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SFONG Drops Hearst Memo; IEB Okays By Split Vote

The International Executive Board after hearing a personal presentation by SFONG Executive Secretary Sam B. Eubanks, voted to permit the San Francisco-Oakland Newspaper Guild to withdraw two units from participation in the Hearst National Memorandum negotiations.

Executive Vice President Ralph B. Novak has written to Harvey J. Kelly, Hearst's general counsel on labor, announcing the Guild's intention to negotiate for a new Memorandum, but suggesting a delay in the start of bargaining because Guild proposals are not in final form. This action also was authorized by the IEB.

The IEB acted after its constitution and collective bargaining committees suggested that the phrase "through their locals" in Art. XVIII, Sec. 2 (c) 1 be interpreted "to mean 'through action by their locals' and thus permit the San Francisco local, pending a rewording of the Constitution, to determine its collective bargaining policy instead of having its policy determined for it by one of its units."

Motion by Vice President Edward Easton, jr., of New York, that "the Board agrees that the San Francisco local, under the constitution, has the right to withdraw from participation in Hearst national negotiations and to bargain for itself in all contract matters presently covered by the Memorandum," was carried by a voice vote. Vice Presidents John H. Thompson of Boston and Felix B. Wold of Detroit recorded "no" votes, as did Victor Leo of New York who explained he based his dissent on "the question of what would happen if the unit would appeal the local's decision to the IEB ... I feel here we are sitting and prejudging the thing . . . and cannot act on the appeal."

Novak, announcing he would not ask to have his vote recorded, said: "But in case anyone wants to know, I oppose the motion."

Vice President Al Dipman, San Francisco, was recorded as abstaining.

The Board's action paralleled the motion adopted by the SFONG Representative Assembly, which formed the basis for Eubanks' presentation. Only difference was the Board's omission of the phrase "at this time," with which SFONG had qualified its withdrawal request. Eubanks, former ANG executive vice president, explained the phrase was "intended to indicate that SFONG is ready to consider and reconsider its position provided certain conditions can be met."

This difference was pointed out later by Novak in the course of debate on a motion by Vice President Ed Marciniak, Chicago, to authorize the executive vice president to proceed with negotiations.

"This Board," Novak said, "permitted San Francisco to withdraw from participation in the Hearst Memorandum; it did not say 'at this time.' Am I to communicate this to the eight units which have approved these proposals and then proceed. . .?"

In response to a question concerning changes sought by SFONG, Vice President Adolph J. Rahm of St. Louis, chairman of the Board's Collective Bargaining committee, said: "There doesn't seem to be much chance that San Francisco will go along; the things Eubanks objected to during our joint committee meeting would take most of the Hearst Memo out of national negotiations."

Easton, chairman of the Board's constitution committee, said:

"All the Board says is that the local has the right or power to withdraw. From now on the conduct of the Hearst Memo is an administrative matter."

Action on both motions occurred on the second day of the IEB meeting. Eubanks made his presentation on the opening day and the question was referred to committee. Easton, Rahm, Marciniak and C. Joseph Beauclerc, Toronto, are members of both the constitution and collective bargaining committees

Eubanks said the local had referred the Hearst Memorandum proposals to the Representative Assembly after the Call-Bulletin unit had voted approval of them. The Examiner unit was unable to act for lack of a quorum.

Novak spoke against SFONG's plea on the ground that he interpreted the Constitution as giving the IEB authority to negotiate the Hearst Memorandum in conformance with proposals formulated by unit representatives at the Hearst Chain Council.

"The crux of the matter, as far as I am concerned," he added, "is what the Constitution means when it says 'through the local.' I would like to read to you our counsel's view on this question — a view with which I am heartily in accord: 'While the word "through" may have shades of meaning, I have failed to find any dictionary definition or legal use in which the sense of subject to, or under the control of, appeared. The primary meaning of the word is "in one end or side, out the other"; "transversing the entire body." The context here seems most appropriately to refer to a group of secondary meanings . . . as: "by way of," "by means of," "by the intermediary of" . . . The ANG Constitution elsewhere is replete with the use of such phrases as "subject to", "ratified by", "receive the approval of." Had any such relation been intended as between the unit and the local in the context of the first sentence of Art. XVIII, Sec. 2 (c), it is difficult to suppose that the word "through" rather than one of the other expressions used when such relation is desired, would have been selected.'"

He pointed out that in accordance with usual procedure the Hearst Chain Council had prepared proposals which were accepted unanimously by the delegates, including those from units on two Hearst papers in San Francisco.

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Can't Pay Guild Increases? Prove It, Says Labor Board

Washington, D. C.—Guild negotiators who are told by publishers that "We can't pay what you're asking," will be entitled to documentary proof of that assertion, under the terms of a new ruling by the National Labor Relations Board.

In a unanimous finding, the five-man board ruled against a steel fabricator at Greensboro, N.C., which had claimed that a wage increase of ten cents an hour, asked by the union, was inadvisable because it was operating "under a financial strain" and the higher wage would put it out of competitive business.

In such a case, the NLRB holds, statistical proof of the situation is necessary, in order to "enable the union to discharge its functions as the statutory representative of the employes."

The board rejected the company's statements that the situation differed from previous instances because it had offered an increase (2½ cents), it had pleaded competition, rather than inability to pay, and it had supplied the union sufficient information.

Said the board: "We are satisfied that the respondent has failed to submit such reasonable proof" as good-faith bargaining requires.

IEB Permits NY To Sign Part Guild Shop At Times

For the second time in two years the New York local presented to the IEB at its recent meeting a request that the Board approve a management union security offer at the New York Times, under which a modified Guild shop would apply to commercial departments and lower editorial categories, while the main editorial classifications would be covered only by maintenance of membership.

Following exhaustive discussion, the IEB voted 9 to 4 on a rollcall to instruct the Contracts Committee to permit the local to sign a contract containing such a provision, but, in effect, left the question of approval to the Contracts Committee when a full contract text is submitted to that body.

Two years earlier the IEB had advised the local that a similar provision was unacceptable, and the Contracts Committee had refused to permit the signing of a contract until it was deleted. The ensuing contract continued a plantwide maintenance of membership provision.

The current management offer improves on the 1952 version in that it provides the Guild shop for all new employes in the categories covered by the provision, whereas only nine of 10 new employes in these categories would have been required to join the Guild. For the main editorial classifications the current offer continues maintenance of membership which the 1952 proposal would have eliminated.

The local's position on the issue was presented to the Board by local and Times unit officers, headed by Thomas J. Murphy, executive vice president, who described the management offer as an improvement in the existing security setup at the paper, a step toward achievement of a plantwide Guild shop and a means for eliminating a free-rider problem.

In subsequent IEB debate, Vice President Edward Easton, New York, headed the drive for approval of the proposal, moving that the Board instruct the Contracts Committee to approve the Times union security offer as submitted by the local.

Executive Vice President Ralph B. Novak detailed the objections to any acceptance of the management offer.

He warned that Guild agreement to exclusion of editorial employes from the Guild shop would be a retreat from the Guild's long and successful fight for the principle that all employes in a unit must be treated alike in respect to membership requirements; that it would strengthen the hand of many managements which still cling to the position that editorial employes should not be required to join the Guild, and that it would seriously injure the bargaining position of other units around the country.

Novak reminded the Board that the Guild from its earliest days has had to fight similar management positions, first that editorial employes should not join the Guild at all, and then that they should be excluded from union security provisions. On the first premise the Guild had to go to the Supreme Court to establish the right of union membership. The second point was won from the War Labor Board when the latter decreed union security clauses for all employes covered—over the vigorous opposition of the publishers.

"The New York local, the largest local in the Guild, and the New York Times unit, the largest unit in the Guild, in my opinion, have a responsibility and duty to the entire Guild not to harm the bargaining position of other locals," Novak said.

"Such an agreement at the New York Times certainly will have a serious effect on bargaining across the country. In my opinion it will cause an upsurge of proposals of this kind from publishers, not so much where we do not now have Guild shops, but where we now have better ones. This clause will be injurious to other units around the country."

Easton insisted that the provision was "a step ahead" for the Times, and that it would not be a threat to other units since those which already have better Guild shops would lose nothing. He contended that the partial Guild shop at the Times, since it represented an improvement there, could not be used as an

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TIMES PACT ROLL CALL

The Guild's International Executive Board divided on a question of allowing the New York local to sign a contract containing a management proposal for partial improvements in union security language.

The motion carried by a vote of nine to four.

For: President Joseph F. Collis, Secretary - Treasurer William J. Farson, Vice Presidents John H. Thompson, Victor Leo, C. Joseph Beauclerc, Roberta Bailey, Edward Easton, Jr., Ed Marciniak and Robert C. Stafford.

Against: Executive Vice President Ralph B. Novak, Vice Presidents Adolph J. Rahm, Al Dipman and Felix B. Wold.

Absent: Vice Presidents Philip H. Price, Paul A. Freye.

IEB Moves For Guild OK Of CIO-AFL No-Raid Pact

The American Newspaper Guild will soon be a signer of the AFL-CIO no raiding agreement, joining upward of 100 international unions which have taken the final step regarded as necessary to achieve organic unity—a "single labor center" for American labor. Action authorizing ANG officers to sign was taken by the IEB at its November meeting.

This will mean a showdown between the AFL and ANG over a number of AFL federal unions in the Guild jurisdiction. It will particularly affect the situation on the Los Angeles Examiner, where employes had sought Guild membership, in conflict with one of these AFL union groups.

It will not end the struggle between ANG and the AFL Teamsters who have tried to raid ANG jurisdiction in newspaper circulation departments, notably in New Orleans and Indianapolis. The Teamsters have not signed the no-raiding pact.

The IEB has had this policy question before it since the joint committee of both labor groups met last June 9 and announced "instruments of adherence" and ratification by a majority of their affiliated internationals.

The IEB decided at that time to withhold ratification.

In August representatives of the Los Angeles Guild asked the IEB to delay further, pending the outcome of their attempt to organize at the Examiner.

The attitude of the Teamsters was also a factor in this decision.

Move for reconsideration was offered by ANG Vice President Ed Marciniak at last week's meeting.

It was pointed out that since July the situation had changed in a number of respects:

- The CIO-AFL merger was nearer to realization, and had emerged from the "talk" stage.
- The circumstances in Los Angeles no longer required an adamant negative position of the ANG.
- The NLRB had thwarted Teamsters efforts to splinter off Guild circulation members in Indianapolis.
- The pact was working — Umpire David L. Cole had arbitrated an issue between the Packinghouse Workers-CIO and the Meat Cutters and Butchers Union in the case of a CIO-organized Swift & Co. plant.

The Los Angeles case started more than 15 years ago when AFL followed a policy of organizing federal unions in Guild jurisdiction.

In New Orleans the Teamsters have for many months been trying to capture circulation street salesmen, and the issue is still before the NLRB.

Locals assert that AFL organ-

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GUILD'S EYE VIEW

British NUJ Pact Lacks Grievance Procedure, Benefit Burdens Heavy

By CHARLES E. DAWSON
Portland, Me., Guild

London, England — The visitor first viewing labor-management relations in British journalism can be forgiven if he quickly assumes he's entered a newspapermen's union paradise.

At first glance, the landscape is undeniably a placid sight.

Against a lush background of solid circulation and revenue figures, contentedly grazing in their common pasture are the National Union of Journalists and the nation's publishers.

They have matter-of-factly been conducting national negotiations for the past 35 years — which is half again as long as the American Newspaper Guild has been attempting to bring order and wellbeing out of the anarchy of state-side newspapering.

