise for our local. I am the local treasurer and still I am absolutely for this increase. I am going back to my local immediately and start movement for an increase of dues."

International Defense Fund

The Committee recognizes the growing pressure on the American Newspaper Guild and on local Guilds leading to costly and lengthy strikes that are likely to confront the American Newspaper Guild in the future.

Recognizing the absolute necessity to provide the funds to support the membership's firm opposition to these pressures, the Committee recommends acceptance of the Officers' Report which calls for a long-range program to raise a \$1,000,000 Defense Fund.

It was your Officers' recommendation that a goal of \$250,000 within the next year be established for the Defense Fund, and that three assessments be levied to raise this amount.

While your Committee agrees completely with the sense of the IEB recommendation, it also recognizes the practical problem facing the American Newspaper Guild because of the Wilkes-Barre strike. It is now more than 100 days old; with no indication of settlement in sight.

The committee recommends the following to implement the Officers' Report:

1. That a state of emergency within the meaning of Art. XVII, Sec. 7 of the ANG Constitution, be declared to exist whenever the International Defense Fund falls below the \$200,000 mark, whereupon the International Executive Board may exercise its discretion to levy assessments.

2. That the IEB be instructed that, when in its opinion the financial requirements of the present emergency is terminated, the IEB may exercise its authority to levy assessments to attain the \$200,000 mark for the Defense Fund.

3. That the per capita tax for employed members be increased from \$1.40 to \$1.50 under the following schedule:

(a) Continue the present per capita payments (except for wire service members) through October 31, 1954.

(b) On November 1, 1954, increase the per capita tax of regular members from \$1.40 to \$1.50 per month. Of this total, 20 cents will be deposited in the International Defense Fund.

(c) On May 1, 1955, the portion of each per capita designated for the Defense Fund shall be increased from 20 cents to 25 cents; the additional five cents to come from the General Fund of the ANG with no further capita collected from the locals.

(d) On September 1, 1954, increase the per capita tax for wire service members from \$2.30 to \$2.60 with 10 cents to be deposited in the Defense Fund.

(e) On November 1, 1954, increase per capita tax for wire service members from \$2.60 to \$2.90 per month with 20 cents of every employed per capita

to be deposited in the Defense Fund.

ELIMINATE: Article XVII, Section 6(c). Out of every payment of 10 cents of each per capita to the International Defense Fund is continued to Aug. 1, 1954 by mandate of the 1953 convention.

Amend Article XVII, Section 7 as follows:

International assessments for the Defense Fund on the entire membership may be levied in an emergency by the IEB in the amount of 50 cents per month for members earning \$30 a week or less, \$1.00 per month for members earning \$30.01 to \$49.99 per week, \$2.00 per month for members earning \$50.00 to \$99.99 per week, and \$3.00 per month for members earning \$100 or more per week, at the rate of not more than one assessment in one month. AN EMERGENCY SHALL EXIST WHENEVER THE DEFENSE FUND FALLS BELOW \$200,000.

Members certified by the local dues rate at the time of an assessment, and associate members, shall be exempt from payment of the assessment.

Wire Service

The Committee recognizes the necessity for additional funds to support the expanded organizing and collective bargaining aims of the Wire Service Administration.

The 1954 Officers' Report recommended an increase of \$1.00 in the wire service fund.

A corresponding increase of 50 cents in the special per capita

to be deposited in the Defense Fund.

(f) On May 1, 1955 the portion of each per capita designated for the Defense Fund shall be increased from 30 cents to 25 cents for wire service members with the additional five cents taken from the General Fund.

We recommend to the Constitution Committee the following changes:

The following amendment to Article XVII, Section 6(a) becomes effective Nov. 1, 1954: Article XVII, Section 6(a). Locals shall remit to the ANG per capita of \$1.50 for every monthly dues payment of all employed members except as provided in Section 6(b) of Article XVII; 10 cents for every dues payment of unemployed members; \$1.50 for every annual dues payment of associate members; \$1.00 for every initiation fee; one-half the amount of every reinstatement fee and the full amount of international assessments. Out of every employed per capita, payment of 20 cents shall be deposited in the International Defense Fund. Beginning May 1, 1955, payment of 25 cents shall be deposited in the International Defense Fund.

The following amendment to Article XVII, Section 6(b) becomes effective Sept. 1, 1954: Article XVII, Section 6(b). The per capita tax for wire service members covered by contract between his employer and the American Newspaper Guild shall be \$2.60 for every monthly dues payment of all employed members. In the case of employees earning less than \$50.00 shall be the amount prescribed by the Model dues schedule. Out of every employed per capita, payment of 10 cents shall be deposited in the International Defense Fund. Beginning Nov. 1, 1954, the per capita tax for wire service members shall be \$2.70 for every monthly payment of all employed members and out of every employed per capita, payment of 20 cents shall be deposited in the International Defense Fund.

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Amend Article XVII, Section 7 as follows:

Convention Cuts ANG Budget to Bone

(Continued from Page 8)

for wire service members was recommended to offset costs.

However, the Committee recommended an increase of 30 cents in the special per capita for wire service members, from \$2.30 to \$2.60. The Committee believes this increase is adequate to meet the expense of the wire services in the ensuing year.

The Committee rejected a request for a special wire service publication. To replace this need the Committee recommends that the Guild Reporter provide adequate space for wire service news and information. The net saving during the fiscal year will be \$1,530.

Wilbur E. Bade Memorial Award

Acting upon the Convention resolution which established the \$500 annual Wilbur E. Bade award for leadership, the Committee has budgeted \$200 for expenses anticipated for administration of the award.

The Committee wishes to take note of the generous offer of the Twin Cities local to pay the \$500 award in the first year it is offered, and therefore has not included in the present budget the \$500 which hereafter will be required annually to carry out the mandate of this 1954 Convention.

The Committee also recommends:

That the \$1,586.50 balance in the Hearst Chain Council Reserve Fund remain in the Hearst Council Reserve.

That the approved life insurance program for ANG locals be referred to the IEB for a poll of the locals to determine the extent of interest and possible participation in such a program.

That the IEB study a funded or insurance plan to provide full sick or disability pay for all

locals. Whatever decision you reach here, the chief burden of selling the program will be up to you. It won't be easy. It may be discouraging. It may be necessary to occasionally remind both your members and ourselves that this is basically a job-saving program and that the job you save may be your own.

... Job You Save May Be Your Own

(Continued from Page 5)

may be locked out or they may decide to honor a craft picket line. Recently we had two near misses in Detroit and Pittsburgh where practically our entire memberships might have been locked out.

I think I speak for all of the officers and Board members when I say that the IEB is not wedded to any hard and fast plan. I am sure we are all agreed that the danger is apparent and that an adequate defense fund is of primary importance.

If the convention finance committee or the convention itself can find a better or more palatable method of accomplishing our goal, I am confident it will receive the enthusiastic support of the IEB.

There have been few times in the history of the Guild when the convention finance committee and the convention itself have been called upon to make a decision having such a far-reaching effect on the future of the Guild.

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ANG employees, such proposal to be presented to the 1955 convention for its consideration.

That compromise payments of \$250 for San Diego and \$25.44 for Stockton locals be approved in settlement of servicing bills of \$1,133.83 and \$55.58 respectively.

That the IEB recommendation for choosing convention sites be approved, as detailed in the Finance Section of the 1954 Officers' Report.

That funds accruing above estimated income be spent on organizing.

That the IEB seek possible headquarters sites in a more central geographic location by contacting various locals throughout the country with the aim of effecting more economical operation of ANG.

That the present policy of strike and lockout benefits be continued as follows:

"The Finance Committee recommends that the ANG share of strike benefits be the same as they were in Seattle, Portland, New York and Wilkes-Barre: \$10, single or married, spouse working; \$20, married, spouse not working; \$10 for each additional dependent, with a ceiling of \$55 or 90% of salary, whichever is the lesser.

"No benefits will be paid if state unemployment benefits or other income equals or exceeds the benefit schedule. In the event such other income is less than the benefit schedule, the benefits paid will be the difference between such income and the benefit schedule.

"The Committee also recommends that ANG payments begin with the second week of the strike and that after the fourth week all payments be increased

... Job You Save May Be Your Own

(Continued from Page 5)

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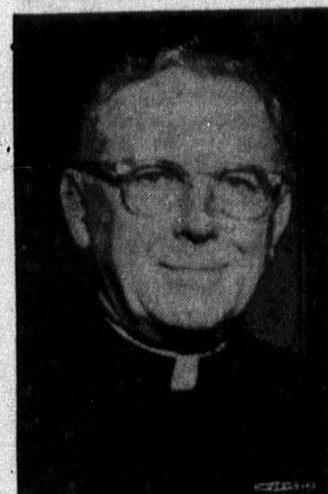
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Los Angeles "Rolls Out the Barrel" for Convention



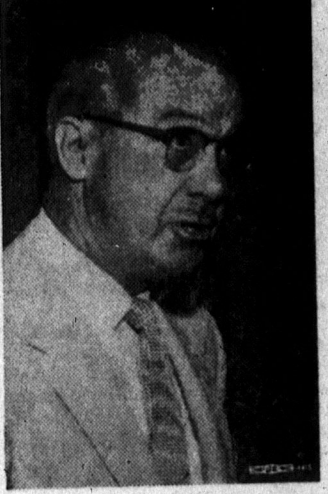
CARDINAL MCINTYRE



MAYOR NORRIS POULSON



JOHN A. DESPOL



ALBERT T. LUNCEFORD



CHARLES BROWN

OFFICIAL SEND-OFF FOR CONVENTION—Los Angeles notables joined in greeting Guildsmen at the convention's opening session on Monday. The invocation was by His Eminence James Francis Cardinal McIntyre, Roman Catholic archbishop of the Los Angeles Diocese. Welcomes were spoken by Mayor Norris

High standards of hospitality registered by previous Guild conventions as the result of activities of the host Guild local were notably maintained at this year's Los Angeles gathering.

As is usual, convention business was given priority in plans for the week. Delegates found themselves plunged into committee and panel sessions, late-night sessions of drafting and policy subcommittees, and the dozen other activities of a busy organization making up its mind as to trends and directions for the Guild year, and thrashing out the details of carrying such policies into effect.

But there was time for relaxation in the city which calls itself the fun capital of the world, and a local Guild committee saw to it that all such time was filled to the utmost.

For delegates and guests, there were three events—an opening cocktail party in the convention hall at the Statler, an afternoon and evening visit to the unique movie-set ranch at Corriganville, just beyond the Los Angeles county line, and a closing cocktail party at the show-place Ambassador Hotel on Wilshire Boulevard, as guests of the Los Angeles Press Club.

Delegates' wives and children, free of the necessity of attending committee or convention sessions, widened their activities. Daily trips included such points of interest as the Farmers' Market, television shows, motion picture studios, and the City of Hope, huge medical center to which the Guild, among other labor organizations, lends annual support.

"Queen for a Day," Art Linkletter's "House Party" and Bob Crosby's TV show were among the audience-participation programs visited.

The Corriganville ranch proved to be an "out of this world" affair, occupying hundreds of acres of mountainous country, where permanent facilities for staging western movies are set up. Half a dozen chartered buses took the conventioners across the San Fernando valley to the site, where an outdoor barbecue feast was served.

"Crash" Corrigan, well-known movie stunt man, established the place, and about half of the current crop of movie and TV westerns are made on location there. For Guild camera fans—and there were many—Corrigan's company of resident actors staged a bank hold-up in the full-size frontier-town street set with a sheriff's posse riding in and routing the villains, with much dust and gunplay.

And after the barbecued chicken and spare ribs had been served, a two-hour entertainment, western-style, regaled the guests.

Hollywood celebrities speeded the proceedings by appearing at various times during the convention week, notably at the opening cocktail party, where a dozen starlets and other film personalities mingled with the

potency of the union label in men's clothes, the Amalgamated Clothing Workers of America gave away a suit, with President Joe Collis—who had not entered his name—choosing the winner by lot from cards signed by Guildsmen.

The winner was Sam McGuire, of the Detroit delegation, who just minutes before the drawing took place had said to a fellow delegate, Ed Scott:

"Ed—if I win this suit, I'll give it to you. I've got plenty," Scott, admitting that he actually needed it, accepted the offer.

Next day, Scott was measured at the Los Angeles Band store for what he described as "the best suit in the house." It will be sent to him at Detroit.

Delegates travelling the greatest distance to attend the convention were Blaine E. Davis and Charles E. Dawson, from Portland, Maine.

Dawson next month extends his travels still further. He's due to sail for England on a scholarship grant for study of British labor relations.

In California, as elsewhere, State laws prohibit serving drinks to a minor. When Delegate Kathleen Treadway, of the Albany Guild, dropped into a cocktail bar on the ballroom floor of the Statler at Los Angeles, the bartender served her companions, but demurred at pouring a drink for the Albany miss.

Divided between amusement and indignation, she headed for

the elevators and her room. Shedding the bobby-soxer outfit which had raised the bartender's doubts, she quickly upstayed her hair-do and changed into a long frock and high-heeled shoes.

And when she reappeared at the cocktail lounge, her drink was served without hesitation.

Lima's delegate, Chester Swegan, raised an appreciative laugh during the pre-convention "Information Please" panel. He had propounded, during a discussion of organizing non-members into the Guild, the question as to what to do with "conscientious objectors."

"Well, what is a conscientious objector?" the chairman wanted to know.

"My wife," was Swegan's concise definition.

Tragedy, in the form of family deaths, struck three times at the Los Angeles convention delegates.

Ray Kringer, of the St. Louis delegation, learned of the death of his wife's mother.

IEB Vice President Al Dipman received word of the death of his mother, Mrs. Marie Dipman McLean.

And Donald Schram, of Detroit, chairman of the convention's constitution committee, was preparing his report to the convention floor when he heard of the death of his brother, Harold, an L. A. resident. Schram relinquished the chairmanship to J. Edward Klein, of the Philadelphia delegation, who carried the reports to the floor for adoption.

One delegate failed to reach the convention city at all, owing to—of all things—labor union trouble.

Paul E. Tanner, Rochester local president, had planned to fly to Los Angeles. Came to strike of American Airlines pilots over transcontinental non-stop hours of duty, and Tanner found himself with insufficient time to adopt alternate means of reaching the west coast. He wired word of his plight to the convention hotel.

Greetings From Harry Martin

Greetings from Harry L. Martin, former ANG president, were read to the convention's banquet session by Martin's successor in office, President Joseph F. Collis. Martin is establishing an import gift business in Memphis, his home city, and expressed regret that business details did not permit him to attend the convention. He extended good wishes for a successful meeting.



SIGHT-SEEING TOURS—With spectacular points of interest abounding in the Los Angeles area, the Guild local went all out in seeing that convention delegates and visitors missed nothing. Chartered buses transported the throngs to movie and television shows, an elaborate picnic in neighboring Ventura County, and many other notable locales.

CONVENTION SETS UP MEMORIAL TO WILBUR BADE

Wednesday morning's session of the convention at Los Angeles, received from Phil Storch of Lehigh Valley a motion to adopt a resolution establishing the Wilbur E. Bade Memorial.

The proceedings thereupon assumed the solemn character of a memorial service for the late executive secretary of the Twin Cities Guild, who had been ANG's first Director of Organization, and later editor of the Guild Reporter.

Everybody, old friends and ancient foes of Big Bill, agreed he had been a Guildsman of gargantuan parts, whom God had cast in Bade's own unique image, and then broken the mold!

Twin Cities Local 2 initiated the memorial resolution, and offered to pay \$500, the first year's cash prize, to setting up an annual award for Guild leadership development.

The convention adopted the Storch motion and later its Finance Committee appropriated \$200 to meet the first year's expenses, aside from the award money.

The American Newspaper Guild is interested in the development of its members in two fields: in vocational journalism and in proficiency in trade union education.

The nationally known Heywood Brown award is concerned with the first aim, the Bade memorial award with the second.

It has been agreed that the man who knew Bade best was John J. Biddison, charter Guildsman and former executive secretary of the Twin Cities local, who had retired in 1952 to seek recovery from arthritis in Tucson, Ariz.

Since 1957, was presented by Sam Eubanks of San Francisco, former Executive Vice President of ANG.

For more than half an hour Biddison gave the delegates an intimate character sketch of Bade, describing his particular Guild interests and major aims, the latter always centering on leadership development.

Others who followed Biddison were Executive Vice President Ralph B. Novak, Regional Vice President Adolph Rahm of St. Louis; Melville D. Shapiro, president of the Elizabeth local, which Bade had organized and steered to its first contract;

Max E. H. Pyle, executive secretary of the Washington local; Frank Murray, president of Bade's local, and Arthur Rosen-

stock, president of the New York local.

Then President Joseph F. Collis invoked a minute of silence and the convention stood in memory of the late Brother Bade.

Biddison spared "neither the horses nor the driver" when he told the convention about Bade.

"None of us can fully explain Bill Bade," he said. "I wonder if he could have done it himself. He was a large-scale study in complexity, a voluble mixture of generosity, humor, compassion and camaraderie, together with an explosive drive sometimes leading to extremes, occasional plain truculence, frequent bursts of tactless frankness. At times he had a gift for saying the wrong thing at the wrong time to the wrong people. How he got that way could well be the basis for an academic thesis."

"Being all this, Bill naturally made fast friends and bitter enemies. Oddly enough, and perhaps due to the conflicting facets of his personality, some of the fast friends became enemies, and some of the bitter enemies became friends. But I rather hold to the idea that they in their individual relations had asked for it."

"Most often Bill's judgment was unerring, but sometimes he committed grave mistakes. I sometimes disapproved of him, and he disapproved of me. But from start to finish we were friends. In all the years he and I were closely allied, though often separated by distance, not a harsh word ever passed between us. Our differences of opinion or policy we could always reconcile with mutual respect."

"Bill had a softer side than some of us gave him credit for, and he was a better man at the end of his career than at the beginning. If all of us can do that, we can have a better world."

Biddison recalled how Bade had tackled "an amazing number of contract negotiations for various locals. One of them was Elizabeth. Out of that local, which Bade had organized and steered to its first contract, Max E. H. Pyle, executive secretary of the Washington local; Frank Murray, president of Bade's local, and Arthur Rosen-

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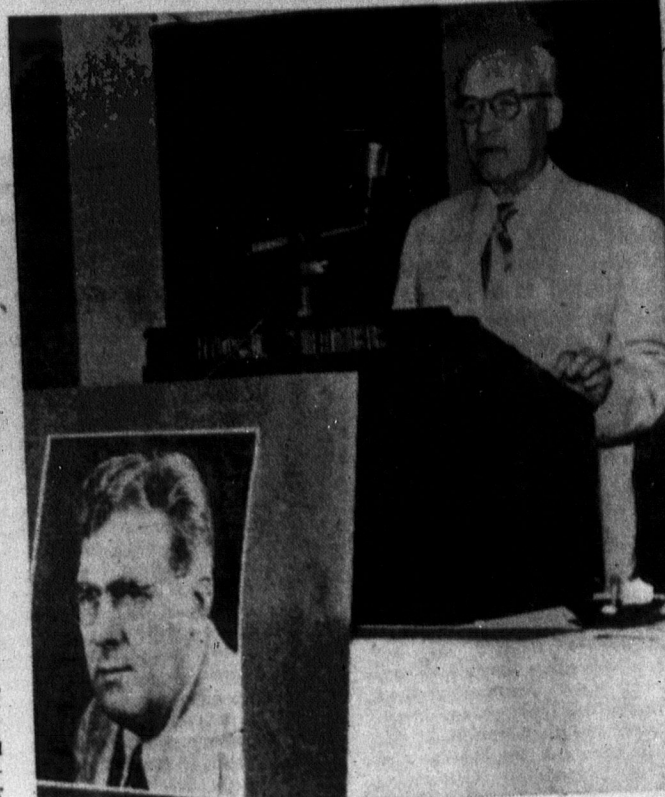
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GUILD MOURNS LOST LEADER—The late Wilbur E. Bade, charter Guildsman, one-time ANG director of organization and editor of the Guild Reporter, was memorialized by the Los Angeles delegates in a service led by Bade's closest Guild associate, John J. Biddison, retired executive secretary of Bade's home local at Twin Cities, shown here at the convention microphone.

stiletto as he put those tremendous hands on your shoulders while debating issues . . . "To us Bill was the embodiment of everything we wanted to be in the Guild. "The New York Guild is and

and yet proud of this moment, when you establish an award for him, very much in the tradition although maybe not in the stature of the man who also carried a name beginning with 'B,' our own Heywood Brown."