It's a tidy prospect, all right—through a handful of nationally negotiated agreements, the NUJ wraps up wages and hours for 19,000 journalists in 1,000 shops throughout Great Britain and Ireland.

What fascinates the visitor is that this has been going on since 1918—which is to say that for three and a half decades, labor relations in the British newspaper industry appear to have been in the full bloom of responsible maturity—on both sides of the bargaining table.

But wait—all is not entirely as it seems on first inspection.

* * *

National negotiations, the British have—but only on wages, hours, holidays (vacations, that is), and grievances. These conditions, as they currently stand, aren't bad, by either British or American standards — but they need not make any stateside negotiator turn green with envy, either.

Wages are good, by British standards. In London, the going rate for a journeyman reporter is 15 pounds weekly ($45). In the provinces, a journeyman (for instance) in a city with between 100,000 and 250,000 population, would earn a basic 10 pounds weekly. Neither figure includes cost-of-living increases, and both are well above the average skilled industrial worker, who may earn around 8 pounds a week.

The basic metropolitan work week is 40-hours, five-days day-side, 35-hours five-days night-side, and five-and-one-half days in the provinces.

The countryman gets three weeks' vacation with pay yearly. His Fleet street counterpart receives a month's vacation.

Very well. So far, so-so. It's when we come to grievance-settlement machinery that a fly alights in the ointment. There are no provisions for binding adjudication of grievances—merely joint discussion setups.

This lack leaves NUJ functionaries unruffled. Issues that drag on wind up, they will tell you, in the hands of the industry's Joint Industrial Council. This body makes no binding decisions, you are informed, but its verdicts carry great weight. And there the English leave the matter.

You wonder if a tougher grievance machinery wouldn't mean more job security. For a brochure issued by NUJ indicates that in its 42-year history, of the 272,000 pounds paid out in benefits by the union, more than a third (107,000 pounds) went for unemployment compensation.

The question plainly is whether or a lot of jobs and money might have been saved in all those years by tight job-security language backed up by grievance machinery with teeth in it.

The union also operates welfare schemes, primarily supplying benevolent grants for distressed members (39,000 pounds given out in four decades) and aid for deceased members' widows and orphans (79,000 pounds in 42 years).

Beyond these and of notable interest both in Britain (because it is among the very few throughout industry) and in America (because we'll be facing the same problem) is the NUJ's promotion of a general transferrable pension scheme for the entire industry. The idea, of course, is for a pension plan in which a journalist will retain credits even though changing jobs from shop to shop.

This observation of the operations of the National Union of Journalists is written by the former president of the Portland, Me., Guild, now spending a scholastic year studying at Ruskin College.—Ed.

Embodied in the Newspaper Industry Pension Fund, the scheme presently enjoys the support of NUJ and the Newspaper Society, employers' association for provincial newspapers. The London publishers are watching with interest to see how it works out.

The proposition is currently before NUJ branches (locals) for 50-50 employe-employer contributions to such a scheme, and NUJ is waiting to hear the reaction of the general membership. NUJ officialdom approves the idea.

There are two other areas of union activity where NUJ appears to be considerably ahead of the Newspaper Guild: (1) in establishment of a journalists' Code of Conduct, enforced through trial procedure with expulsion the ultimate penalty; and (2) in joint developments with publishers' groups of an in-shop apprentice training program, two years in operation now and attended by 400 cubs, offering a diploma at the end of three years' vocational education.

The concentration, you'll note, is on city-room affairs. That's because the NUJ is a craft union, claiming jurisdiction solely over newspaper men and women and editorial workers in radio, TV, book and magazine publishing. (Other departments normally covered by the Guild in the states are within the jurisdiction of several other unions. All—including NUJ—are allied in the Printing and Kindred Trades Federation.)

In one respect, at least, newspaper unionism in Britain will strike a familiar note to an American: There's a dual-union problem. The smaller group is the Institute of Journalists (membership 2,500), a onetime benevolent association that turned itself into a trade union during the last war.

NUJ and IJ attempted a merger a few years back, and everything went swimmingly until it was discovered that a private act of Parliament would be needed for fusion—and only after two thirds of both groups voted in favor of merger. NUJ voted 90% "yes," IJ only 60%. And that ended that.

NUJ is affiliated with the British Trades Union Congress, but only for industrial action. In other words, it has no links with the Labor Party, the political vehicle for most British trade unions.

So there you have the NUJ, an organization that can answer the question (in an organizing booklet), "Do employers dislike the NUJ?", with this reply:

"Why should they? The right of collective organization and negotiation is a well-established principle of industrial democracy and is now accepted and endorsed by every shade of political and public opinion."

So be it. Labor and management apparently have learned to live together in Britain. But is the universally-recognized NUJ being as much of a union as it might be?

Consider: Three years ago, the London publishers offered a pound a week pay increase. The NUJ wanted more, refused the pound, and polled its members on strike action. And, as one functionary put it: "The lads would not have it."

So the publishers unilaterally granted the pay increase, and there matters serenely rested. Final question: Could your local expect approval from the Guild IEB contracts committee for that kind of settlement?

NY Times . . .

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argument by publishers against other units.

(Editor's Note: The New York News unit this week was taking a strike vote, with one of the major issues a management demand that the Guild accept a Times-type partial Guild shop in place of its long-standing Guild shop in ALL departments. According to local sources, the News management demand was made for the first time the day after IEB action on the Times proposal, and management cited that action as justification for its demand.)

Secretary-Treasurer William J. Parson stated that the proposed Times clause did not bar editorial employes from becoming members, and that if they did they would have to continue their membership. He felt that it would not hurt other units if they were strong enough to protect present contract provisions.

The Board finally voted on a substitute motion by Vice President John Thompson to direct the Contracts Committee to give the New York local permission to sign a contract containing the proposed Times union security proposal, but with the understanding that this did not prevent the Contracts Committee from withholding approval.

Voting for the motion were Vice Presidents Roberta Bailey, C. Joseph Beauclerc, Victor Leo, Ed Marciniak, Robert C. Stafford, Easton, Thompson, President Joseph F. Collis, and Parson. Voting against: Al Dipman, Adolph J. Rahm, Felix B. Wold and Novak.

Boston Elects Officers

Boston, Mass. — The Boston Newspaper Guild has a new treasurer, and three other top officers were named to succeed themselves, in a local referendum which saw lively contests for two of the four posts.

John H. Thompson, IEB regional vice president, was returned without opposition to a sixth term as local president. He is a member of the Herald-Traveler unit.

Timothy F. Ford, of the Record-American unit, won a second term as vice president in a contest with James F. Leonard, of the Post unit. The vote was 433 to 317.

Robert "Eddie" McGlynn, of the Globe unit, was returned unopposed to a fourth year as secretary.

For the treasurership, William M. Burke, of the Post unit, unseated John J. O'Malley, of the Herald-Traveler, by a vote of 426 to 325.

Orders Reinstatement In Jersey Discharge

Jersey City, N. J.—Jersey Journal management must give back to Thomas O. P. Lally the reporting job from which he was discharged last May 19, it has been decided by Mitchell M. Shipman, AAA arbitrator, to whom the Hudson County Newspaper Guild had submitted an unsettled grievance arising out of the firing.

Lally was discharged when a civic group, investigating Jersey City expenditures, turned up the fact that Lally held a job with the city as public relations advisor, on the recreation department payroll.

There was conflicting evidence as to whether Journal management had been aware of Lally's outside activities, for which he was fired. The reason stated was that he had held a "political job" without management's knowledge, that he had "improperly exploited" his connection with the newspaper, and that he had received pay for hours when he was supposed to be working for the daily.

The Guild contract contains a clause on outside activities, which permitted work outside of assigned hours, with the usual provisos against working for direct competitors and against exploitation of the Journal connection.

Lally had testified before the investigator as to his employment, which included work as a swimming instructor, at stipulated hours; a later term as publicity writer, also at stated hours; and most recently as public relations advisor, which he described as a "relaxed assignment" without definite working periods.

Management admitted that Lally had not absented himself from his desk work at the newspaper, but against this were time vouchers in the city's files, showing that Lally had been paid for periods overlapping his newspaper working time. That gave rise to an inference that he had held a "no-show" job, a political sinecure. Lally denied this, both at the investigation and at the arbitration hearing, and the arbitrator held that the point had not been proven against Lally.

Several witnesses testified that both the outside employment of the grievant and that of several other Journal employes had been common knowledge at the newspaper office for years. Lally himself had notified a former executive of that department.

The arbitrator also held that "exploitation" had not been proved, and that the civic investigation had not actually determined that Lally had a "no-show" job.

ANG International Representative Joseph G. Colangelo, Thomas E. O'Connor, Hudson County local president, and Gene Flinn, chairman of the local grievance committee, appeared for the Guild at the hearings.

Strike Vote Ends Snag In Madison Bargaining

Madison, Wis.—Backed by the militant support of its membership which, by a 19 to 2 vote, had empowered the negotiating committee to call a strike, the Madison Guild won a sweeping victory in contract negotiations with the Capital Times.

A settlement embodying important gains in wages and conditions was reached at an 11-hour session with Federal Mediator Ben L. Marshman, of Rockford, Ill. The contract will be retroactive to last Aug. 8, and run for one year.

The Guild won the following:

- A $4 increase in the top minimum for the main editorial classifications, raising the reporter and photographer minimum from $99 to $103 after four years, with step-ups increased proportionately and those above top minimums maintaining differentials.
- A guarantee that management will negotiate on economy dismissals.
- Two weeks advance dismissal notice to the Guild and the employe.
- An increase of three weeks—to 32 weeks—in the severance pay ceiling.
- Three-week vacations after six instead of 10 years.
- A clause prohibiting reporters to act as photographers and vice versa.

The negotiations, begun last June, were deadlocked by management's adamant refusal to offer more than a $3 increase in the top minimum, or to agree to any but minor improvements in fringe benefits.

After the local voted to authorize its seven-man bargaining committee to call a strike if necessary, the federal mediator entered negotiations. At the same time ANG assigned International Representative Justin McCarthy to assist in the emergency.

The strike vote was the first such action taken by the Madison local in its 20-year history. Its contract with the Capital Times is the oldest in the ANG, and now covers only the editorial department. Some years ago the paper combined its mechanical and commercial operations with the Wisconsin State Journal in a merger which left the two papers independent editorially.

One important result of the emergency, which President Irvin Kreisman hailed as "significant" was the adoption of plans to establish a joint council with the printing trades union in the plant.

Members of the Guild negotiating committee included Kreisman, Harold E. Enthwistle, Aldric Revell, John Hunter, Richard Lee, Tom Barlet and John Sammis.

Convention Proceedings Are In Print

Official proceedings of the Guild's twenty-first annual convention, held at Los Angeles in August, have been mailed to local officers and all delegates.

The proceedings fill a paper-bound volume of 150 pages, and include financial data supplied to the convention in the Officers' Report, as well as the stenotyped record of all floor discussions.

Additional copies are available to purchasers at a price of two dollars.

Two IEB Absentees

Vice Presidents Paul A. Freye, Sacramento, and Philip H. Price, Washington, were absent from the November Board meeting, both excused because of illness. Freye wrote that he was in a hospital preparing to undergo an operation.

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

Board Tackles Pressing Organization Problems

The twin problems of organizing and servicing were given lengthy consideration at the November IEB meeting. The connection between the two was highlighted by a statement of Director of Organization J. William Blatz.

He told the Board that duties of IR's which might be regarded as "servicing," such as sending organizers into locals where strike situations were developing, where publishers were attempting to remove circulation men from jurisdiction through individual contracts, and to handle other emergencies in organized areas, were taking up so much time that his department had little manpower left to undertake organization of new locals where there were "spontaneous" Guild movements that required ANG assistance.