Arduous But Valuable, Says Freshman Delegate Of Los Angeles Sessions

Delegates attending their first Guild convention met in a special pre-convention forum called for the purpose of acquainting them with procedures and obligations, and addressed by top officers of the Guild, who welcomed questions.

At convention closing, one of them, James Elliott, of the Richmond Guild, was asked to set down his personal impressions of the week. This is what he wrote:

By James Elliott

I came, I saw and I was conquered.

To me, that sums up as briefly as possible the impressions of this freshman delegate to the 1954 American Newspaper Guild convention in Los Angeles.

I was conquered because of a number of factors. I was overwhelmed with the hospitality of the Los Angeles Guild. I was impressed with the education—a natural result of the participation in the committee meetings and general sessions which not only brought me up to date on the Guild program but also left me with a pocketful of enthusiasm for carrying out the program when I return to Virginia.

Also, I was amazed at the work that goes into the convention. Of course, I arrived in Los Angeles with the realization there would be some work. But, brother, little did I realize just how much! And the work was good, too. As a result, I learned of problems facing Guild members throughout the country. Even more, however, I learned how some of the problems have been overcome successfully.

In closing, I would hope that the editor of The Guild Reporter follows a suggestion brought up in the collective bargaining committee—to explain to Guild members the proposals and recommendations for collective bargaining agreed upon at this convention. I think such an explanation, in a series of articles, would go a long way in encouraging greater interest and greater knowledge in the Guild itself.

And I would urge that in 1955 every local provide a man in its ranks with the opportunity I have had in 1954.



GUILD GUYS AND GLAMOUR GALS—Talent and charm, combined in the persons of Hollywood celebrities, greeted Guildsmen assembled for the convention's opening cocktail party. Invited and introduced by AP's columnist, Bob Thomas, starlets as well as established screen, radio and TV personalities mingled with the Guildsmen and obliged with countless autographs and pleasant chat. There were winners of beauty contests, Miss That-and-the-Other and magazine cover girls, plus enough brawny masculinity to cause heart throbs among the feminine guests, old and young. The majority of the glamour-and-muscle contingent was herded together for this photograph with ANG President Joe Collis and LANG President George Meenes.

Labor Law Unreliable, Do It by Contract — ANG Policy

Confusing and conflicting opinions issued by the NLRB as presently constituted have moved the American Newspaper Guild to change its collective bargaining program. The Collective Bargaining Committee report, adopted by the Los Angeles Convention, said this:

"Previously the Program has advised that rights 'already protected by law' need not be included in the contracts. On advice of attorney, we now propose reversing that position, as the administration of the law on labor relations has become such that it is better to rely on contract enforcement."

The Committee and the Convention thus served notice on publishers and the NLRB, now manned by the Eisenhower political administration with an employer perspective, that the Guild can not longer negotiate contracts on the premise that there was reason, continuity and consistency in labor law administrative interpretation.

The Committee edited and did considerable rewrite on last year's collective bargaining program and recommendations, making many changes for simplification and clarification. It noted the report of the Interim Collective Bargaining Committee, chaired last Convention year by Rollin Everett of St. Louis, stating that much of the spade work for the convention committee's report was done by the Interim Group since Boston, and that convention findings were the result of the work of both Interim and Convention committees.

The Convention report recognized a sizable minority of the committee which voted to reduce the number of mandatory provisions in the Program, after questioning the bargaining practicality of certain mandates.

The Convention, in approving the Report, continued the Interim Committee on Collective Bargaining, for another year, by IEB appointment.

The committee reported: By following the program charted at the Boston Convention, Guild locals continued to make excellent progress during the 1953-54 year through collective bargaining, consolidating the advances made through extensive organizing activity. The gains were achieved despite mounting publisher resistance to Guild collective bargaining, a resistance fostered by political and legislative attitudes hostile to all labor.

New highs were set in minimums for all classifications, as many locals came closer to the wage goals of \$150 for key classifications and \$75 for any adult job. Appreciable gains were made in union and job security, severance pay, longer vacations and shorter hours.

The number of contracts with Guild shops rose to an all-time high of 121 this year. Five contracts added stringent restrictions on economy dismissals and a number of others strengthened basic security provisions. Ten contracts reduced hours, the first appreciable recent progress in this field.

Thirty-nine contracts raised severance pay limits. There now are 82 contracts with 40 or more weeks of severance pay, and 110 contracts provide 30 weeks or more.

Gains were made in extending three-week vacations to virtually all Guild members. There now are 193 contracts with this provision, with only 12 remaining which do not provide for three weeks.

In wage negotiations every local negotiated increases or won them in arbitration. Advances in minimums were won in all categories. Fifty contracts now provide minimums of \$10 or more for the key reporter and display salesmen classifications, and the number of editorial and commercial contracts with top minimums of \$100 and up stands at 22, compared with 30 a year ago.

Top minimums of \$137.20 were achieved by the Detroit local for key editorial and advertising classifications. On the wire services arbitrations set a top minimum for newsmen of \$135.50. New York won \$134.50 minimums for the main editorial and commercial classifications, and St. Louis won a \$130 top minimum and set some of the highest rates for commercial classifications, such as \$112 for classified outside salesmen. For stenographers, one of the key clerical classifications, 11 contracts set minimums of \$70 or more, compared with none at this figure last year.

The Committee viewed these results as a mandate for continued vigorous pursuit of the ANG's Collective Bargaining Program.

It particularly emphasizes the necessity for all locals to:

1—Press for the \$150 weekly wage for key classifications—\$75 minimum for other adult classifications.

2—Continue pressure for full union and job security.

3—Eliminate qualifications in severance pay clauses.

4—Seek full and accurate payroll information.

5—Intensify the drive for a 35-hour week and four-week vacations.

6—Oppose two-year contracts lacking wage reopening clause.

7—Continue efforts for adequate retirement benefits.

Your Committee is offering for your approval a rather thorough revision of the Collective Bargaining Program and Convention Recommendations. Much of the revision reflects the work of an Interim Committee on Collective Bargaining authorized by the 1953 ANG Convention.

The work of the Interim Committee was thoroughly reviewed by this Collective Bargaining Committee, the final result being a combination of the work of the two committees.

While there were, as stated elsewhere in this report, certain differences of opinion in the Collective Bargaining Committee as to placement of various provisions in the Program or Recommendations, it is the unanimous opinion of the committee that there has emerged a sound set of Guild objectives.

The Interim Committee in its original composition and meeting was composed of Rollin Everett, chairman; Ralph Novak, the late Wilbur Bade, William Burgess, James Richard, Robert Buchanan and Douglas Bailey, ably assisted by Eva Jollos and Doc Rivett, ANG staff members.

The work on it of Bill Bade

was one of his last, and a most valuable, contribution to the Guild. Typically, even where he was in disagreement with the majority of the Committee, he gave fully of his skill and experience in working out sound wording for the various sections.

The press of other work and ill health resulted in Ralph Novak withdrawing from the Interim Committee after the first meeting and being replaced by Eva Jollos, though he continued to follow and advise its work.

The Interim Committee operation permitted a more thorough review of the Program and Recommendations than would have been possible in brief period of a convention, eliminated much detail work and focused the attention of this Committee on essential problems. We therefore recommend to the convention that the IEB be directed to appoint an Interim Committee, under the same rules as those of last year, to conduct a review of collective bargaining, the Program and Recommendations before next year's convention.

Many of the changes in the Program and Recommendations which we propose are for simplification of language and clarification. The present Program in many sections, for instance, says, "All contracts shall provide for..." "The Program actually is intended to state what must go into contract proposals. Locals are required to propose and expected to earnestly seek these provisions for their finished contracts. Contracts, however, which make satisfactory progress toward these goals win the approval of Contracts Committee, even though all provisions of the Program may not be in such contracts. We therefore have changed these sections to read, "Provision shall be made for..."

As editing changes have affected most sections, we are appealing for the complete proposed revision of Program and Recommendations instead of merely citing changes. By comparison with the present Manual, delegates may make a complete study of proposed changes. We will cite, however, several of the more important changes. Where sections have been renumbered section titles will guide comparisons.

Previously the Program has advised that rights "already adequately protected by law" need not be included in contracts. On advice of attorney we now propose reversing that position, as the administration of law on labor relations has become such that it is better to rely on contract enforcement.

Reference to following the Model Contract was moved from the Program to Recommendations, as it should not be mandatory to follow the text of the Model Contract. A protection against split shifts would be required in the new Program section on "Hours." Sunday differential in the "Overtime" section was moved from the Program to Sec. 11 of Recommendations.

The present Program, Sec. 7, "Minimum Wages," requires proposal for the reaching of top minimums in not more than three years in any job and in 18 months in "clerical and commercial office jobs." We propose this be changed to not more than four years and no more than two years in "routine office jobs."

Locals, which have been required by Section 10 of the Program to "exercise their legal rights" to obtain wage data but advised to consult with ANG before exercising legal rights.

Sec. 15 of the Program, "Holidays," requires proposal of nine paid holidays. We propose this be changed to "all locally recognized holidays." We mean by this all holidays generally recognized in a community rather than those merely recognized by public institutions and banks. We wish to emphasize that this as other goals, is a minimum rather than each local would be free to propose a greater number.

We propose that Sec. 22 of the Program, referring to limitation of apprentices, be moved to Recommendations where it would become Sec. 24. We should change Sec. 23 of the Program, "Guaranteed Annual Wage," to "Leaves" and require proposal of a right to leaves of absence for "good and sufficient reasons."

We offer proposed rewording of Sec. 9 of Recommendations, "Grievance Committees," to make clear that ratification of grievance settlements should be by the locals.

We propose that Sec. 11 of Recommendations, "Guaranteed Annual Wage," be deleted pending further study of the subject. We also recommend deletion of Sec. 12, "Merit Increases" as the Program calls for retention of the right to bargain for Merit Increases and the ANG staff contemplates studies in this field.

We propose that Sec. 14 of Recommendations, "Seniority," be deleted and that there be a new Sec. 27 adopted on this subject, implementing our proposed Sec. 10 of the Program, dealing with economy dismissals.

We no longer would recommend premium pay for part-time workers as previously in Sec. 18 of Recommendations, though retaining recommendations for other restrictions in this regard. We propose expansion of Sec. 23 of Recommendations, "Stock Buying Plans," with a warning on profit-sharing.

We propose deletion of Sec. 27 of Recommendations, "Holidays," which urges Election Day as a holiday and propose a new Sec. 26, "Voting Time." We propose a new recommendation, Sec. 27, on Job Transfers.

The dissection of minimums brought up the question of the number of mandatory provisions in the Collective Bargaining Program and moved to reduce that number. It was not advanced as a criticism of the bargaining aims and goals of the American Newspaper Guild, but rather as an opinion on how to advance strategically the fulfillment of the program which is outlined elsewhere in the report.

It was the feeling of the dissenting group that a step in the right direction has been taken by noting some provisions from the mandatory section to the recommended section. It is further the opinion of this group that the combination of a study committee, as recommended by the Collective Bargaining Committee will be beneficial.

Those who voted to reduce the number of mandatory provisions in the Collective Bargaining Program were Jim Turner, Cleveland; Frances Ritter, Stockton; Winifred Scholz, Sacramento; David Carlson, San Diego; Richard E. Wanek, Twin Cities; Glenn Dodd, San Diego; Fred Jones, Toronto; Joe Brooks, San Diego; Charles Goodman, San Jose; John Rogers, Memphis; Charles W. Stephens, Memphis.

The Committee concurs in the view of the Organizing Department that special attention should be paid by locals to the aims and needs of circulation department employees in order to strengthen the Guild against raids by both publishers and other unions. In order to aid in this effort, this Committee recommends that the 1950 survey of circulation department working conditions be brought up to date by the Collective Bargaining Department, that analyses be made of all available agreements in this field and that a field survey of circulation operations be undertaken by the IEB so that that report can be made to the next convention.

Similar study of problems in the advertising departments, particularly with reference to commission, bonus and other incentives, has been urged by the Advertising Panel. The Panel also has asked that minimums for classified advertising be covered in the Model Contract. This Committee concurs with these recommendations and further recommends that the Collective Bargaining Department be made of all available agreements in this field and that a field survey of circulation operations be undertaken by the IEB so that that report can be made to the next convention.

Also referred to the Interim Committee was the question of IEB disapproval of a Boston proposal for a Joint Production Committee with management at the Herald-Traveler. While we have not adopted in full the Interim Committee's recommendations in this regard, we do recommend that the IEB be upheld in its position.

We further recommend that the IEB be upheld in its position in regard to the question of so-called "zipper" or "fully bargained" clauses in contracts and recommend that locals confer immediately with ANG if confronted with a proposal for such a clause.

The Committee further recommends to the IEB that the Model Contract objective for night differentials be raised to 10 percent for a first night shift and 15 percent for the graveyard shift. We also endorse continuation of its study of pension plans in line with its recommendations in the collective bargaining section of its report.

In closing, the Committee wishes to cite the efficient staff work at the national level continuing as a valuable aid to local contracting negotiations.

David S. Schick (Phila.), Chairman; Joseph Brooks (San Diego); William Burgess (New York);

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Reference to following the Model Contract was moved from the Program to Recommendations, as it should not be mandatory to follow the text of the Model Contract. A protection against split shifts would be required in the new Program section on "Hours." Sunday differential in the "Overtime" section was moved from the Program to Sec. 11 of Recommendations.

The present Program, Sec. 7, "Minimum Wages," requires proposal for the reaching of top minimums in not more than three years in any job and in 18 months in "clerical and commercial office jobs." We propose this be changed to not more than four years and no more than two years in "routine office jobs."

Locals, which have been required by Section 10 of the Program to "exercise their legal rights" to obtain wage data but advised to consult with ANG before exercising legal rights.

Sec. 15 of the Program, "Holidays," requires proposal of nine paid holidays. We propose this be changed to "all locally recognized holidays." We mean by this all holidays generally recognized in a community rather than those merely recognized by public institutions and banks. We wish to emphasize that this as other goals, is a minimum rather than each local would be free to propose a greater number.

We propose that Sec. 22 of the Program, referring to limitation of apprentices, be moved to Recommendations where it would become Sec. 24. We should change Sec. 23 of the Program, "Guaranteed Annual Wage," to "Leaves" and require proposal of a right to leaves of absence for "good and sufficient reasons."

We offer proposed rewording of Sec. 9 of Recommendations, "Grievance Committees," to make clear that ratification of grievance settlements should be by the locals.

We propose that Sec. 11 of Recommendations, "Guaranteed Annual Wage," be deleted pending further study of the subject. We also recommend deletion of Sec. 12, "Merit Increases" as the Program calls for retention of the right to bargain for Merit Increases and the ANG staff contemplates studies in this field.

We propose that Sec. 14 of Recommendations, "Seniority," be deleted and that there be a new Sec. 27 adopted on this subject, implementing our proposed Sec. 10 of the Program, dealing with economy dismissals.

We no longer would recommend premium pay for part-time workers as previously in Sec. 18 of Recommendations, though retaining recommendations for other restrictions in this regard. We propose expansion of Sec. 23 of Recommendations, "Stock Buying Plans," with a warning on profit-sharing.

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Full Text of Bargaining Program, Recommendations

(Continued from page 12)

York) David B. Carlson (San Diego), John Cort (Boston), Winston Cram (Toledo), Spencer L. Davidson (Baltimore), Clay L. Dickey (Milwaukee), Glenn R. Dodd (San Diego), Rollin Everett (St. Louis), Frank Farrar (New Orleans), Harry Farrar (Denver), Everett Fosy (Bakersfield), James Ferguson (Portland, Ore.), John R. Finnegan (Twin Cities), William Gibson (Youngstown), Fred Jones (Toronto), Edward McCarty (Buffalo), Fred Martin (Seattle-Tacoma), Michael Mastrolucchi (Cincinnati), George Moones (Chicago), Frank Murray (Twin Cities), Stanley Nast (Portland, Ore.), Keith Ozmore (Houston), Don Plette (Gary), Sam Price (SPONG), Maxwell E. H. Pyle (Washington), Frances Ritter (Stockton), John Rogers (Memphis), Michael Russell (Toronto), Jack Scholler (Rockford), Edwin Scott (Detroit), Melville Shapiro (Elizabeth), Dan Smyth (Chicago), Charles Stephens (Memphis), Sherb Stroebel (Milwaukee), James Turner (Cleveland), Richard Wanek (Twin Cities), Stanley F. Wiseman (SPONG), Joseph Murphy (New York) and Winifred Scholz (Sacramento).

3. DUES DEDUCTION: There shall be provision for payroll deduction of membership dues.

4. HOURS: The work week shall consist of no more than 35 hours in five days. The work day shall consist of seven hours each within no more than eight consecutive hours.

5. OVERTIME: Overtime shall be defined as work beyond 7 hours in one day and 35 hours in one week. Compensation for overtime shall be in cash on the basis of not less than time and one-half. A true record of all overtime shall be kept by the publisher and the information made available to the Guild at the Guild's request. Normal working days and working hours shall be regularly scheduled, and work required at hours not scheduled, shall be compensated for at not less than time and one-half in cash. (Also see Recommendations Sec. 11.)

6. MINIMUM WAGES: Minimum wages shall be established for all categories of employees covered by the contract, and shall be such that they will not be added to minimums. Differentials above top minimums shall be maintained. Experience rating of employees below top minimum shall conform to salary. Experience requirements for experienced employees in each editorial, advertising, circulation and business office classifications, and a top minimum of not less than \$75 for any adult classifications. Minimum schedules shall be based on experience in comparable work. All increases shall be added to minimums. Differentials above top minimums shall be maintained. Experience rating of employees below top minimum shall conform to salary. Experience requirements for experienced employees in each editorial, advertising, circulation and business office classifications, and a top minimum of not less than \$75 for any adult classifications. 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Broad Field Covered by Research and Information

More "tools of the trade" for collective bargaining, organizing and local administration, together with added training of individuals in the use of such implements, were needs declared by the Los Angeles convention as it approved, without floor discussion, a report brought in by the Research and Information Committee.

That committee also presented, through several subcommittee findings, recommendations on the Guild's role in political action, public relations and inter-union relations.

The general committee dealt with departmental operations on an over-all basis, noting the desirability of new and revised literature, manuals and other material prepared by the department.

The report was as follows: The research and information program which helps locals help themselves by providing them with essential tools and techniques, is developing into one of the most effective arms of the ANG.

It does this in three principal ways: through regional weekend training institutes, held in cooperation with district councils and locals; through the Local Copy page of the Guild Reporter, edited by the department; and through regular and special publications and statistical studies.

Locals and district councils contributed generously of both their time and money in presentation of the institutes in 1953-1954. In keeping with the recommendation of the 1953 convention, the Middle Atlantic and Midwest district councils paid \$100 each toward the cost of their institutes and the New England and Empire State councils contributed \$100 between them toward the cost of their joint institute. Several councils also contributed part of the added expense of smaller locals sending more than their usual number of members to the institutes.

The department's publications and statistical services were well received by all locals as was its continued assistance in a variety of other projects such as leadership and steward training programs. The Department also worked with representatives and visitors from overseas unions and journalist groups.

The committee believes that experience has proved the research and information program to be a sound and productive one and recommends that it be continued.

Specifically it also recommends that:

1. During the coming year the major emphasis be placed on publications and urges that the Department

a. Concentrate on the completion and/or expansion of the collective bargaining, organizing and administrative manuals;

b. Prepare a stewards' manual as soon as the constitutional limits of a stewards' functions are clarified; and

c. Prepare a general-purpose brochure (for use in organizing and new member programs) to supplement "If I Were A Newspaperman..." and replace "As Simple as ANG" which is now out of print.

2. The publications and literature item in the Research and Information Department budget be adequate to cover the printing of the stewards' manual and general purpose brochure recommended above.

3. The convention reaffirm the recommendation of the 1953 convention that district councils, when possible, pay \$100 to the ANG towards the cost of presenting regional weekend training institutes for such councils, the money to be allocated to the Research and Information Department.

4. That all district councils follow the present practice of some and when possible financially assist smaller locals in sending members to council sessions at which institute training sessions are to be held.

5. That steps be considered toward the establishing and main-

taining of a central reference library at ANG headquarters, combining the several present reference files; such library to be under the supervision of the Research and Information Department and operated according to the needs of all departments and branches of the Guild.