The IEB took a long look at organizing when Blatz displayed charts and figures indicating that the steady upward swing in membership had leveled off this year.

Much the same situation was described in the report of Ray Pitt, Assistant Wire Service Director (in charge of organizing).

Blatz and Pitt detailed the situations throughout the country, city by city, and the Board was in agreement that the most urgent task was that of organizing "free riders"—those who were working under Guild contract but who had not joined the organization or were not paying dues.

This was summarized in a motion by Vice President Robert G. Stafford, seconded by Vice President Felix B. Wold; "that a concentrated campaign to bring free riders into good standing be undertaken with all possible facilities of the Guild being directed to this effort, with a progress report to be made at the next IEB meeting."

Thus the "four point program" adopted at previous conventions was re-emphasized as to its first point: that of completing the organization in departments of units already under contract.

Detailed figures, local by local, showed that while the Guild has had a steady growth in membership since November, 1951, the free rider situation had not been improved in three years.

Vice-President Ralph B. Novak underscored the question of free riders and organizing and servicing generally in connection with finances.

He noted the basic responsibility of the locals to handle and finance their own bargaining and organizing problems, and asked for renewed authorization of the IEB to use organizers to develop local servicing districts, or joint arrangements among locals conveniently located, to retain full time district service officers.

He said it was not an easy task, but that he was still of the opinion such districts could be organized, even though one attempt had failed in the Buffalo area. The IEB gave him carte blanche to go ahead with the program.

Organizing in the wire services, particularly in New York, where the free rider issue is primary, was discussed following Pitt's report on Monday. The Board heard reports from Harrison Monroe, New York local organizer assigned to wire services, and from M. Michael Pollaker, New York's secretary-treasurer.

They explained the efforts of the New York local to enlist the free riders in the wire services after Pitt had argued the need for local assistance in all wire service organizing.

As a result of the Monday discussion, the AP Unit Council of New York addressed a letter to the IEB, saying in effect that the Council leaders felt that they had been blamed unfairly for organizing failures, and calling upon the ANG to take definite action "on a specific program for organizing the wire services, particularly the unorganized in the New York wire services units."

The AP unit letter stated that while the unit leaders had not sufficient time or resources to carry out any over-all organizing plan, they would cooperate completely with such a program.

Commenting on this letter Novak said ANG had promised the wire service people all cooperation and had met with them, "but nothing happens."

It was the concensus of IEB members that outside people could not walk in and "organize" any unit or department without active aid of a number of significant employes working there. Vice President Wold said he agreed with Novak and would stand behind Novak's statement of the situation. (Wold is employed by AP in Detroit.)

Wold's motion instructing Novak to confer within two weeks with the New York wire service representatives to set up and expedite an organizing program, was adopted.

...Hearst Memos

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Eubanks, in his appeal to the Board, said: "The question, I think, is a practical question of whether or not we can do a better job if we undertake national negotiations or if San Francisco be permitted to negotiate on those sections locally . . . Our action is based on Art. XVIII, that the governing body of a local has the authority over collective bargaining . . . It is our feeling that it is essential that the governing body of the local retain authority over the conduct of its units."

In drafting proposals at the Los Angeles Convention, the Hearst Chain Council refrained from mentioning pension or health insurance plans at the request of the San Francisco unit delegates. This action was intended to leave all locals with Hearst units free to bargain on these matters.

Eubanks told the IEB that the proposal of sick leave in the Memorandum had caused SFONG concern. "We made known our objections . . . to proceeding in any manner that would foreclose local bargaining on the subjects of benefits and health insurance . . . But we cannot separate the question of health insurance in the State of California from sick leave policy . . . Adequate insurance is tied directly to sick leave practices in the plant so that inclusion of this clause . . . does affect the issue of health insurance whether it is specifically stated or not."

In reporting to the IEB, the joint committee noted that the matter "divides itself rather neatly into those two aspects . . . the collective bargaining approach as opposed to the constitutional approach.

"From the practical, collective bargaining approach, the problem seems to some members of the committee as purely a local matter: A relatively small number of Call-Bulletin members appear to have committed the local to a collective bargaining program of which the governing body of the local disapproves. From this standpoint, the appropriate remedy would seem to be to have the local take up the matter again, attempt to persuade the Call-Bulletin members to reconsider and restate the local's opposition to being tied down by chain-wide bargaining."

The Committee also was "uncertain whether the local governing body has the power under the Constitution to override a unit's desires and determine the collective bargaining program of the local. On this issue, Guild Counsel sided with those arguing that under present language a unit has the power to commit the Local to a chain bargaining procedure.

"From these attitudes the joint committees were apparently faced with a stalemate. But one point of agreement may offer a way out of the dilemma: The members of the joint committee were agreed unanimously that the local SHOULD have the power, although it may not now be granted clearly by the Constitution, to control the unit in determining the local's collective bargaining program."

This was the second instance in which SFONG had objected to Hearst Memorandum proceedings. In January 1953, the local asked for ballots for the Scripps-Howard News and independent Chronicle units to vote on the Hearst settlement since the Memo is extended to those papers by city-wide contract. The ballots were furnished but Novak ruled that the units had no voice in acceptance or rejection of the settlement because they were not part of the "membership to be covered." Since the contested votes could have had no bearing on the outcome of the referendum, SFONG did not press the issue, but Novak asked the IEB for a ruling.

At the May 1953 session, the IEB adopted a report by the Constitution committee, which held: "The intent of this article is to guarantee participation by membership covered by such contract proposals within the chain of papers involved . . . The SFONG city-wide negotiations, indeed, are unique and the decision to accept as part of collective bargaining a memo designed for one chain is a local decision. There is nothing that binds the Chronicle and News membership to such a decision except its own willingness to accept it."

The Hearst National Memorandum, negotiated by the IEB and Hearst National Management, is incorporated upon ratification into all local Guild-Hearst contracts. It covers such subjects as Guild shop; checkoff, job security, severance pay, alternate benefits, sick leave, speed-up and no discrimination.

It was first signed in 1940, as the Hearst Peace Formula, as the culmination of several Guild strikes fomented by the anti-Guild policies of Hearst papers.

Guild units on the Boston Record-American, Albany Times-Union, Detroit Times, Pittsburgh Sun-Telegraph, Milwaukee Sentinel, San Antonio Light, Seattle Post-Intelligencer and Los Angeles Herald-Express are now covered.

Only previous withdrawal from the Hearst Memorandum occurred in 1941 when the New York Mirror and New York Journal-American units transmitted through the New York Guild their desire to bargain locally.

Midwest UP Groups Talk Contract Details

Chicago, Ill. — United Press unit chairmen in the Midwest area have met for the first time to prepare for next year's contract negotiations. The session was comparable to a conference of departmental stewards on a newspaper, and is a new departure for a wire service area.

The two-day meeting was made possible by a Midwest District Council contribution of $250 and a National Wire Service Council grant of $125.

Every aspect of Guild concern in the 18 UP bureaus in the area was examined at sessions November 13-14.

Organization lines for improving the handling of day-to-day Guild concerns to United Press members were strengthened.

Contract needs were examined minutely and instructions were given to Sheldon Garber, United Press national committeeman for UP's central division. Garber will participate in the January meeting of the UP national committee which will select the negotiations team.

The Midwest UP unit chairman's conference passed a motion unanimously calling the IEB's attention to the meeting as offering a "possible fresh direction in thinking about wire service problems."

...No-Raid Agreement

(Continued from Page 1)

have often been aided by publishers, who appear to prefer not to deal with the better equipped and more militant Guild.

* * *

Until a year ago, the unity movement had been in the air—and literally so—from the mid '30s, when a pioneering group of AFL unions led by John L. Lewis walked out of what the late William Green called the "house of labor".

Between 1937 and 1950 committees of the two labor centers met and talked. But the AFL official organ called these recurrent top-level talk fests "fruitless."

The last two years have seen the rise of George Meany and Walter Reuther to leadership of the two branches of the American labor movement.

When Meany became AFL president he announced that he intended to make a determined effort toward unity. Since then negotiations have been stepped up. Both groups appointed committees to work out principles and details.

These committees issued a joint unity statement on April 7, 1953.

Its keynote was agreement in principle that the problem of raiding had to be dealt with as a practical matter before the larger problem of organic unity could be solved. A sub-committee studied the whole field of raiding, its causes, results and implications, and reported last June.

The no-raiding arrangement comprised two steps. First the CIO and AFL signed a "pilot" agreement last December 16 to stop raiding through their directly chartered local unions, not attached to internationals.

The second step was to induce voluntary acceptance of agreements or "instruments of adherence" as to each other, by the affiliated autonomous internationals of both labor bodes.

By last June 9, 29 CIO international affiliates and and 66 of the AFL's had signed.

The agreements run until December 31, 1955, thus setting next year as the time limit for achievement of the "single labor center."

It was estimated that approval of the pact had been voted by unions representing some 95 percent of the CIO membership, while some 70 percent of the AFL membership would come under the pact. The Teamsters, AFL's largest international, has been a holdout, raiding wherever it desired, and this policy of the Teamsters appeared to dictate a similar policy for ANG.

* * *

Meanwhile as the movement in the United State gained momentum, it has been reflected in a similar joint program of the split Canadian labor movement of 1,000,000 members.

Here the leadership is in two top organizations, one, the Canadian Congress of Labor, counterpart of the CIO across the border, and the Trades and Labor Congress, the AFL counterpart.

Last week it was announced that these two groups had signed a no-raiding pact effective during 1955, for their directly affiliated local bodies, the first step. The joint statement said that all autonomous organizations of the two congresses would be asked to ratify the agreement and bind themselves to its terms, which were outlined as essentially as those now governing the AFL and CIO.

Wilkes-Barre Closes Strike With New Pact

Wilkes-Barre, Pa. — The six month strike of the Wilkes-Barre Guild against the two dailies here ended October 5, but not until last Thursday did the parties reach the contract-signing stage.

The delay was over the application of the strike settlement's "second phase" of wage increases to both the going pay and the contract minimum schedule. It required five weeks of meeting with management spokesmen to iron out the matter to the Guild's satisfaction.

The new document contains more than 70 changes from the former agreement, which last spring management had sought to readopt with the addition of arbitration of disputes. Admitted ambiguities in the various clauses led the Guild to insist on revision before including arbitration procedure. The strike resulted, and after six months the Guild won agreement not only on wage matters but the new language clauses.

NEW WILKES-BARRE CONTRACT—Signatories and witnesses of the formal signing of the strike-settling contract at Wilkes-Barre included, from the left: Seated, A. DeWitt Smith, circulation manager; Harrison H. Smith, company president; Carl J. Pesavento, local Guild president; Anne Pochaitis and Kathleen Bristle, local board members. Standing are Paul J. Arther, Guild board member; Guild treasurer Arthur Alberts; Kermit Griffith, Oliver Stocker, Norman Swick and James White, Guild board members; Thomas Hurk, local secretary, and Michael Dragach, local second vice president.

Hoosier Guildsman Wins Glamour-Land Vacation

NOT HARD TO TAKE—Guildsman Walter J. Pippert, of the advertising staff of the Indianapolis Star-News, won a Hollywood holiday in a contest sponsored by General Electric Co., and is here pictured with "The McNulty's" of the Ray Milland show. "Mrs. McNulty" in reel-life is Phyllis Avery. That's Mrs. Pippert at the right.

Indianapolis, Ind.—A five-day trip to Hollywood with all expenses paid for himself and wife is now just a cherished memory for Guildsman Walter J. Pippert, advertising man on the Star-News, but he has 1,000 feet of movie films as documentary proof of his holiday, plus a color TV set.