Henry Santistevan, Chairman (Los Angeles); Robert Duff, Secretary (St. Louis); Michael Andrews (New York); Robert Holley (Chicago); Philip H. Price (Washington); Chester Swegan (Lima); William Streckfus (Philadelphia); Joseph Lipper (Sacramento); Frank Marra (New York); Thomas Tugend (SFONG); Judy Markelich (St. Louis); John Urbanek (Utica); Robert C. Stafford (Cleveland); Joseph R. Wilson (Wire Services); C. Joseph Beaulaciere (Toronto); William Brooks, Jr. (Twin Cities) and Mary W. Rank (Los Angeles).

Political Action

Political action was reported on by the research and information committee, as follows:

Following the election of a reactionary administration in 1953, our last two conventions warned Guildsmen of the dangers which would follow. In reviewing the history of this period, we find that earlier convention committees were not being over-optimistic.

At best, organized labor has been fighting a hold-the-line battle. Much of our energy has been devoted to protecting our gains from hostile forces which are in control of the legislative and executive branches of the government. Thus, for example, while organized labor was unable to achieve repeal of the iniquitous Taft-Hartley law, passage of even more stringent anti-labor legislation was prevented.

Organized labor was in the forefront of the fight against turning over the public resources of the nation for exploitation by private industry. The most tragic loss in this area occurred just a little over a week ago when Congress voted to give away atomic energy to private industry. We, the people, were robbed again.

The development of our civilization in the future obviously depends on the utilization of atomic energy. We are aware that the consequences of misuse by private capital are enormous. If we had given away all of our forests plus the control of all of our waterways and public power, the loss to the American people would have been infinitesimal compared to the loss of atomic energy we have just suffered.

While the picture of the national scene is dark indeed, the state of political affairs on the local level is even more discouraging. Today, there are 15

states which have legislated outright bans on closed or union shops. In addition, there are 11 states which have laws regulating, but not prohibiting, closed and union shops. The effect of such legislation is to limit the freedom of unions to obtain adequate job security. The latest addition to this list is the State of Louisiana which passed such a law despite vigorous protests of responsible business people, religious leaders and organized labor. Here is proof positive of the loss of our collective bargaining gains by hostile legislation.

For instance, we now have a full Guild shop on the New Orleans Item. While the status of this contract is protected until its next termination, the Guild shop provision which we fought for and won will be wiped out.

Fortunately, there are a few hopeful signs on the horizon. With mid-term Congressional elections coming up in November, we have a fighting chance to change the complexion of Congress. However, we will have to exert all of our energies to bring about such a change. If we fail to do so, we shall continue to be victimized by restrictive legislation. We have no doubt that more of what we have won at the collective bargaining table will be taken away from us in this way.

Under the circumstances, the committee feels it must express serious concern with lack of participation and support for political action by Guild members and locals. We are discouraged to find upon examination that distressingly few locals have implemented any political action program at all and even fewer have participated in the voluntary dollar drives of PAC.

We feel it imperative that all Guild locals and district councils act immediately to put the following recommendations into effect:

1. That all locals appoint PAC committees and conduct drives for PAC funds.

2. That the district councils assume leadership in the Guild's political action program. This would provide a closer and more personal link between the locals and ANG.

3. That locals and district councils work closely with state and local CIO councils and the Canadian Congress of Labour to assume coordinated political activity of the expression of Guild opinion in the selection and endorsement of candidates.

4. That all locals emphasize the importance of registration so that Guildsmen are not disenfranchised through default.

The committee was greatly in-

terested to learn of the success of the political action program conducted jointly by all labor groups in the city of Lima, Ohio in conjunction with the community services program. The experience of the Lima local demonstrates that political action gains in effectiveness when combined with a community service and citizenship program. The committee urges other locals to give serious consideration to the implementation of such a community-wide program.

Interunion Cooperation

Inter-union cooperation was stressed in a section of the Research and Information report, as follows:

Increasing local attention to inter-union cooperation during the past year produced encouraging results in organizing, bargaining and political action. Inter-union cooperation in political action, principally through local CIO councils and political action committees, succeeded in blocking potentially harmful legislation and administrative rulings in New York, California, Michigan and Canada and in electing the local Guild's attorney to the City Council in New Orleans.

The most dramatic example of local cooperation during the year, however, was not the result of formal union action, but of voluntary spontaneous action by the rank and file. This occurred in New York, when 4,000 newspapermen in all departments, recognizing their common interest, honored the picket lines of 400 striking engravers and shut down six great Manhattan dailies for 11 days.

Nationally, Guild officers met with officers of a number of the mechanical unions, including the executive board of the ITU, to discuss mutual problems. And cooperation between the ANG and the National Wire Service Council and the Commercial Telegraphers Union was enlarged and improved.

During the year, too, ANG officers and staff members, including International Representatives, participated in national and local CIO meetings, seeking thereby to integrate the Guild more closely with the CIO.

The committee feels that the experience of the past year supports the Guild's historic position that effective inter-union cooperation is most readily achieved at the local level and that its development is a year-round job requiring close, amiable, day-to-day relations with the craft unions in all fields of union activity.

The committee congratulates those locals which have succeeded in establishing effective cooperation during the past year and recommends that all Guild locals take the lead in their communities in forming newspaper union councils and that they affiliate immediately if they have

not already done so, with CIO city and state industrial union councils and participate actively in their activities.

The Committee also recommends that the officers of the Guild continue their efforts to achieve more effective cooperation among newspaper unions at the international level.

Public Relations

The public relations subcommittee of the Research and Information group made the following report:

The committee believes there are many existing areas of Guild activity which present opportunities for an expanded public relations program by the locals.

The object, as with any other public relations programs, is to increase the prestige of the ANG in the eyes of the public and benefit the Guild through wider public acceptance.

Many locals now have effective programs in operation. For example, to mention only a few, the Twin Cities Guild sponsors a memorial lecture each year, with an outstanding speaker; San Jose and others have established scholarship funds; the Long Beach Unit of the Los Angeles local gives Journalism awards to college students; several locals recognize achievement in various lines of non-newspaper activity with awards for community service, writing, acting, business leadership, etc. Speakers' bureaus, making speakers available for civic and professional groups and the like have been established.

Awards for excellence in journalism and choice of beauty queens for Page One balls also have their publicity value.

Page One Balls or other Guild sponsored social events should be emphasized as affairs to which non-newspaper notables, such as leading figures in other lines of activity, should be invited.

A liaison program with schools and colleges could be established possibly with local officers as key men in the plan. As working newspapermen they could appear as speakers at journalism classes and also arrange tours of their newspaper plants for the younger students in schools and colleges. Also, Guildsmen could visit school papers and offer professional advice on makeup, reporting, head writing, etc.

Participation by Guild members in radio and television panels, especially in the smaller cities where talent is sought for local forum programs, gives an opportunity for newspapermen to tell the general public more about techniques, initiative and ability required in newspaper production.

More Guild locals could stage city-wide clinics for all members with the announced purpose of performing the various jobs necessary to publishing a newspaper.

Local Guilds have in their members the natural qualities of leadership and participation in civic activities such as fund drives, political activity within the framework of the political party of the members' choice and such non-partisan political activities as registration drives and getting out the vote on election day.

Prices up—Always

Washington, D. C.—Increasing food prices forced the national cost of living upward one-tenth of one per cent in June. The labor department called the change "insignificant." The cost of living index now stands 13.1 per cent higher than the pre-war level, but is only one half of one per cent above the level of June, 1953.

Panel Reports Cover Wide Special Interest Fields

Guild Hearstings Study 10 District Councils Speak Their Minds

The Hearst Chain Council recommends that negotiations for a new Hearst National Memorandum be sought this fall. Representatives of all ten units presently covered by the Memorandum concur in this action and will be forwarded to all units for ratification.

In order to secure the best possible terms in the new Memorandum, the Council recommends that the IEB appoint rank and file representatives to the bargaining committee.

2. That adequate financing be provided for the negotiations.

3. That the constitutional provisions regarding chainwide negotiations be clarified to restrict settlements on local issues while the national bargaining is in progress.

The Council heard reports from all units regarding local negotiations and contract enforcement during the past year. Pittsburgh and San Francisco were forced to arbitrate their members' rights to leave of absence, defeating in the process management efforts to deny arbitrability of the disputes. In San Antonio, an arbitration established job security for employees of less than 45 working days and clarified sick leave provisions. Milwaukee, Detroit and San Francisco were forced into arbitration of interim wage and hour reopening provisions.

Reports on organizing progress at the San Antonio Light and Los Angeles Examiner were heard.

Form Ridder Unit At LA Convention

Delegates to the Guild convention who are employed on seven out of nine newspapers owned by the Ridder family that have contracts with ANG locals have established an organization to be known as the "Ridder Chain Council."

Members of this council will include Guild officers or convention delegates from newspapers affiliated with the Ridder organization, including the St. Paul Dispatch and Pioneer Press; San Jose Mercury and News; Long Beach Independent and Press Telegram; Seattle Times; Duluth Herald and News-Tribune.

Council members will endeavor to exchange information that will be helpful to the collective bargaining position of locals that negotiate with management of Ridder newspapers, including an exchange of current contracts, and noting of important trends in contract negotiations and management attitudes toward proposals of their own and of the Guild.

Convention delegates from the listed locals will in addition to exchanging information between conventions, meet annually at Guild conventions.



COUNCIL LEADERS CONFERENCE—The Los Angeles Guild gathering was the signal for delegates from the ten geographical District Councils, with which 72 Guild locals are affiliated, to formulate their plans for the year, in the light of experience reported since the last convention.

The Report of the Conference of Councils read as follows:

The following report is submitted to the 1954 convention of the American Newspaper Guild by the Conference of Councils held July 31 and August 1 at Los Angeles, Calif.

With 72 ANG locals now affiliated with active District Councils, the Conference of Councils feels that greater emphasis must and should be given to the proper role of Councils in ANG affairs.

Originally organized for the purpose of exchanging ideas and information among member locals, District Councils have proven to be effective in the fields of organizing and negotiating. Councils, in addition, now are being asked to take on greater responsibilities and functions.

In view of this obvious changing picture, the Conference of Councils, after a study of the present language of the ANG Constitution Article IX, recommends that this convention amend Section 1 of this article to include the following undefined language (the rest of the Section and the Article to remain as at present):

"Section 1. Districts may be formed for the purpose of exchanging information and rendering assistance and mutual aid to member locals in carrying out their constitutional functions. District Councils also shall have the right and function to make recommendations to the IEB which are designed to implement the ANG program. Any other activity may not be undertaken without approval by the ANG, except that contributions may be made for the financing of strike activities of locals, and for the purpose of assisting labor and other organizations friendly to the ANG and the labor movement."