Pippert's name was drawn from among some 200,000 entries in a national contest sponsored by General Electric Company. All he did was to drop a card into a box at a local furniture store, and wait. His was the lucky entry.

The vacationers got the full Los Angeles treatment, flying to the film capital, lodging in a top suite at the Beverly Wilshire, taking in the points of interest and meeting Hollywood personages.

When the Pipperts came home, the Indianapolis Star Magazine put the final flourish on the whole matter. It's November 7 cover was a "gag shot" of Pippert having breakfast in bed, served by "The McNulty's" — Ray Milland and Phyllis Avery. And three whole pages inside were devoted to pictures of the Hollywood trip.

Pippert is no newcomer to the magazine's readers, having served as model for a number of humorous cover pictures.

For the Guild local, he has been a negotiating committee member, was chairman of a Page One committee, and at present is leading a course in "Guild education" for new local members.

ANG Files Suit To Force Polumbaum Reinstatement

Following out the action of the Los Angeles Convention and the prior determinations of the International Executive Board, the Guild has filed suit in the Supreme Court of New York State to enforce against the United Press the findings of Arbitrator George A. Spiegelberg in the Theodore S. Polumbaum case.

Specifically, the court is asked to order the United Press to reinstate Polumbaum to the job from which he was discharged in April, 1953, and to consult with the Guild regarding the amount of lost pay due him.

The Los Angeles convention, to which a full report of the case had been made, adopted a resolution asking for the exertion of "every legal effort" to compel reinstatement.

Polumbaum, a television script writer at UP's Boston bureau, was discharged the day after he had refused to testify before a House unAmerican activities committee as to whether he was or had been a communist.

In filling out a personnel record for UP some time previously, Polumbaum had written "No" to a similar question.

UP management held that Polumbaum had "intentionally" cast doubt on his honesty by his later refusal to testify, and that his action was "incompatible with the best interests of journalism."

The ANG refused to accept this reason for dismissal as being "just and sufficient" — the contract phrasing — and moved the case to arbitration.

The arbitrator agreed with the Guild that the discharge was contrary to the Guild contract, but went beyond his province to point out that in his view the United Press had a legitimate but unstated cause for letting Polumbaum go.

Since the contract had been breached, and since the arbitration findings under the contract provisions are "final and binding," the Guild made formal demand upon UP management to comply. This has been refused, and the court action instituted last week is the result.

In its news file for November 16, the UP carried a story of the filing of the suit, in which it stated that its attorneys would prepare an answer.

The UP story indicated that it might base its defense along the lines of the extraneous views of the arbitrator, suggestions which he admitted in his written opinion he was not authorized to make.

Spiegelberg had said that UP news should be "straight and unslanted" and that its customers must have confidence that it is so. Polumbaum, added Spiegelberg, by taking "a strong stand" on a highly controversial question, had indicated that his treatment of the news might be slanted. UP clients might believe that to be the case, hence UP was justified in discharging its employe.

This analysis was viewed by the Guild convention as "an inherent reflection on the integrity" of American newspapermen and its resolution expressed indignation at the language.

Miners Confused, Too

Sometimes the "burrocrats" really confuse us. For example, like orders the Atomic Energy Commission to "negotiate" a contract with the Dixon-Yates combine to supply electric power to TVA so that TVA can feed more of its power to the AEC. This will cost the taxpayers more money. At the same time the government defends the TVA's buying of non-union coal because it says the scab coal is cheaper. Guess it depends on whether you're a utility magnate or a union coal miner.—UMWA Journal, Nov. 15, 1954.

IEB Sets 3rd Quarter Budget, But Will Study Growing Deficit

But there was considerable discussion of the ANG's financial situation after Secretary-Treasurer William J. Farson reported an operating deficit totaling $10,682.02 during the first two quarters.

He added to this a previous year-end (April 30, 1954) deficit of $5,370.19, which, he reported, brought the ANG operations deficit over the last 18 months to $16,052.21. This figure did not include some outstanding bills.

In a supplementary report the finance committee pointed out that during the first two quarters ending October 31, accounts payable had increased $6,002.92, making the total operating deficit of the ANG over the last year and a half of $22,055.13.

While the third quarter budget approved was $1,430 above the second quarter expenditures (by bookkeeping figures not then audited) the IEB approved it as reported by the finance committee, but it was the concensus of Board opinion that finances be studied very carefully at the next Board meeting for the purpose of recommendations to the Convention next June.

All departments operated during the second quarter within their budgets, except that of organizing.

Organizing alone showed a $6,594.18 budget deficit, accounted for, it was explained, largely by placing increased legal fees and the expenses of sending organizers into locals where strikes might have resulted from publisher attempts to put circulators under individual contracts. This deficit was increased by charging to organizing a $1,600 severance allowance of Guildsmman Al Hieken, CIO organizer in Texas, who was taken away from the Guild and dismissed in a CIO staff reduction, without severance provision.

Budget Summaries

As reported to the IEB by the finance committee, here are listed the second quarter expenditures as compared with the budgeted amounts, together with the departmental estimates as adopted by the board for the third fiscal quarter.

SUMMARY	Budget 2nd Quarter	Expended 2nd Quarter Aug.-Sept.-Oct.	Budget 3rd Quarter
1. PER CAPITA TAXES	$ 7,330.00	$ 7,214.30	$ 6,730.00
2. ORGANIZING & SERVICING	26,285.00	32,879.18	26,285.00
3. COLLECTIVE BARGAINING	3,875.00	3,793.08	3,875.00
4. WIRE SERVICE ADMINISTRATION	12,270.00	11,555.03	12,270.00
5. RESEARCH & INFORMATION	9,200.00	6,247.77	10,400.00
6. GUILD REPORTER	12,005.00	10,862.19	12,005.00
7. ADMINISTRATION	18,650.00	16,239.84	18,650.00
8. EXECUTIVE	6,505.00	6,120.69	6,505.00
9. OTHER EXPENSES	25,400.00	21,527.42	21,150.00

Executive Vice President Ralph B. Novak raised the question of whether costs of individual contractor cases should be properly charged to organizing, rather than to defense fund, and on Novak's motion the matter was referred to the constitution and finance committees.

After adoption of the budget Vice President Robert C. Stafford moved: "that a committee be appointed to investigate the advisability of a Board of Trustees or Audit Committee whose duties shall be

"1. Supervise the periodical audit of the Guild's books;

"2. Perform the role of financial examiner over expenditure of budgeted funds;

"3. Recommend fiscal procedures for more efficient and economical operation of the union;

"4. Relieve the present Finance Committee of certain supervisory details it has been forced to assume;

"5. Assist and advise the Treasurer in fiscal affairs, and

"6. Assume other duties as may seem advisable; this committee to make recommendations to the IEB prior to the 1955 convention."

Stafford's motion was seconded by Vice President Ed Mardiniac "for purposes of discussion," was debated briefly, and lost by voice vote, with Stafford's "Yes" vote recorded.

Novak cited extensive statistics covering past years to show that per capita income picked up during the second half of the fiscal year, and in answer to a question from the floor, Secretary-Treasurer Farson estimated that the third quarter deficit would probably be between $3,000 and $4,000.

The finance committee's report pin-pointed the problem thus:

"We estimated our income for the fiscal year 1954-55 at $20,500 above the income for the 1953-54 period. The first five months show an increase of only $129 more than the same period last year. If we break even or make up some of the deficit in the next seven months, either income will have to increase substantially or expenses will have to be reduced."

AP Members Okay Terms Of Contract

By a ratio of better than four to one, members of Associated Press units across the country have reported approval of the terms of the tentative agreement reached by their negotiators on a new contract. Guild officers and AP executives will sign the agreement, effective retroactive to November 5, and extending thirteen months to December 31, 1955.

As was expected, most of the objections to the contract as offered by the negotiating groups came from members of bureaus not immediately affected by the new upgrading of some 27 geographical points.

The Guild has long contended that geographical distinctions are meaningless, and that bureaus in smaller cities, with fewer employes, have suffered unjustly as to pay rates, in the wire services. The Associated Press management has over a period of years narrowed the pay gaps, in response to Guild representations. "No" votes were most plentiful from areas in which this process is considered frustratingly slow.

The new contract fixes a minimum of $139 in eight major bureaus, whereas two years ago there were only three cities listed in the top wage category. One entire division of wage categories was wiped out, affecting 19 cities. In eight cities the top minimum was boosted by $13.50.

A general increase of from $1.25 to $2.50 applies in cases where minimum increases do not result in more money, and there are several significant improvements in other contract language.

Now We Have Peace

Labor Secretary James P. Mitchell told the Illinois Federation of Labor in effect that part cause of unemployment was transition from wartime to peacetime economy.

Elizabeth Guild Chooses Two As Page One Dance Queens

Elizabeth, N. J. — Judges asked to select a queen for the Guild local's annual Page One party came to an impasse when they had reduced the entries to two.

They couldn't choose between Barbara A. Hiross, business office employe at the Elizabeth Daily Journal, and Lilyan Loblein, who holds a similar job at the New Brunswick Home News.

When the Guild's executive board learned of the dilemma, they chose not to cut the Gordian knot, but to break precedent by having not one, but two, presiding queens at next week's affair. The fourth annual Page One Ball will be at the Elizabeth Carteret Hotel, Saturday evening, December 4. Two crowns, with accompanying feminine fixings, will be presented to the dual winners.

Jack Tilson, of the Journal Guild unit, is chairman of the committee for the ball. Judges were Mrs. Anne Butler, manager of a local dancing school, E. R. Bogard, photographer, and Daniel O'Brien, manager of another dance studio.

BOTH FINALISTS WIN—Judges in the selection of a page One Queen for the Elizabeth Guild's affair next Saturday night voted a tie between Barbara A. Hiross, left and Lilyan Loblein, shown here receiving congratulations from Local President Melville D. Shapiro.

Norwegian Press Gallery

An American Looks At The Oslo Parliament

By JANE BENTLEY
Washington Guild

Oslo, Norway—The theory that the conduct of the occupants of the press box has some effect on Congressional 'dignity" obviously is not shared by the Norwegian Storting (Parliament). The Stortingsmen look to their own dignity—if, indeed, they ever worry about it at all.

But to a reporter schooled in the proper press conduct while covering Congress, the shock of seeing the early editions of the day's newspapers being distributed and read openly in the Storting press box was quite profound.

However, this turned out to be standard operating procedure and the Stortingsmen take no umbrage at such conduct because, as one reporter pointed out, "they do it themselves." An unassailable answer, of course.

Equally as surprising was the sight of photographers walking right into the Storting chamber to take pictures. But this is s.o.p. too, the only restrictions on the photographer's activity being that he must not walk directly in front of the speaker's platform or be overly obnoxious in his activities.

(Pictures may also be taken in Norwegian court rooms, at the discretion of the judge, who seldom refuses.)

Of course, there are obvious reasons why it is easier to take pictures in a circumspect way in the Storting than in the House or Senate. For one thing, the press photographers' group in Oslo is nowhere near the size of that in Washington. In addition, all talking in the Storting is done from a central speaker's platform, automatically limiting the necessary range of the photographer's activities.

The central speaker's platform has its advantages for the reporter, too. It solves the problem of legislators who stand at their desks mumbling in a tone inaudible to the press — although the pet peeve of newsmen here is the occasional Stortingsman who starts his speech as he leaves his seat, continues to mutter as he walks up the aisle and is practically finished by the time he reaches the platform.