The Conference of Councils salutes and commends the Wilkes-Barre Locals, a council member, for its courageous labor and other organizations friendly to the ANG and the labor movement."

In conclusion, the Conference wishes to call to the convention's attention that two new District Councils have been formed in the United States since the last convention, the Southern District Council and the Rocky Mountain District Council. We welcome these new members to the Conference and commend their activity.

We are proud to submit the following list of current council membership:

California-Nevada District Council—Bakersfield, Los Angeles, Reno, Sacramento, San Diego, San Francisco-Oakland, San Jose, Stockton.

Canadian District Council—Canadian Wire Services, Ottawa, Toronto.

Empire State District Council—Albany, Kingston, New York, Rochester, Utica.

Mid-Atlantic District Council—Elizabeth, Harrisburg, Hazleton, Lehigh Valley, Greater Philadelphia, Scranton, Wilkes-Barre, York.

Mid-West District Council—Chicago, Gary, Hammond, Joliet, Kansas City, Kenosha, Madison, Milwaukee, Rockford, Sheboygan.

New England District Council—Boston, Brockton, Lynn, Manchester, Pawtucket, Portland, Salem, Woonsocket.

P.O.I. District Council—Akron, Buffalo, Cincinnati, Cleveland, Columbus, Detroit, Erie, Indianapolis, Lima, Massillon, Pittsburgh, Terre Haute, Toledo, Youngstown.

Rocky Mountain District Council—Denver, Pueblo.

Southern District Council—Charlotte, Greensboro, Chattanooga, Hampton Roads, Knoxville, Memphis, New Orleans, Richmond, Washington.

Texas District Council—Dallas, El Paso, Houston, Sabine-Neches, San Antonio.

Vern H. Fox, Mid-West, chairman; Philip H. Storch, Mid-Atlantic; Evelyn Ulrich, P.O.I.; Joe Beaulaciere, Canadian; Ross Anne Gutcher, CNDC; George Meenes, CNDC; Paul Frey, CNDC; Stan Wiseman, CNDC; Fred D. Fletcher, CNDC; Sidney R. Meenes, CNDC; Glenn R. Dodd, CNDC; Charles E. Dawson, New England; George W. Kearney, Empire State; Walter J. Mordant, Empire State; Douglas E. Adams, Mid-West; Don MacMillan, Rocky Mountain; Max E. Pyle, Southern; Al Hicken, Texas; Don Hayes, Texas and Keith Ozmore, Texas.

In addition, the Conference of Councils agrees with the language of the IEB in its section on District Councils to the effect that "councils should not have the power to force any action on any local; that they should not use their funds to support intra-Guild political activity, and that they should give guidance and leadership."

The Conference of Councils also agrees with the IEB conclusion, following a study requested by the Conference at the 1953 convention, that there should be NO constitutional requirement for every local to join a District Council. However, benefits derived from council membership make it obvious that every local should be affiliated with a council when possible.

The Conference of Councils accepts and approves the IEB recommendation that District Councils assume leadership in the Guild's political action program, the mechanics of this function to be left to the discretion of individual Councils.

We recommend the operation of the ANG training institute program and strongly urge its continuance and extension to the fullest possible degree, to be limited only by the funds and manpower available. We feel that all locals should take advantage of this ANG service. In order to implement this program, the Conference of Councils recommends that each member council contribute \$100 to the cost of its institute, if financially able.

During its deliberations, the Conference of Councils adopted the following resolution:

"The Conference of Councils salutes and commends the Wilkes-Barre Locals, a council member, for its courageous labor and other organizations friendly to the ANG and the labor movement."

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Mid-Atlantic District Council—Elizabeth, Harrisburg, Hazleton, Lehigh Valley, Greater Philadelphia, Scranton, Wilkes-Barre, York.

Mid-West District Council—Chicago, Gary, Hammond, Joliet, Kansas City, Kenosha, Madison, Milwaukee, Rockford, Sheboygan.

New England District Council—Boston, Brockton, Lynn, Manchester, Pawtucket, Portland, Salem, Woonsocket.

P.O.I. District Council—Akron, Buffalo, Cincinnati, Cleveland, Columbus, Detroit, Erie, Indianapolis, Lima, Massillon, Pittsburgh, Terre Haute, Toledo, Youngstown.

Rocky Mountain District Council—Denver, Pueblo.

Southern District Council—Charlotte, Greensboro, Chattanooga, Hampton Roads, Knoxville, Memphis, New Orleans, Richmond, Washington.

Texas District Council—Dallas, El Paso, Houston, Sabine-Neches, San Antonio.

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Vern H. Fox, Mid-West, chairman; Philip H. Storch, Mid-Atlantic; Evelyn Ulrich, P.O.I.; Joe Beaulaciere, Canadian; Ross Anne Gutcher, CNDC; George Meenes, CNDC; Paul Frey, CNDC; Stan Wiseman, CNDC; Fred D. Fletcher, CNDC; Sidney R. Meenes, CNDC; Glenn R. Dodd, CNDC; Charles E. Dawson, New England; George W. Kearney, Empire State; Walter J. Mordant, Empire State; Douglas E. Adams, Mid-West; Don MacMillan, Rocky Mountain; Max E. Pyle, Southern; Al Hicken, Texas; Don Hayes, Texas and Keith Ozmore, Texas.

... Collis

(Continued from Page 4)

least \$75 for all adult classifications, this union will need money. Money never will be a full substitute for the will and determination of Guild members to achieve these goals. The bread and butter bought by contributions from the Defense Fund will be stimulants to picketing feet and strength at the bargaining table. Your International Executive Board thinks this union, to achieve its goals, needs a million dollars in the Defense Fund.

We are sure that it can be raised. How is for this convention to devise. The strike you avert through an adequate defense fund may be your own. Peace through strength should be our guiding star during this convention. Let's go to work and build the best labor union on the international scene.



HOW-TO-DO-IT HUDDLE—Means of making the Guild's policy and program more effective, through an interchange of data, through training of volunteer leadership, through political activity and through public and inter-union relations, were the wide scope of interests covered by the convention committee on Research and Information.



FURTHERING HEARST GUILDSMEN'S INTERESTS—Special considerations relating to the Guild's National Memorandum with the Hearst newspapers were the province of the Hearst Chain Council. It met preceding the convention and its recommendations were referred to appropriate convention committees for action.

RESOLUTIONS VOICE BASIC GUILD CONVICTIONS

2. FREEDOM OF THE PRESS.

The Guild believes

1. To expand the exchange of information and mutual assistance among member units of the chain, including current revision of the contract comparison.

George E. Hutchinson (L.A.), Jess Mary W. Rank (L.A.), Jess Brown (L.A.), Ed Easton (New York), Vern H. Fox (Sheboygan), I. Kaufman (New York) and Al Spivak (Wire Service).

Leonard Milliman
Al Spivak
Rene J. Cappon
William J. Stanfield
Richard Smith
Vern H. Fox
Jack Gaskie

composed of doctors and
men dedicated to the task
making health care available
the American people at a cost
they can afford and on terms
and conditions which protect
and enhance our democratic
rights.

Adequate protection of the interest of our members demands full knowledge of the actual and expected effects of the technological changes now beginning; therefore,

BE IT RESOLVED, that the

One ballot was declared void. Pre-election estimates, based on signed cards and pledges of Guild support in the balloting, were that 130 employees would favor the Guild.

assure employees they had
need of Guild contractual
protection and the association
regularized employees with
Guild material.

his arrival in Greensboro, he takes special classes at Woman's College. Burgess Greensboro Daily News man.

SCRIPPS-HOWARD DELEGATES—Contracts which Guild local negotiated with managements of Scripps-Howard-owned newspaper came in for detailed comparison and consideration of bargain tactics as the chain council members gathered at Los Angeles.

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ther study.

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Mary W. Rank (L.A.), Jess P.
Brown (L.A.), Ed Easton (New
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NY Local's Record Good On Wire Service Benefits

NEW YORK CITY
Editor: I regret that Brother Farrington, of the NY AP unit, did not see fit to consult with my office before writing (GR, July 22) and implying that the NY local keeps about \$40,000 annual from wire service dues, without doing anything for it. Let me challenge the figures. For the three months ending April 30, 1954, the local received in dues from wire service members \$10,582.15. Of this amount, \$4,525.10 was paid to the ANG in per capita, leaving a balance in the hands of the local of \$5,957.05.

Brother Farrington may not be aware that the local has many other expenses which are borne by all its members. A full-time organizer, Brother Harris Monroe, is assigned for 80 percent of his work week to wire services. He works closely with the wire service units, and is ready, willing and able to assume any and all their daily chores.

The local also mails out every piece of material to its wire service members, even those emanating from the ANG. We have a fine Press Club and meeting rooms, used by wire service units and members. We pay lost time, traveling expenses and hotel bills for wire service delegates attending conferences. We pay per capita dues to the City, State and Nassau county CIO Councils.

Sweet Airs the Uses of Publicity As Philadelphians Meet—And How

By Mitchell Rosenfeld Philadelphia Guild

I found Miss Philadelphia in my bedroom.

Delegates to previous Guild conventions told me the damndest things happen—and I believe them now.

This lush discovery was made at the Hotel Statler in Los Angeles while the Philadelphia delegation was throwing a cocktail party (may as well dignify it).

Someone had asked for information on the resolutions committee and I stepped from the living room of the suite into the bedroom. With that, all thoughts of resolutions (good or bad) left my mind.

A long-stemmed doll, raven-haired and hazel-eyed, looked at me and curled the celluloid of my identification badge. Then she demurely asked if she could use the room.

I assured her most earnestly that she could, as my red coruscules shifted into high gear.

Then she uncorked one from left field.

"Do you mind if I take off my clothes here?", she asked.

Buffalo Rejects Dues Increase, Killing District Servicing Plan

Buffalo, N. Y.—By a vote of 87 to 65, the Buffalo Newspaper Guild last month defeated by referendum a proposal to increase its dues structure so that the local might participate in a so-called district servicing plan. The plan had been advanced last year by Executive Vice President Ralph B. Novak, and had been presented to the local by Charles A. Perik, Jr., international representative and a member of the Buffalo Guild. By its provisions, the servicing area would have linked Buffalo, Erie and Toledo locals by having

them share the cost of a negotiating and servicing specialist, the cost estimated to be about \$10,000 yearly.