From the platform, the speaker has his back to the press box (and the wall of newspapers that appears there around noon), but the acoustic difficulties of such an arrangement are overcome by a microphone at the speaker's rostrum, with earphones for the press and Stortingsmen.

Debate in the Storting is handled in a very businesslike way. There are no interruptions for repeated roll calls as the absence of a quorum is suggested. In fact, an attendance roll call occurs just twice during each session of the Storting: on opening day in January and upon resumption in October after summer recess.

Thereafter, a count is simply taken at the beginning of each meeting to make sure that the required one-more-than-half of the 150 Stortingsmen is present before business starts. Members not present in the chamber are notified by a bell when a vote is about to be taken.

Roll calls on issues are infrequent — and mostly are requested for political reasons — but this does not save a Stortingsman from having a public record of his every vote. The enterprising Storting reporters make their own record when the legislators stand up to be counted, conferring among themselves to make sure they have it right.

This is more difficult than it may sound, because seating in the Storting is not by parties as in Congress, but by districts, with the man from the party who got the highest number of votes occupying Seat No. 1 in his section, etc. This means that Stortingsmen from Norway's six political parties — Labor, Conservative, Liberal, Farmer, Christian Peoples and Communist — sit side by side.

The attendance roll call is taken by districts, but an entirely different system is used for roll calls on issues. In the latter case —and apparently on the theory that the same member shouldn't have to stick his neck out first every time — the initial vote is cast by the member whose district and seat number is pulled in a drawing.

Covering the Storting can be somewhat of an endurance test for the reporters. The filibuster is unknown here and except for a few special matters, such as the budget and the throne speech which formally opens the Storting each January, the debate on a particular subject usually does not exceed one day.

But the Storting does stay in session that day for as long as it takes to go through the list of members who have indicated they will have something to say. However, the first speakers usually are the leaders of the six parties and by the time they have finished, it is obvious how the vote will go — party discipline being comparatively strong here.

Further speakers may discuss points of personal deviation from the party position, although in the end they rarely vote against the party position, but most of the talking falls into two categories: 1) personal politicking; 2) a burning desire on the part of the speaker to say in his own way what already has been said.

When the debate starts wearing into the evening hours, the Storting president invokes the rules of procedure which permit him to start limiting speeches to ten minutes, or five, or two, as the occasion demands.

During debates the legislators wander between the Storting chamber and the Storting restaurant, which is conveniently located just a few steps down the hall, rather than in the cellar as in Washington. There they can get pastries, sandwiches and meals (the latter ALWAYS including the boiled potatoes which are part of every Norwegian dinner), as well as beer or coffee to go with the neat little bundles of sandwiches many of them bring from home. The reporters also alternate with each other in the press box and the restaurant.

The Stortingsman has no exact equivalent of our Congressional Record in which to print poems and letters from his constituents to show what a fine job he is doing in looking after their interests.

But there is a unique institution started after the war which serves as a substitute. This is the every-Wednesday question period during which any Stortingsman, by notification beforehand, can require any cabinet minister to answer a question on any subject falling within the minister's jurisdiction .

The questions can be of a quite serious nature, but they can also involve such matters as why there are not enough seats on a certain commuter's train operated out of Oslo during rush hour by the state-owned railways. (Actually, this question was not exactly motivated by concern for a constituent's comfort. The Stortingsman who asked it just happens to ride that train himself — on a free pass.)

Of course, answers to the questions could be gotten privately and communicated in the same way to complaining constituents but it has a much greater effect on the political Hooper Rating to do it publicly because the Wednesday question hour draws more citizens to the Storting's public galleries than just about anything else that happens. In addition, the question periods are recorded and broadcast on the radio in the evening.

There being no sharp division between the legislative and executive branches of government as in the U. S., the cabinet ministers attend and take part in debates involving their departments. They also must appear in Storting for two other types of question periods: 1) to answer a question put by a single Storting member; 2) to answer several Storting members on the same subject. These periods are kept from becoming political routs by strict rules on time and procedure.

Norway, of course, has a political press (seven of Oslo's 10 dailies have a political orientation) and certain privileges are extended to reporters from the official party paper. The two Storting reporters from Arbeiderbladet, official daily of the Labor Party which has controlled the government since 1935, attend caucuses of the Labor members of the Storting. Reporters from Morgenbladet and Aftenposten attend the Conservative Party caucuses, etc., except that currently no reporters are admitted to the Liberal caucus.

The reason for this is that the information received at the caucuses is for background use only and a couple of years back, reporters from Dagbladet got themselves thrown out of the Liberal caucus by reporting in print on what had happened.

An editor from Arbeiderbladet also attends meetings of the steering committee of the Storting's Labor caucus, but what goes on there is not for publication either. It is also common to see the political editors of the various newspapers in the Storting press box gathering first hand information for editorials.

Arbeiderbladet's chief editor is one of four top party officials elected at the Labor Party Congress, and he takes an active part in party activities, but he is a professional newspaperman and has been such for many years.

Contrary to the practice of Congress, Storting committee meetings are not open to the press or public. But a photographer may enter a committee room at any time to take a picture, apparently so the Stortingsmen, who are no less publicity-conscious than nitheir American counterparts, can keep in the public eye even while their noses are to the grindstone.

Party discipline is responsible for the absence from Norwegian newspapers of a favorite type of American story. When an important speech has been made in the Storting by a government official, such as Foreign Minister Halvard Lange's recent address on the London agreement, there is no rush by newsmen to get comments from the Stortingsmen because they will have nothing to say until the formal debate on the statement takes place.

This is as true of members of the opposition parties as it is of members of the government party. However, editorials in the party newspapers generally reveal ahead of time what line the parties will take in debate.

In spite of the fact that Norwegian newspapers battle each other rather constantly through their editorial pages, there is cooperation between them. Norsk Telegrambyras, the Norwegian equivalent of AP, is owned jointly by the papers and several important reporting functions have been delegated exclusively to NTB.

For example, when a Storting committee has completed a report, it is the job of NTB to get the hand-written or typed copy of the report before it goes to the printer and prepare a summary which is sent via ticker to all the newspapers. Oslo newspapers then write their own stories.

By agreement between the papers and the police, NTB also is responsible for making daily checks with the police and passing on tips to the papers, which do their own follow-up work. A survey has shown that crime and accident stories have the most readers, but the fact is that the appeal to Norwegian newspaper Norwegian has a long wait between what could be classed — by American standards — as a really exciting crime story. There were no murders at all among Oslo's 450,000 inhabitants in 1952 and 1953, and 1954 has yielded only two so far.

The seemingly obvious assumption that reporters for a government party paper would have a distinct advantage in getting stories apparently is quite groundless.

Arbeiderbladet's Storting reporters insist that, on the contrary, their job is made more difficult by the set-up. Not that they don't frequently have inside information, but it generally is given to them off-the-record until the "proper" time for publication has arrived. Meantime, an opposition paper, under no similar restraint, may get wind of the story and break it, with or without all the facts known by the party organ.

* * *

A few general observations on Norwegian newspapers:

There is nothing comparable to the big U. S. city room with all its noise and confusion and "atmosphere." Norwegian reporters work in small offices with only one to three occupants. The chief sub-editor, whose duties make it impossible to place him exactly in the U. S. editorial hierarchy, occupies a somewhat larger central office where the staff gathers daily to get assignments and run over the paper of the day before. According to the reporters, these conferences usually start out: "Well, that was a fine paper today BUT—"

Since the war, Norway's traditionally rather rabid political press has shown a marked trend toward objective reporting. The political line still crops out in the news pages however, most strongly in the headlines (often written by reporters), which may really go overboard while a story itself may be fairly objective.

Little rewrite or copyreading is done here, though both have increased recently. However, one editor stated quite emphatically that "no Norwegian journalist would stand for the amount of tampering with his work that goes on in American papers."

And in closing, just a brief memo for the fellows at the National Press Club in Washington: There is no sex discrimination in the Oslo Press Club and the admission that such exists in Washington drew the biggest horse laugh this reporter has heard in Norway. "We settled that one 40 years ago." I was told.

Plaudits and Profits Mark Rochester's Page One Ball

Rochester, N. Y.—Guildsmen are happily relaxing after what is expected to prove their most successful Page One Dinner in four years of dinner productions.

The plaudits of more than 350 political, business and civic dignitaries and their wives have already been counted. Guild profits from the affair (tickets sold for $15 a plate for "outsiders," $7.50 for Guildsmen) are expected to run into four figures, a new record.

According to Guild officers, proceeds from the Page One Dinner will go a long way toward making up for a comparatively low dues schedule. But they consider the enthusiasm developed among scores of Guildsmen who labor at writing, acting, producing and other chores for the annual show as an equally valuable Guild asset.

As usual, this year's Page One Dinner was highlighted by a three-act musical, "Seer Nonsense," written and acted by Guildsmen and directed by local professionals. A special swami act was put on following the deluxe dinner. A short welcoming speech was given by Paul E. Tanner, president of the Newspaper Guild of Rochester.

The play took its theme from a look at Rochester in 1979, when an investigating cop, Joe Tuesan investigating cop, Joe Tuesday, comes to town to delve into the city's doldrums. Flashbacks by song and skit to 1954 were used to give a good-natured ribbing to local figures, companies and institutions. A happy ending resulted from the entrance of a Liberace-type Pied Piper.

Taking leading roles in the show were Nancy Gaskin, Charlie Wagner, Abe Miller, Herb Jackson and Howard Hosmer of The Times-Union. A quartet was made up of Bob Meagher, Conrad Christiano, Frank Dostal and Al Bergeron of the Democrat and Chronicle.

Swamis were Bill Beeney and George Beahon of the D&C. A girls' trio was composed of Charlene Linnell, Rosemarie Bayko and Helen Thompson of the T-U.

Guildsmen gave foremost credit for success of this year's show, as in 1953, to General Chairman Ruth B. Chamberlain, T-U society editor. A script committee was headed by Edmund W. Peters, T-U, and Wilbur G. Lewis, D&C. Musical director was Herbert R. Schaefer, D&C.

A 35-page program, with a three-color cover drawn by Times-Union Artist Wallace E. Bradley, was produced under the direction of George Tetherly and Joseph N. Freudenberger of the T-U. Advertising was heavy.

Enthusiastic guests at the dinner were Charles Perlik, ANG international representative, and Franklin D. Roosevelt, Jr.

PREXY IN OIL—The New York Guild presented ANG President Joseph F. Cellis with a portrait of himself, at an interlude in last week's IEB sessions. To Cellis' left is Thomas Doherty, of the Times unit, at whose behest the presentation was made, and on the right are New York Local President Arthur Rosenstock and John H. Thompson, of Boston Local President and IEB regional vice president. A Boston Guildsman, Art Burkhardt, was the artist.

ANG Lists Current Contract Tops For Reporters and Photographers

Herewith are listed in descending order the minimums guaranteed to top-experience newsmen and photographers, in 130 Guild contracts. The salary figures are compiled as of October 5, 1954, and the contracts cover employes of 167 newspapers.

NY Herald Tribune	$134.50-7th yr
NY Journal-American	134.50-7th yr
NY Mirror	134.50-7th yr
NY News	134.50-7th yr
NY Post	134.50-7th yr
NY Times	134.50-7th yr
NY: Brooklyn Eagle I	131.50-4th yr
NY World-Telegram & Sun	130.00-7th yr
Philadelphia Inquirer	130.00-5th yr
St. Louis Globe-Democrat	130.00-6th yr
St. Louis Post-Dispatch*	130.00-6th yr
San Francisco Call-Bulletin, Chronicle, Examiner, News	126.50-7th yr
Detroit Free Press	124.94-5th yr
Detroit Times	124.94-5th yr
Boston Post	121.00-6th yr
Boston Herald & Traveler	120.75-5th yr
Buffalo Evening News	120.00-6th yr
Chicago Daily News	120.00-6th yr
Cleveland News	120.00-6th yr
Cleveland Plain Dealer	120.00-6th yr
Cleveland Press	120.00-6th yr
Philadelphia Inquirer II	120.00-6th yr
San Jose Mercury & News	119.54-6th yr
Buffalo Courier-Express	119.50-6th yr
Minneapolis Star & Tribune	119.50-5th yr
Sacramento Bee	119.50-6th yr
Stockton Record	119.50-6th yr
Scranton Times	119.40-5th yr
Scranton Trb. & Scrantonian	119.40-5th yr
Chicago Sun-Times	119.00-6th yr
Long Beach Independent & Press-Telegram	118.00-6th yr
Los Angeles Daily News	118.00-6th yr
Los Angeles Herald & Express	118.00-6th yr
Toledo Blade & Times	117.75-5th yr
Akron Beacon Journal	116.50-6th yr
Pittsburgh Post-Gazette	116.00-5th yr
St. Paul Dispatch & Pioneer Press	116.00-5th yr
Cincinnati & Ky. Post	115.00-6th yr
Sacramento Union	114.50-6th yr
San Diego Union & Tribune	114.25-7th yr
Baltimore Sun & Evg. Sun	113.75-7th yr
Pittsburgh Sun-Telegraph	113.75-5th yr
Washington Daily News	113.50-7th yr
Washington Post & Times-Herald	113.50-7th yr
Washington Star	113.50-7th yr
Lansing State Journal	113.50-6th yr
NY: Brooklyn Eagle II	113.00-5th yr
Bakersfield Californian	112.25-6th yr
Grand Rapids Herald	112.00-5th yr
Chester Times	111.50-6th yr
Vallejo Times-Herald & News-Chronicle	111.35-6th yr
Milwaukee Sentinel	111.25-6th yr
Portland Oregonian & Oregon Journal	111.00-6th yr
Santa Rosa Press-Democrat	111.00-7th yr
Elizabeth Daily Journal	110.50-5th yr
Hammond Times	110.50-6th yr
Columbus Citizen	110.00-6th yr
Kenosha News	110.00-6th yr
Gary Post-Tribune	109.50-6th yr
San Mateo Times	109.50-7th yr
Seattle Post-Intelligencer	109.20-6th yr
Seattle Times	109.00-7th yr
Tacoma News Trb. & Ledger	109.00-6th yr
Hollywood Citizen-News	108.00-6th yr
Denver Rocky Mountain News	107.50-6th yr
Reno Gazette & Nev. State Jnl.	107.50-6th yr
Battle Creek Enquirer & News	107.00-6th yr
Lynn Telegram-News	106.50-4th yr
Wilkes-Barre Record & Times-Leader, News	105.75-5th yr
Rochester (NY) Democrat & Chronicle, Times-Union	105.50-6th yr
Denver Post	105.00-6th yr
Salem News	104.46-5th yr
Indianapolis Star	104.00-7th yr
Indianapolis Times	104.00-7th yr
Youngstown Vindicator	103.88-6th yr
Lima News	103.50-6th yr
Rockford Morning Star & Register-Republic	103.20-6th yr
Niagara Falls Gazette	103.00-5th yr
Richmond News-Leader & Times-Dispatch	103.00-6th yr
San Pedro News-Pilot	103.00-6th yr
Wilkes-Barre Sun, Independent	102.75-5th yr
Great Falls Tribune & Leader	102.60-6th yr
Houston Press	102.00-6th yr
Erie Dispatch	101.25-6th yr
Erie Times	101.25-6th yr
Sheboygan Press	101.00-5th yr
Bay City Times	100.25-6th yr
Chattanooga Times	100.00-6th yr
Knoxville News-Sentinel	100.00-6th yr
Memphis Commercial Appeal & Press-Scimitar	100.00-6th yr
San Antonio Light	100.00-6th yr
Pawtucket Times	99.91-5th yr
Huntington Park Signal	99.84-6th yr
Albany Knickerbocker News	99.50-6th yr
Lynn Daily Evening Item	99.50-5th yr
Albany Times-Union	99.00-6th yr
Madison Capital Times	99.00-5th yr
Waukegan News-Sun	98.00-6th yr
Joliet Herald-News	97.00-5th yr
Tonawanda News	97.00-5th yr
Kingston Daily Freeman	96.50-5th yr
New Orleans Item	96.50-5th yr
NY: Long Island Press	96.50-4th yr
NY: Long Island Star-Journal	96.50-4th yr
Duluth Herald & News-Tribune	96.00-6th yr
Harrisburg Patriot & News	96.00-6th yr
Sioux City Jnl & Jnl-Tribune	96.00-5th yr
New Kensington Dispatch	95.60-6th yr
Charlotte News	95.00-5th yr
Jersey City: Jersey Journal	95.00-5th yr
Toronto Telegram	95.00-6th yr
Ottawa Citizen	94.25-7th yr
Brockton Enterprise-Times	94.00-5th yr
Greensboro News & Record	94.00-6th yr
Utica Observer-Dispatch & Press	94.00-6th yr
Terre Haute Tribune & Star	93.50-6th yr
Portland (Me.) Press-Herald, Express & Telegram	93.25-6th yr
Massillon Evg. Independent	91.50-6th yr
Hazleton Plain Speaker & Standard-Sentinel	91.00-6th yr
New Brunswick Home News & Sunday Times	91.00-6th yr
York Dispatch*	91.00-5th yr
York Gazette & Daily**	91.00-4th yr
Newburgh News & Beacon News	90.50-6th yr
Bridgeport Herald	90.00-6th yr
Manchester Union Leader & Sunday News	90.00-4th yr
Muskegon Chronicle	90.00-6th yr
Plainfield Courier-News	90.00-5th yr
Pueblo Star-Jnl & Chieftain	90.00-6th yr
Woonsocket Call	90.00-6th yr
Toronto Star	89.12-6th yr
Allentown Call & Chronicle	85.00-6th yr
Beaumont Enterprise & Jnl	82.04-6th yr

Note: Reporter I on New York Brooklyn Eagle and Philadelphia Inquirer includes writing reporters. Photographers receive the same minimum as reporters in all except three contracts. Kingston Daily Freeman, $91.75-5th yr, Scranton Times, $102.75-8th yr, and Scranton Tribune & Scrantonian, $102.75-4th yr. On NY: Brooklyn Eagle top Reporter I & Photographer minimums are the same but reached in shorter period for Reporter I. In Philadelphia all photogs are in Group II. No photogs are covered in Charlotte, Harrisburg, Jersey City, New Brunswick, Ottawa, Plainfield, Reno, San Mateo, Santa Rosa, Wilkes-Barre, Woonsocket and York Dispatch contracts.

Albany Knickerbocker News contract provides $2.50 increase effective 5-1-55, Detroit Free Press $2.25 11-16-54, Indianapolis Star $2 11-27-54, Indianapolis Times $1 7-1-55, Kingston $2.50 5-20-55, Minneapolis $2 7-1-55, NY: Long Island Press I NY: Long Island Star-Journal $3.50 11-1-54, Newburgh News & Beacon News $2.50 11-21-54, Pittsburgh Post-Gazette $2.50 4-1-55, Portland (Me.) $2 6-1-55, Rochester $2.50 11-17-54, St. Paul $2 6-1-55, Wilkes-Barre Record & Times-Leader, News $3.50 4-17-55.)

Denver Guild Lauds Home City As ANG Headquarters Location

Bolstered by a finance committee report from the Los Angeles convention, which directed the International Executive Board to seek possible sites for ANG headquarters which would lend greater economy in operation, the Denver Newspaper Guild has renewed its suggestion of last year that the Mile High City be investigated as a location.

Staff Sessions Set

Vice President Ralph B. Novak received permission of the IEB to hold an all-ANG staff meeting in New York January 10 through 14.

In these annual meetings the entire staff discusses a set agenda of Guild problems.

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

At last week's IEB meeting, members found in their kits a document from the Denver Chamber of Commerce, sent at the Denver Guild's instance, and outlining transportation and communication facilities, the availability of real estate and similar data.

The Denver Guild has also written all local Guilds urging that its claims be given further consideration.

The IEB members for several years have been exploring sites, both in and outside of New York City, with a view to acquiring, or constructing, a building suited to the expanding needs of the Guild. ANG now rents one floor of a building owned by the Textile Workers of America, CIO, and used by that union as its own national headquarters.

The IEB took no immediate action on the Denver suggestion.

Boston Boosts Dues To Meet New Per-Caps

Boston, Mass. — Local Guild dues go up ten cents per month effective with November payments, reflecting a similar increase in the amount of per capita which Boston—and all other local Guilds—will remit to ANG as a result of financial actions at the Los Angeles Convention.

In Boston, it is the first revision of the dues structure for the past five years. Under the local by-laws, when ANG per capita is increased, local dues are raised by a like amount, unless the by-law provision is waived by local referendum action. A recent membership meeting accepted a recommendation by the executive committee for letting the increase stand.

Your Guild local is only as strong as you make it.

Guild BOOKSHELF

MODERN TRAFFIC CONTROL. Joseph C. Ingraham. Funk & Wagnalls, New York. 312 pp. $4.50.

From his vantage point as traffic specialist for the New York Times, Ingraham has thoroughly surveyed the vexatious field of traffic troubles, and wrapped up his findings, embellished with charts and graphs, in this surprisingly interesting book. The surprise lies in the assumption that the average reader, as distinct from the traffic engineer or the police department expert, would find its perusal a dull business.

The author makes his case in the first chapter, titled "Traffic is Everybody's Business." He shows that failure to solve the traffic problem costs money, and that the money comes from your tax pocket, and mine. Attention thus compelled, Ingraham takes the reader through a literal maze of complexity, emerging with nothing startlingly new as an ultimate solution, but leaving his audience with a better appreciation of how difficult is the area, and how it is being attacked on many fronts.

The three "E's" of traffic safety get ample attention. They are engineering, enforcement and education. Toward the last objective this book is a notable contribution. Crusading publishers please copy.

Thinks Guild Reporter "Leans Toward Moscow"

SEATTLE, WASH.

Editor: It was a relief to read in issue of 8 Oct. that a columnist named Chalmers M. Roberts, Washington Guild, no longer intends to write for the Guild Reporter.

It seems to me that an American labor paper should at least go down the factually ideological middle without slanting — and may I urge that the Guild Reporter get away from its leftish slant?

Chalmers M. Roberts had too many subtly presented Daily Workerisms for me. His columns of 29 May and 13 August particularly were repulsive to me.

Admittedly the world faces changes, what with the world spewing out babies into a vast population upsurge, yet the people will get a better break out of Washington than Moscow. Your leanings toward Moscow over Washington are contributing against the world issue of freedom versus dictatorship.

PAT PAGE
Post-Intelligencer unit
Seattle-Tacoma Guild

For Guild Reporter readers whose files may be incomplete, the May 29 and August 13 columns by Chal Roberts contained sharp criticisms of Senator Joseph R. McCarthy.

If loathing the works of the Wisconsin junior senator is defined as "leaning toward Moscow," the plea here is an unequivocal "Guilty."—Ed.

John Cort, Boston's executive secretary, elected to the Massachusetts State CIO's executive board.

Vern Fox, Sheboygan Guild and Midwest District Council president, is a father for the third time. The newcomer is a boy, the others girls.

Bill Brooks, Minneapolis Tribune, and **Jack Finnegan**, St. Paul Pioneer Press, are "partiming" as executive secretaries at the Twin Cities local.