Although the Buffalo membership heard that neither Erie nor Toledo had been thoroughly sold on the suggestion, the members a few months ago voted approval of the servicing plan, providing that Buffalo's dues rates could be increased to meet the cost.

Several members petitioned for the dues referendum action, and its result effectively shoves the servicing plan for the time being.

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 objections or referrals 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.

GI Forgotten Men, He Seeks Bonus Now

HOUSTON, TEX.
Editor: After squandering some \$200 billion these past ten years on subsidies, foreign aid, price supports and give-aways, doesn't it seem ironic that there's not even a provision for a veterans' bonus? I do not believe that a man should have to be paid to serve his country in time of war, but neither should he suffer an economic penalty of \$5,000 to \$10,000, like most veterans of World War II.

And what, you may ask, of the billions expended under the GI Bill? That bill is the biggest fraud ever foisted on the public under the guise of veterans' benefits.

It was framed not to benefit the veterans but (1) as a gigantic relief program to stimulate the economy and absorb into industry defense workers and others being replaced by returning veterans; (2) to put as many GI's as possible into school and keep them out of the labor market; (3) to subsidize schools and colleges; (4) to subsidize vocational school systems and "on the job training" racketeers; (5) to subsidize "slave labor" for big industry; (6) to subsidize financial institutions, building, real estate and construction fields.

A worthwhile measure? Possibly, especially for the fast buck boys. But why call it veterans' benefits?

It's time for a bonus now, with full equitable participation by all veterans, other benefits notwithstanding. But it seems the policy is billions for Europe and everybody else, nothing for the GI. Perhaps we are a bunch of crows, to be milked at every opportunity.

My reply is lost to history. "You don't mind if I watch?" I asked, as I casually popped back into a socket an eyeball that had sprung loose.

"Why, of course not," she replied.

She stepped daintily from a pink candy-stripe dress. And there she stood—clad in shorts and a blouse.

Some she was taking a poll on whether men prefer women in shorts or skirts. I really don't know why she bothered.

After making the classic remark about "haven't I seen you before?" I knew you from somewhere. "I was told she was Elaine DuFren, 21-year-old Philadelphia girl."

Elaine had entered the Miss Universe Contest as Miss Philadelphia. During that time, she grabbed off publicity with several stunts that the boys on the West Coast went for.

Currently, she was hitting the nightclubs for bookings. She has a voice among other things. Ah, but those other things!

Come to think of it, I never found out the results of the poll.



Among Ourselves

Lawrence T. King, former local president at Richmond, and a copydesk editor for the News-Leader, now a member of the executive board of the Richmond Conference of Christian and Jews ... New bride at the Richmond Times Dispatch is Betty Sealer, married July 25 to George Tyler.

Fathers Day arrival at the home of Bradley and Martha Johnson Long was a daughter, their first child, Leigh Anna. Bradley is a reporter for the Greensboro Daily News, his wife is make-up chief for the women's page. Maternity honors at the Greensboro Record for its police reporter, Joe Jones Spivey, who also does a Record column. It's her first, a girl named Jan ... From New York's INS bureau to the Greensboro Daily News

Two Guild photographers on the St. Louis Post-Dispatch staff are now top officers of the National Press Photographers' association, elected last month at the organization's convention in Washington. Arthur L. Witman is president, and Lester A. Link, treasurer.

Toronto Chosen As Site For 1956 Convention

Following its custom of selecting a convention city two years in advance, the delegates to the Los Angeles meeting accepted an invitation from the Toronto Newspaper Guild to hold the 1956 meeting in that Ontario metropolis.

The Scranton Guild had indicated its desire to have the Pennsylvania city chosen, to mark the tenth anniversary of the 1946 gathering, historic for its adoption of a realistic wage program for the key jobs covered by Guild contracts.

Delegate Charles Rosse, of Scranton, told the convention that his local would "yield to the friendly Canadian brothers from Toronto," and expressed the hope that his city would be considered for a later Guild convention.

ANG Vice President C. Joseph Beuchner, of the Canadian region, made the invitation official, presenting letters from city officials and trade and hotel associations urging the merits of Toronto.

The Rules Committee of the Los Angeles Convention had a relatively easy task, Charles C. Weber, Detroit, chairman, said. The rules covered procedures, and each year are based on those adopted by the previous convention. The Committee stands ready to meet throughout the convention, to make interpretations.

There were disagreements and debate this year, but the convention was the first in many years when no roll call vote was invoked.

Others on the Rules Committee were: G. Norman Collie, Philadelphia; Sidney Meeves, Los Angeles; Frank E. Murray, Twin Cities; and Ed O'Connor, St. O'NG.



DIRECT MEMBERSHIP CONTACT—Functioning of the Guild Reporter as the official publication of the union, and ways for making it more effective, were the area of the committee of that name, set up for the first time this year with full committee status.



REGISTRATION AND HOSPITALITY CENTER—The well-equipped Statler Hotel set up this booth on its ballroom floor, where arriving delegates are seen registering for convention activities by presenting credentials. During the week that followed, the point served as an information source for the many extra-curricular activities which wives and families enjoyed at the hands of the Los Angeles Guild.

POLUMBAUM FIRING LEADS TO POLICY DEBATE

(Continued from Page 1)
truthfulness of Polumbaum's previous denial on a personnel information form filled out by him for United Press, that he was or had been a member of communist organizations. The IEB considered that there was no necessary inconsistency between Polumbaum's refusal to testify and his answer on the UP personnel form. The IEB therefore concluded Polumbaum had been dismissed without cause and decided to take the grievance procedures of the contract.

The arbitrator agreed with the Guild's position that Polumbaum's refusal to testify did not warrant an inference that his answer on the personnel form was untruthful.

The arbitrator also agreed with the Guild that UP could justify Polumbaum's dismissal only on the ground already stated by it, and could not rely on a ground advanced for the first time at the hearing. The arbitrator nevertheless did consider ground for dismissal advanced for the first time at the hearing and volunteered the opinion that this new ground constituted just cause for dismissal.

This new ground in effect was that Polumbaum's refusal to testify before the committee, and his vigorous expression of opinion that the committee invaded his constitutional rights, constituted taking a position on a controversial issue which rendered suspect his ability to report and write objectively.

The IEB has considered carefully the arguments made by UP and the arbitrator's opinion. The IEB affirms the following:

1. Newspaper men have the right to opinions and the right to express them, and do have opinions and do express them. Experience shows that this does not result in biased or non-objective reporting. To hold otherwise is to impugn unjustly the integrity of the American working press.

2. The employer controls the content of the newspaper or wire service report through the process of editing, enforced by the right to dismiss employees for actual biased, non-objective or otherwise improper writing.

3. Whether an employee does report or write in a biased or non-objective manner, or expresses a bias or tendency contrary to that demanded by his employer can be, and in fact is and always has been, determined from an examination of the employee's copy. Thus, in the Polumbaum case, UP General Manager Johnson admitted in all other cases of allegedly biased or non-objective reporting, the validity of the charge was determined by examination of the copy of the charged employee. He further conceded that Polumbaum's work had been closely analyzed for that purpose, and it was found that Polumbaum had not expressed any bias or failed in objectivity in his work.

4. Essentially the same argument advanced by UP and concurred in by the arbitrator was raised by newspaper industry employers in resisting application of the National Labor Relations Act to employees in editorial departments. It was then argued that an employee who joined the American Newspaper Guild thereby misrepresents his ability to report objectively.

The Supreme Court of the United States sharply rejected this contention in the Morris Watson case. The court in effect ruled that improper work could not be

inferred from Guild membership so that while the employer could not dismiss for Guild membership he could dismiss for actual bias or non-objectivity in reporting or for any other improper work conduct.

The IEB adheres to the view expressed by the Supreme Court, rather than that expressed by Arbitrator Spiegelberg in this matter, and insists that a newspaper man must be judged by his work and not by his expressed opinion.

The IEB vigorously disputes the theory of "preventive discharge," a discharge based upon a speculative fear that a newspaperman's opinion may be reflected in his writing, to the damage of his employer. The employer always has been and remains sufficiently protected by the process of editing and the right to fire the man who in fact does not report or write in conformance with his employer's policy. In this very case, United Press conceded that it had always handled suspicion and charge of bias by examining the employee's copy. Never before had it found a "preventive discharge" necessary.

Recent stories on the Polumbaum case have given the impression that the arbitrator ruled that United Press may dismiss an employee for actual bias and prejudice and that the Guild resists this ruling. This is, to say the least, inaccurate. The Guild never said and does not say now that an employer may not dismiss an employee for bias and non-objectivity in reporting.

The Guild does say that an employer may not justly dismiss an employee because an employee expresses an opinion, from which the employer speculates that the employee may thereafter fail in objectivity in his work. It is in this respect that the IEB sharply disputes the position of the United Press and the gratuitously-expressed opinion of the arbitrator.

Having considered this case and related problems, the IEB therefore recommends adoption of the following resolution:

WHEREAS, the United Press has refused to reinstate Theodore S. Polumbaum despite Arbitrator George A. Spiegelberg's finding that its stated cause for firing him "did not constitute just and sufficient cause," and

WHEREAS, this gratuitous generalization, if allowed to stand, imperils the right of any newspaperman to voice any opinion on any subject which in or might become controversial; and

WHEREAS, invocation of the Fifth Amendment which recent hysteria has warped into proof of guilt in the minds of some persons, is in reality a protection against overzealous prosecution. Since it is a right granted by the Constitution and indeed was an American right before the cannot and must not be allowed to constitute cause for discharge, nor presumption of guilt. Guild must be proved.

NOW, THEREFORE, BE IT RESOLVED, that the American Newspaper Guild hereby directs its counsel to exert every legal effort to force the reinstatement of Theodore S. Polumbaum; and

BE IT FURTHER RESOLVED, that the American Newspaper Guild hereby expresses its indignation at the arbitrator's inherent reflection on the integrity of the American working press; and

BE IT FURTHER RESOLVED, that the American Newspaper Guild instructs its officers and recommends to its locals that they resist by every means possible any discharge or discipline of Guild members on grounds that they refused to sign a loyalty oath, or that they exercised their right of freedom of expression, or that they invoked the protection of the Bill of Rights; and

BE IT FURTHER RESOLVED, that the American Newspaper Guild recognizes that membership in the Communist Party represents more than a political conviction and is in fact participation in an international conspiracy to destroy the freedom we uphold; and that the

American Newspaper Guild will not protect the dismissal of any person for reasons of proven or admitted present party membership.