Robert Harlow, golfing authority and publisher of the Golf World magazine, who died November 15 in North Carolina, well remembered for his active Guild leadership during World War II years, as AP radio sports editor.

Early Returns Provide 600 CARE Food Packages

Transportation to needy union members overseas of more than 600 CARE packages of government surplus food has been guaranteed by the first incoming returns from Guild locals after an appeal sent out early this month by ANG Secretary-Treasurer William J. Farson.

Under the plan, Guild locals were asked to make local treasury contributions to the fifty-cents per-package cost of shipping the parcels. Because the CIO department for international affairs is closing its "Food Crusade" account on December 1, Farson's letter suggested that treasury contributions instead of individual member solicitation would be the quickest method of meeting the opportunity. "Deadline" at the ANG office is next Monday, Nov. 29.

The IEB last week appropriated $100 to the crusade, covering 200 packages.

As of Guild Reporter press time, other responses had come in as follows:

Rochester Guild	$50
New York Guild	50
Manchester Guild	25
Twin Cities Guild	50
John Cort, Boston	2
Rockford Guild	25

Oil-Chemical Merger

Merger between the CIO Oil Workers and the Chemical Workers (UOCW) has been deferred until the conventions of both unions in Cleveland next March.

USIA Jobs Now Open Overseas

The United States Information Agency is seeking qualified candidates for overseas jobs in press, radio, motion picture and library specialties.

The jobs, USIA reports, pay from $5,000 to $12,800 and require "a broad background of pertinent experience, preferably with a good working knowledge of a foreign language."

The USIA maintains more than 200 information offices throughout the world as integral parts of the U. S. Government's foreign service establishments.

The vacancies listed and their salary ranges are:

Public Affairs Officer, $5,907 to $12,800; Cultural Affairs Officer, $5,313 to $9,950; Information Officer, $5,313 to $9,950; Press Officer, $5,313 to $9,230; Radio Officer, $5,313 to $8,481; Motion Picture Officer, $5,313 to $8,481, and Librarian, $4,719 to $6,501.

Applicants must be American citizens and, if married, must be married to American citizens.

"The Agency is especially interested in candidates who would be willing to serve anywhere in the world," it reports. "It has occasional need, however, for highly qualified persons who are available for assignment only in a limited number of countries. Medical requirements are rather rigid, as persons must often serve under difficult living conditions and occasionally at posts where full medical facilities are not available."

Candidates should expect to serve abroad for at least two years.

Annual leave is earned at the rate of 13 days a year and home leave at the rate of three weeks a year. Extra allowance is made to compensate for high living costs and a housing allowance is paid where government housing is not provided.

Further details and application blanks may be obtained from the Special Overseas Recruitment Group, Personnel Division, Room 854, 1778 Pennsylvania Ave., N.W., Washington 25, D. C.

All candidates must undergo a "field investigation" which takes about three months to complete.

No-Strike Pledge Brings No Money

What happens when a union takes a no-strike pledge?

One union has learned that it makes bargaining tougher rather than easier.

CIO Oil Workers spokesmen, meeting in Denver recently, reported that since the union pledged last June 4 not to strike for wage demands "negotiating committees representing various units within this union have requested wage increases from nearly every employer of any consequence. All these requests have been flatly refused — excepting a few minor cases."

The union's wage policy committee said that other segments of industry had been granted pay increases while oil workers failed to receive comparable treatment.

The committee declared that "by its behavior, the oil industry has demonstrated it does not want to establish wages on a basis of reason and equity, but that it will increase wages only when forced to do so by economic pressures."

As a result, the union has decided to throw out the no-strike pledge when it goes after its proposed industry-wide general increase of five percent.

Day Book

ACTIVITIES

Nominations close, Nov. 29, for 1955 Wire Service Council.

Elizabeth Guild Page One Ball, Dec. 4.

ANG-FOI Regional Training Institute, Dec. 4, and FOI District Council Meeting, Dec. 5, Fort Shelby Hotel, Detroit.

National CIO Convention, Dec. 6-10, Statler Hotel, Los Angeles.

Local Copy

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

Bargaining Now? Better Check The 1954 Constitutional Rules

With the year's heaviest bargaining period approaching for many Guild locals—and already under way for many others—now is the time for all good negotiators to review ANG's Constitutional rules governing the negotiation of Guild contracts. The rules, revised to conform with the actions of the 1954 convention and the new model contract, are presented below. Their historical development is traced in the Collective Bargaining Manual (see Local Copy page, Nov. 28, 1952).

The ANG Constitution sets up specific rules governing both the content of contracts and the procedure for obtaining the necessary clearance by the IEB Contracts Committee.

These rules must be followed by all locals, and apply both to renewal contracts and first contracts, as the Constitution makes no distinction between them.

In both cases the Constitution provides that "collective bargaining on behalf of any membership group shall be guided by the Collective Bargaining Program and Recommendations of the Convention. The provisions of the Collective Bargaining Program shall be included in all contract proposals." (Art. XVIII, sec. 1(a)).

This means that all proposals, whether for initial contracts or renewals must contain the following minimum provisions, taken from the Collective Bargaining Program (for full text, see pp. 33-39 of the 1954 ANG Manual):

- A correct preamble.
- Full Guild shop.
- Deduction of membership dues.
- The 5-day 35-hour week and 7-hour day with time and one-half in cash for overtime work.
- Adequate minimum salaries, based on comparable experience, with all general increases added to minimums, keyed to the 1953 National Wage Program goals of $150 for reporters and similar key classifications and $75 for any adult classification; maintenance of differentials for those above top minimums, experience rating on step-ups to conform to salary.
- Night differential.
- Reservation of Guild's right to bargain on merit raises, and complete payroll data to Guild.
- Guarantees of no pay cuts, no dismissals except for just and sufficient cause (with economy not considered just and sufficient cause unless management proves property survival is at stake and all other economy means have been exhausted), and none as a result of contract, at least two weeks advance dismissal notice, and Guild right to question all dismissals.
- Severance pay on termination of employment for any reason, with death benefits, and no ceiling or qualifications.
- Provision for establishment of a pension plan through negotiations.
- Four weeks vacation with pay, with accrued vacation pay on employment termination for any reason.
- All locally recognized holidays off, with double-time pay for holiday work.
- Sick and disability leave with full pay, and health and hospitalization insurance paid for by management and covering the employe and his dependents.
- Full payment for expenses.
- Adequate grievance machinery.
- Guarantees against discrimination because of race, sex, creed, color or national origin.
- Adequate protection for employes required to enter military service.
- Leaves of absence for Guild or CIO work, and on request for other good and sufficient reasons.
- No transfers without employe's consent, payment of transfer expenses, and no loss of benefits as result of transfer.
- Contract to run for one year only.

Clauses which are forbidden in proposals by the Collective Bargaining Program are:

- Qualifications on severance pay.
- Duration of more than one year.
- Automatic renewal clauses and contract extensions without guarantee of complete retroactivity.
- Waivers of Guild's right to bargain on merit increases.

* * *

Five of the above provisions in the Collective Bargaining Program — Guild Shop, Severance Pay, Adequate Job Security, at least a 5-day, 40-hour week, and full reflection of general increases in minimums—are considered so important that the ANG Constitution specifically provides that they must be included in negotiated contracts, not just proposals, unless the IEB gives specific permission for any deviation (Art. XVIII, Section 1 (c)).

(Note: While the 1948 convention set as a goal of the ANG Collective Bargaining Program attainment of a 5-day 35-hour week, the Constitution continues to specify that all contracts must provide for at least a 5-day 40-hour week.)

Clauses which are forbidden in negotiated agreements by the ANG Constitution are those providing for contract renewal by arbitration, or arbitration of the Guild's right to represent employes in its jurisdiction (Art. XVIII, Sec. 1(b)), and no-strike clause (Art. XVIII, Sec. 1(c)).

* * *

While the basic objectives the Guild wishes to achieve in its contracts are embodied in the Collective Bargaining Program, there are also Convention Recommendations on Collective Bargaining outlining provisions which locals are urged to strive for (pp. 91-96 of the 1954 Manual).

All of the provisions of the Collective Bargaining Program as well as the Convention Recommendations on Collective Bargaining are spelled out in the ANG Model Contract. The Collective Bargaining Recommendations urge locals "to rely on general form and language of the Model as a guide in drawing up their contract proposals."

Locals preparing proposals for renewal contracts should substitute Model language for existing provisions only where present language is inadequate. Where satisfactory clauses have been achieved, it generally is better not to change the language. But locals should consult the Contracts Committee in such instances. For first contracts, the Model should be followed as closely as possible.

The rules on procedure set up in the ANG Constitution (Art. XVIII, Sec. 2 and 3) are as follows:

1. All contract proposals must be submitted to the IEB Contracts Committee for approval at least 15 days before they are submitted to the employer. During that time, the IEB Contracts Committee is required to notify the local of any conflict between the proposals and the ANG Constitution or Collective Bargaining Program. When advised of such conflict, the local must make such changes in its proposals as may be recommended by the Committee.

2. During negotiations, the Contracts Committee must be kept fully informed of developments. This means that the local should send in complete reports on company offers and Guild counter-offers, with full text where changes in language or new language are proposed, before any binding agreements are made by the local.

3. A negotiating committee of at least 3 persons shall conduct negotiations on behalf of the Guild. These may include members of the unit involved, but the chief negotiator shall not be a member of the unit involved, except in a one-unit Guild where it may be impossible to secure an outside negotiator, and where IEB Contracts Committee approval has been obtained.

4. When negotiations are concluded, the final draft of what has been tentatively agreed upon must be submitted to the Contracts Committee for approval prior to signature. The Committee is given 10 days under the Constitution to advise a local whether the final draft conforms with the Constitution and Collective Bargaining Program, and therefore may be signed, or contains deviation so serious that it may not be signed.

5. After a contract is signed, a signed copy must be sent to the ANG.

6. All of the foregoing steps also are mandatory for proposals, interim reports, and final drafts of wage reopenings, arbitrations, and any other negotiations between the local and a publisher.

In addition, all locals are requested, where possible, to supply the Contracts Committee with data on the approximate total annual or weekly payroll increases won through a new contract or wage reopening, the number of employes covered. This information should be sent along with the final or signed draft of the agreement.

Locals also are urged to obtain from management actual payroll figures in advance of or during negotiations. Under Supreme Court ruling, management is legally required to supply such information when requested by the Guild, and by convention mandate locals are required to request it. Where the data is obtained, locals are requested to supply ANG with copies.

* * *

At the present time, the personnel of the IEB Contracts Committee consists of Executive Vice President Ralph B. Novak, chairman; Secretary-Treasurer William J. Farson; Eva Jollos, executive secretary; Wire Service Administrator Stephen Ripley, and Francis Rivett, contracts analyst.

The Committee meets at ANG headquarters twice each week, on Tuesdays and Fridays, and drafts which are received during the week for Contracts Committee action are placed on the agenda of the next regularly scheduled meeting unless they are of an emergency nature, in which event it is occasionally possible to call special meetings.

All correspondence intended for Contracts Committee consideration, reports on negotiations developments and contract drafts should be sent to the Committee executive secretary.

Wages Outpace Salaries; Unions Get the Credit

The white collar — once the badge of the "respectability" that comes with higher pay, vacations, security, etc. — is now just another article of clothing.

It seems that the rapid unionization of factory workers has given them even more "respectability," or, in plainer words, more money.

Robert K. Burns, head of the University of Chicago's Industrial Relations Center reports that in 1952 factory workers averaged $69.24 a week, while office workers averaged $66.63. It used to be the other way around. In 1939, for example, the white collar workers averaged $33.04, against the wage earners average of $25.44.