When the IEB recommendations were submitted to the convention committee on resolutions, it reported out, and received approval of the main positions as submitted, but with the deletion of the last paragraph. Instead of that last paragraph, the convention had before it the following resolution text:

Adherence to the teachings, doctrines and actions

Time Out

This issue of the Guild Reporter contains no "Local Copy" page, usually found in this spot.

The reason? Concentration on the Los Angeles Convention. The page will be back in the August 27 issue—Ed.

Heywood Broun Stamp Sought

WHEREAS, the American Newspaper Guild conventions, each year since 1949, have gone on record for the issuing of a commemorative United States postage stamp to honor its first president, Heywood Broun; and

WHEREAS, the anniversary date of the death of Heywood Broun comes on December 18, 1954 and is the Fifteenth Anniversary; and

WHEREAS, such a memorial stamp should be issued to represent the theme of Freedom of the Press as exemplified in the life and works of Heywood Broun; and

WHEREAS, there is now a bill in Congress (H.R. 525) which is being held up in the Postal and Civil Service Committee; and

WHEREAS, the United States Post Office Department is issuing a profusion of stamps commemorating various people and phases of American life; therefore be it

RESOLVED, that the American Newspaper Guild in session at Los Angeles, California, the week of August 2, 1954, does call upon the proper officials and agencies to obtain permission from the Postmaster General for the publication of the Heywood Broun Memorial Stamp commemorating his 15th anniversary and the theme Freedom of the Press; and be it also

RESOLVED, that the American Newspaper Guild International Executive Board set up a committee of three to implement the intent of this resolution, one member of said committee to be the originator of the stamp program; and be it also

RESOLVED, that copies of this resolution be sent to the Postmaster General, Congressmen Lane and Philbin of Massachusetts and the above mentioned House bill, Guild locals with the request that they write to the proper officials to grant the issuing of the memorial stamp and to others deemed necessary and proper.

Originated by George Harris, Boston.

City of Hope Given Support

WHEREAS, the City of Hope, a national, free, non-sectarian medical center specializing in treatment, research and medical education in such catastrophic diseases as cancer, tuberculosis, leukemia and those heart ailments amenable to surgery, without cost to the patient; and

WHEREAS, during his active days on the international Guild level and within the ranks of the Twin Cities local, which was always so close to his heart, much of his time and effort was spent

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THE GUILD REPORTER

Published by the American Newspaper Guild (CIO)

CHARLES E. CRISKEY, Editor

Guild Reporter deadline at 99 University Place, New York 3, N. Y.: letters, features and ads the Friday preceding publication date; news, Tuesday preceding publication; News bulletins, Wednesday preceding publication.
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ANG INTERNATIONAL OFFICERS

PRESIDENT: EXECUTIVE VICE PRESIDENT: SECRETARY-TREASURER
Joseph F. Cullis Ralph B. Novak William J. Farson

International Headquarters, 99 University Place, New York 3, N. Y.
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DIRECTOR OF ORGANIZATION: J. William Blatz.

DIRECTOR OF RESEARCH AND INFORMATION: Ellis T. Baker, III.

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August 13, 1954

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Vol. XXI—No. 16

Newsman Wins Suit On London Dismissal

London, England—Alan C. Webber, American newsman who last year was discharged from his copydesk job at the Air Force Daily (GR, November 27) has won a court case in which he charged that he had been wrongfully dismissed.

The court decision, handed down by Mr. Justice Hilbery in the Queen's Bench division, held that British discharge customs must prevail in Webber's case, even though he was not working under a contract such as those of the National Union of Journalists, or of the American Newspaper Guild.

And it was testimony given by Clement J. Bundock, former general secretary of the NUJ and now honorary chairman of the International Federation of Journalists, which convinced the court. Webber will receive three months' dismissal pay, totalling some \$975, in accordance with "the custom of Fleet street" as established by Bundock's testimony. The defendant publishers will also be assessed court costs, by the court decision.

Defense witnesses sought to show that Webber was a "reader and writer" at the Daily, a publication sponsored by the US Defense Department and circulated among air force personnel in Great Britain. But Bundock told the court that no such job classification is recognized in England.

Webber's duties, he said, were clearly those of a "sub-editor,"

whose counterpart in the United States is a copyreader. Such jobs are made more secure by a provision in contracts, backed by long observance, that three months' dismissal pay is forthcoming in the event of a discharge for economy—the grounds advanced for Webber's firing.

Webber's immediate superior at the Air Force Daily testified that his work had been satisfactory.

Thomas Hare, European controller for the United Press Association, called by the defendant publishers, testified that in America, a desk man employed by a daily paper for only a short time—Webber was with the Air Force Daily from June 21 to October 8, 1953—would be entitled to only one week's severance pay.

Webber's counsel drew from Hare an admission that his only UP editorial connection had been "a little sports reporting" many years ago, and that he had never been responsible for hiring or firing.

Bundock, thanked by Webber for his assistance in the case, told the American newsman that the best thanks would be Webber's application for Guild membership when he returns, within the next month, to the United States.

Full-Time Local Executives Seek Convention Status

Executive officers of a dozen Guild locals met in a pre-convention session for discussion of mutual problems, and emerged with a request that such meetings be annually scheduled.

Present were: John C. Cort, Boston; William M. Davy, Cleveland; Sam B. Eubanks, San Francisco-Oakland; George Hutchinson, Los Angeles; Don W. MacMillan, Denver; Fred Martin, Seattle-Tacoma; Helen Minear, Pittsburgh; Thomas J. Murphy, New York; Edwin L. Scott, Detroit; David S. Schick, Philadelphia; Dan Smyth, Chicago; and Evelyn Ulrich, Indianapolis.

They exchanged information on local operations and the duties of full-time local officers. Discussion covered such topics as local leadership training pro-

grams, handling of grievances, arbitration procedure, some collecting bargaining problems, and the relationship of local administrative officers to the ANG organizing program.

The participants agreed that the sessions had been helpful, and requested that the International Executive Board schedule further meetings at future conventions, at a time when ANG officers could be available to take part. Exchange of ideas and information would prove highly beneficial in administering local affairs, it was said.

The local officers group also recommended that the IEB draft a statement outlining recommended standards of working conditions for the guidance of Guilds employing local officers and clerical help.

Washington Roundup

By CHALMERS M. ROBERTS
Washington Guild

MAYBE ALL THE BUSINESS about the four-minute mile, or will the Cleavelands collapse again, or even who put the ants in the picnic potato salad, have tended to obscure your thoughts. I just hope you haven't missed noting that that fellow McCarthy has had a big hunk of wind taken out of his sails.

It's a little early, I'm afraid, to be saying that America has regained its sanity and that the black shadow of totalitarianism as represented by the junior type from Wisconsin has passed away. Things don't work that way that easily.

But it seems to me that the consensus here on the Potomac is that the Senate's vote to set up that special six-man committee to consider Joe's virtues and vices is a real landmark, perhaps a turning point.

OF COURSE the bulk of the senators didn't want to face a roll-call showdown on the Flanders censure motion, especially those up for election this fall. As Smith of N.J. put it, the motion had the candidates on the spot.

A lot of the cynical felt that the committee idea was a pigeonhole operation and that nothing would ever come of it, certainly not before election day. That remains to be seen. As for this writing at least there is a good chance that the Senate will have to face up to some sort of roll-call on McCarthy before the voters cast their ballots.

BUT THE REAL IMPORT of the whole business is that for the first time since he captured the headlines with a speech about how many comies he knew Dean Acheson knew, were in the State Department, McCarthy has been on the defensive. Of course, he is off again now, with all sorts of angles and wisecracks and I-told-you-so twists.

During the Senate debate on the censure move, Joe was like a tame lion. Majority Leader Knowland, who had said confidently, in advance, that the whole business would be tabled if brought to a vote, privately conceded after catching the drift of the debate that the majority of the Senate really was against Joe, but didn't want to say so openly—at least not yet.

And so was born the idea of shipping the affair off to a committee. It was nothing less than an admission that Joe has lost so much ground in the Senate that something had to be done. Since senators are in the business of keeping in business by being able to stick a wet finger up to feel the wind, they figured the committee reference would give them more time to work it out.

I'VE HEARD that one about one swallow and a summer, sure, but I'd be willing to gamble that Joe will get dirtier and meaner and rougher as he fights to hold his sliding position. And the boys in the club don't like to be called, as he called the senators who were after him, "nice little boys" who lacked the "guts" to go skunk hunting with him.

Boston Wins 2nd Round For Pay Data

Boston, Mass. — Lloyd Buchanan, trial examiner for the National Labor Relations Board, has ruled that the Boston Herald-Traveler Corporation should furnish the Newspaper Guild of Boston with complete payroll data as to each member in the bargaining unit.

This would include "information linking with each employee in the unit his salary and commissions."

The ruling was dated July 26. On July 1 the NLRB ruled, 4-1, that a union is entitled to complete payroll data for collective bargaining without having to

prove that it needs the information. The case involved the Whittin Machine Works of Charlestown, N. C., and the United Steelworkers, CIO.

The board majority held that it "is sufficient that the information sought by the union is related to the issues in collective bargaining and . . . no specific need as to a particular issue must be shown."

Last January the U. S. Circuit Court of Appeals upheld the Herald-Traveler in its contention that it was not required by an NLRB order of Jan. 23, 1953, to furnish the Boston Guild with

data showing salaries paid each member of the unit.

The court's decision was that the board did not specify "in unmistakable language" that names and salaries be furnished in juxtaposition. The Herald-Traveler had furnished a list of names and a separate list of salaries, but they were not correlated.

Accordingly, the Guild filed a new petition with the NLRB. This time the language was set forth unmistakably. The Herald-Traveler may appeal to the full board and thence to the Circuit Court of Appeals, as it did before.

The Guild Reporter

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

7 Million Jobless

Foreseen by Economists

Washington D.C.—Unemployment may rise as high as seven million unless definite steps are taken to see that the U. S. production rate is increased, the Conference on Economic Progress, a newly formed nonprofit, non-political group, announced in its study, "Toward Full Employment and Full Production".

"The irregular 'levelling off' of recent weeks is not good enough," it stated.