Burns thinks it is now unlikely that "in the foreseeable future the income of salaried workers will again exceed (that) of wage earners."

One of the major factors in the faster climb of factory pay is the widespread unionization in manufacturing plants. Only about 10% of the nation's white collar workers are organized, researchers from the Industrial Relations Center estimate.

Nor do the comparative average earnings for the years 1939 and 1952 tell the whole story of how much the more widely organized factory workers outdistanced white collar workers. During that period, the wage earners also were catching up on fringe benefits, like vacations, holidays, insurance and pensions, long reserved for salaried employes.

"It looks as if the only advantage the white-collar worker has retained," commented the New York Times in an editorial, "is relative job security."

But in the newspaper industry, even that is preserved only where there's a good Guild contract to guarantee it.

Ammunition

"During the last year a considerable proportion of union workers have been able to negotiate increases in spite of the general recession but few non-union workers have obtained raises. In the meantime, the efficiency of industry has been going up but the general price level shows no drop. Another year must not be permitted to pass without wages rising to keep pace with gains in efficiency."

—Prof. Sumner Slichter, Harvard University Economist, in a recent address.

Bankers Find Credit Unions 'Interesting'

The "poor man's banks" seem to be irritating some rich men.

Now the American Bankers Association is conducting a survey of credit unions, reports the CIO News, with an eye toward legislative controls intended to steer the credit union business to the banks themselves.

"What it boils down to is this," the CIO News declares: "When credit unions were small and few in number the bankers didn't bother about them. But now there are about 14,500 of them in the U. S., with seven million members who have $1.7 billion invested.

"This looks like a lot of money. But a recent study by the Federal Reserve Bank of Philadelphia puts them in their proper perspective. They may look like big business, the survey showed, but their dollar volume is comparatively small.

"What really bothers the bankers is all the money they are not getting in interest because of the credit unions' low rates."

THE GUILD REPORTER

CHARLES E. CRISSEY, Editor

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Courage and Common Sense Rare Qualities, Says Cort

BY JOHN C. CORT
BOSTON GUILD

I have just come back from the convention of the American Newspaper Guild, CIO, which this year was held in Los Angeles.

The Guild is one of the most democratic unions in the country — so democratic, in fact, that up until last week the whole international defense fund was at the service of any local that called a strike.

As far as I know, the ANG was the only union in America that did not require approval of a strike by international officers before strike benefits could be paid out of the international treasury.

On the vote which put an end to this policy, close to a third of the delegates present voted against any change.

What motivated most of the dissenters was probably expressed best by a delegate from Los Angeles who said, "Centralizing authority over strikes in the international office is the first step toward union dictatorship. Too many unions are already overcentralized. Let's keep the Guild democratic."

Fortunately, most of the delegates could see the sound common sense in providing against over-hasty walkouts that might drain the limited resources of the international treasury.

But my point is that it was fear of over-centralization and abuse of power that kept the Guild the way it was for over 20 years. Newspapermen have, in fact, seen too many union leaders who abused their power. And though they yielded authority to the international in the end, it was not because of any lessening in their devotion to union democracy.

Another encouraging thing thing about the Los Angeles convention was the refusal of the delegates to be rushed off their feet by an anti-Communist resolution that would have immediately declared ineligible for membership anyone who was guilty of "adherence to the doctrines and actions of the Communist Party or of any similar subversive organization."

The resolution was discussed and dissected for over five hours, and all its implications considered, including the dangers arising from such loose phrases as "similar subversive organization" and the possibilities of Guild members being ruined by loose charges from political opponents within the union.

Eventually a different resolution was passed, one which declared just as strongly that adherence to Communism as we know it is not political conviction, as defined by the Guild constitution, but rather an international conspiracy. However, the delegates referred the thorny problem of implementing the policy through constitutional changes and trial procedure to the International Executive Board for study between now and the next convention.

Once again a devotion to free, democratic procedure was evident in the delegates' action. And yet for a few minutes it looked as though the prevailing anti-Communist hysteria, and the fear of being fingered as "soft on Communism," might have infected the delegates and led them to vote the resolution through without criticism and without change.

At times like this, the courage and common sense of a few delegates can make all the difference. These are qualities that seem to me to be getting more and more rare in a world of conformity and mass-produced ideas that too often reveal nothing but sloppy workmanship.

Somehow I doubt if you can develop such qualities simply by attendance at a labor school on Thursday nights, or even Mass on Sunday mornings. Something more, I think, is needed.

From Catholic Trade Unionist

DOTTED-LINE CEREMONY—Philadelphia Inquirer contract is being signed by G. Norman Collie, Guild president, as Stewart Hooker, Inquirer personnel director, awaits his turn. Standing are David Schick, Guild administrative officer; Kas Semonski, Inquirer unit chairman and Fred Chait, of the Inquirer management's legal staff.

Washington ROUNDUP

By ELEANOR COAKLEY
Washington Guild

EYEBROWS WENT UP a couple of notches among Washington's journalists and literati with the announcement that on November 17 Henry Luce, editor-in-chief of Time Inc. would be guest speaker for the fortieth anniversary dinner, here, of the **New Republic**.

Surely, this was a case of the lion lying down with the lamb. For forty years the **New Republic**, "a journal of opinion," has been carrying the torch of liberalism, while the torch which Mr. Luce carries has always burned with the most conservative of flames.

The Luce publications have been known to say some sharp things about the **New Republic**, which they characterize as "left-of-center." In 1952 for instance, in reporting on the **New Republic's** move from New York to Washington, with concomitant changes in editorial personnel, **Time** lamented, "Once the rallying point for liberals, the **New Republic** has steadily restricted its opinions while swinging from the New Deal to Henry Wallace, and back to the Fair Deal when Wallace became a presidential candidate." Left behind in the move, **Time** went on "will be Mr. New Republic himself, 62-year-old Bruce Bliven . . . the man who gave the magazine the prestige it has lost."

The **New Republic** has dealt no more kindly with Mr. Luce. A year ago the magazine carried an article by John P. Mallan who termed Luce's theory of history and human destiny as "based on equal parts of 'Christianity' and natural rights," and labeled it superficial. He further accused Luce of catering to immaturity, provincialism and love of surrogate excitement "on those pages of his journals not devoted to God."

Nevertheless, Mr. Luce was welcomed as at least a friendly enemy to the birthday party and all broke bread together.

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MR. LUCE HAILED the **New Republic** as the Advance Guard and issued what a Time Inc. news release called a challenge to guide the nation and the world to the "promised land of the future."

"It is your task," he said, "to kindle in the minds and hearts of the people and their leaders, as it is the teachers' task to kindle in our youth, a passion for high standards of excellence—in every field of life and thought and work and aspiration."

New Republic's editor, Michael Straight, may have found this "challenge" just a bit patronizing, since he had himself defined his concept of **New Republic's** aims and purposes in the anniversary number of the magazine. "The task," he wrote, "is still to assert truth, to unveil illusion, to dissipate hatreds, to set in motion those forces of instruction and imagination in which Keynes saw a shaft of light in 1919. The task is not only well intentioned, but also practicable. It accords with the attitudes of a healthy minority in the rising generation."

Mr. Luce neatly divided our problems into two categories, those concerning our standard of living, which he said could be solved by "any of us ordinary editors," and those concerning our standard of moral and spiritual values, which he assigned to the Advance Guard.

He wants the Advance Guard to apply itself to the exploration of our standards of education, to "a higher standard of politics and debate" to the question of War and Peace, and to the concept of "Freedom under Law."

The Advance Guard is free to so apply itself, Mr. Luce believes, because "we have solved almost all the internal problems which have been the traditionally proper subjects for political agitation and debate." Such problems as are left, (he mentioned slums, Negro rights, traffic jams and mental health) are largely technical, he assured his listeners, and "The political battles that will obsolete these problems are battles for the ordinary troops, not uniquely for the Advance Guard."

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EVEN AS MR. LUCE SPOKE some of the "technical problems" were looming on the horizon.

For instance, he expressed in his speech great admiration for and faith in the immigrant, for he said, we are all immigrants.

"The immigrant comes to a new land, bringing with him his common humanity, his hunger for food and love and freedom and a place in the sun; bringing with him also a deep-set sense of duty to a power greater than himself, his intimations of immortality, that is to say, all the aspirations and ideals that ever wrestled with man's soul.

"And the new land, neutral in its vastness, said to him—go West, go up, go get your food, go get your love, go plant your ideal in the virgin soil of earth. What's stopping you? Nihil obstat."

In view of these sentiments, it would be most fitting for Editor Luce to send a copy of his speech to Attorney General Brownell, who ordered the closing of Ellis Island, along with a copy of a letter to the editor of the **New York Times** from Pearl S. Buck.

Mrs. Buck has friends who had been detained on Ellis Island. Now the men are in a house of detention in White Plains and the women in a prison in Westchester, N. Y. "Here their plight is exactly the same as though they were common criminals. They are locked up with murderers, drug addicts and other degenerate types. Their food is inadequate, their bed mattresses dirty. They have little opportunity to get fresh air, and they must perform labor such as criminal prisoners perform."

Here is a task for those "ordinary troops," **Life, Time and Fortune.**

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THERE ARE OTHERS, TOO, and the Rear Guard need not look to the Advance Guard for its cue. From the conservative, matter-of-fact daily press Mr. Luce's forces can learn that American boys, with inquiring minds, have been forbidden by our military academies to participate in purely formal debate on the question of United States recognition of Communist China.

They need go no further than the Associated Press to learn that the U.S. Post Office is holding up delivery of copies of a Lenin pamphlet to Brown University lest the university promote the dissemination of Red propaganda. Brown, of course, only wants the material to study Red propaganda methods and let its students know what it is we are fighting.

American Civil Liberties Union has already told Mr. Luce and the rest of the world that the 83rd Congress, through its over-zealous anti-Communist legislation, "made deep inroads into civil liberties."

And from the election returns "ordinary editors" can glean the information that Louisiana has voted to amend its state constitution to circumvent the Supreme Court ruling on desegregation; that Georgia voted to abolish public schools if necessary to maintain segregation, and that Mississippi has tightened its voting qualifications so as to exclude more Negroes when it votes on the school segregation question in December.

What are those "ordinary troops," **Life, Time and Fortune** doing about these "technical problems?" As Mr. Luce said the other night, "If we have not even caught up with the present, how much less are we capable of heralding the future?"

IEB Awaits Full Data On Wilkes-Barre Appeal

The International Executive Board continued to its next meeting one item of unfinished business which has been hanging fire since last Spring.

At about the time that the Wilkes-Barre Guild went on strike one of its members, R. Jay Hughes, had appealed to the IEB from the action of the local in fining him for violation of the working week and overtime provisions of its contract. The appeal was referred to the IEB Appeals Board of which Vice Presidents Philip H. Price, Roberta Bailey and Edward Easton, Jr., are members.

Involvement of the Wilkes-Barre local in the six-months strike had sidetracked the local's submission of its records in the case, and at the time of last week's board meeting the status of the matter had still not been determined by local action.

The board authorized its appeal group to inquire further, and report back at the next meeting in February.

Next Board Meeting

The IEB set the dates for its next meeting on February 13 to 16 inclusive, at New York.

Machines Don't Vote Either

Walter Reuther was being shown through the Ford motor plant in Cleveland recently . . . A company official proudly pointed to some new automatically controlled machines and asked Reuther: "How are you going to collect dues from these guys?" . . . Reuther replied: "How are you going to get them to buy Fords?" — **Ohio CIO News, Nov. 19, 1954.**

The Guild Reporter

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