

Economy Staff Cuts In Boston

Guild Requests Arbitration; Threatens Strike At Post; Axe Falls Swiftly, 58 Out

Boston, Mass.—With the impact of a tornado, the axe fell on fifty-eight employees of the Boston Post late last Monday. All were under Guild jurisdiction and only 11 were not Guild members.

Reasons given for the discharges were "economy" in 50 cases and "inefficiency" in the remaining eight. The firings represent a cut of about 16 percent of the total payroll roster.

So suddenly did the word to go ahead with the discharges come from the Publisher, John Fox, that many heads of departments were unable to notify the employees involved until the following day, Tuesday.

Notices of discharge were handed out in the form of brief letters, shortly after 4:30 P.M. There had been no hint of the impending cuts in manpower, prior to the actual serving of notice.

Employees were not given two weeks pay, but rather the notice. This means they will work until the Monday or Tuesday before Christmas, reporting in each day to the paper.

It was estimated that the severance pay totals will cost Publisher Fox more than \$100,000. This will include payment to men with as much as 38 years service. About a dozen have more than 20 years with the Post.

A departmental breakdown

of the economy discharges showed: Editorial, 23; Circulation, 7; Art, 6; Building Service, 10; and Purchasing, one. The additional eight, all for "inefficiency," were in the advertising department.

A rumor that 40 more were to be released the following day proved false and General Manager MacHenry Browne said he knew "of no other future layoffs" in the planning.

A meeting of the Post unit of the Guild was held Tuesday evening and attended by a record number of Guild members, including those who had received their discharge notices.

At this meeting, the membership was advised as to the situation and it was decided that a strike sanction vote would be taken at the hours of noon and 5:30 p.m. next Tuesday, unless management meantime agreed to a fair arbitration of the discharges.

The one-week delay on the strike vote was provided to give

management a chance to agree to arbitrate those cases in which discharged employees require proof that the move was necessary on the part of the publisher.

The Guild's contract with the Post lacks the "model contract" clause requiring that there be no discharges except for just and sufficient cause. In its place is language providing that an employee may appeal from discrimination or unjust treatment.

Aside from the financial necessities of the slash in staff, the Guild raised other questions, some of which it seeks to answer through the process of arbitration.

Among them are whether management had fully explored the possibility of obtaining voluntary resignations in lieu of discharges, whether the factor of normal staff turnover had been considered, whether alternate economies in operation had been examined, with special at-

(Continued on page 3)

THE Guild Reporter

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD, CIO

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San Diego Opposes Shifting Circulation Manager Status

San Diego, Calif.—The San Diego Guild has moved for a formal showdown on a subject that has bedeviled the Guild in a number of areas—the transfer of circulation districts from employee-basis to that of "independent contractorships."

The Guild has formalized a grievance that began in late October when William Owens, a district manager in the El Cajon section, where he sells some 2,900 copies of the San Diego Tribune, was asked by Tribune management whether he would consider shifting to the status of "independent contractor." He said no.

Shortly thereafter Owens found that 899 of his customers had been removed from his ticulars as to the contract violator.

The Guild's grievance committee sat down with management to lodge Owens' protest. It was pointed out that the current Guild contract sets forth the recognized bargaining unit, that a contract provision

for collection bonus payment is also involved, and that a contract "addendum" specifically indicated agreement had been reached on certain areas in which "independent contractor" status was permissive, Owens' not among them.

Management's reply at that meeting was an assertion that it plans ten additional independent agency areas.

The Guild has now submitted to management a bill of particulars as to the contract violations inherent in the Owens case, and asks immediate compliance with the contract. Failing that, the Guild will move the matter to arbitration, under the grievance settlement clause of the agreement.

A meeting with management on the formal grievance communication has been set for next Wednesday.

Guild Puts Up For 1200 CARE Packs By Deadline

Nearly 1,200 packages of CARE food will go to needy members of labor unions in overseas areas as the result of gifts channeled through ANG headquarters, after a mail appeal had gone out from Secretary-Treasurer William J. Farson.

The total will be some 16,800 pounds of staple foods, made available from the stocks of government-held surplus. CARE (Cooperative for American Remittances Everywhere, Inc.), in which the Guild as a CIO affiliate actively participates, allocated the surplus to the CIO's Free World Labor Fund, and agreed to handle the government grant for the cost of shipping the packages—fifty cents per package of approximately 14 pounds.

The appeal by Farson was for immediate treasury contributions by locals, in order to meet a pressing deadline of December 1. Several remittances reached the ANG office after that date, but have been forwarded with the previous donations.

The state of the fund:

Previously acknowledged	\$302
Sioux City	10
Albany	10
Chicago	10
Portland, Ore.	50
Philadelphia	25
Cleveland	25
Boston	16
Harrisburg	34
ANG Staff	3
Denver	13
Akron	5
Elizabeth	50
San Jose	
Ralph Norton, Terre Haute	1
Total	\$598

CARE headquarters in New York this week released its ninth anniversary booklet, reporting that during the first nine years contributions from all sources have totalled \$165 million in American aid, with some 15 million packages distributed in 60 foreign countries.

The gifts from the American people have included 31,680,000 lbs. of meat; 75 million quarts of milk; 220,000 new books; \$2 million in hospital equipment and \$135,000 worth of new plows and other tools.

Hearst Memo With Revisions Back To Locals For Action

Executive Vice President Ralph B. Novak has asked locals with Hearst units to act officially on proposals for a renewal of the Hearst National Memorandum. In addition to the proposal drafted by the Hearst Chain Council, Novak has asked the locals to act on pension, health and hospital plan and vacations.

Action by the locals is required, he said, by the International Executive Board's decision that the Constitution requires locals to ratify participation by their units in chain-wide negotiations.

In a letter to presidents of the locals whose contracts now include the Hearst Memorandum, Novak pointed out that withdrawal of the San Francisco - Oakland Newspaper Guild from the Memorandum should permit reconsideration of pension and health and hospital plan proposals. Both subjects had been dropped from the Memorandum proposals by the Hearst Chain Council at the express request of SFONG.

Inclusion of vacations in the Hearst National bargaining was asked by the Detroit Times unit.

In forwarding the proposals, Novak recommended that the health and hospital plan be proposed nationally, with the subjects of pensions and vacations left for local negotiations. He gave these reasons for his recommendations:

"Health and hospital plan has been part of the national coverage for several years and appears to have worked out satisfactorily. Balanced against SFONG's complaint in the Hearst Chain Council that the plan was depriving Californians of services for which they were required by State law to pay \$30 a

year is the fact that Los Angeles has found the plan satisfactory, though its members are covered by the same law.

"Pension bargaining has met with repeated setbacks

on the national level. And we have not had a fair chance to try local bargaining. On the other hand, the crafts—particularly the types—have had some success in local negotiations.

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PAC Bucks Exceed ANG Quota

With \$750 reported this week from the New York Guild membership, the American Newspaper Guild has exceeded its quota for the year in contributions to political action. The total now stands at \$2,248.00.

The Guild had been given a quota of \$2,075, and a start toward the total was made at the Los Angeles Convention, when delegates contributed \$155 in PAC contributions. ANG funds totalling \$50 also were voted.

Since that time, locals have responded in individual fashion, reporting the totals raised to Yetta Riesel, of the ANG, research and information department staff, in the following amounts:

Boston	\$ 2.00
Charlotte	7.00
Cincinnati	11.00
Cleveland	147.00
Columbus	80.00
Denver	15.00
Gary	2.50

Greensboro	4.00
Kenosha	18.00
Massillon	5.00
New Orleans	170.00
New York	750.00
St. Louis	188.50
Salem	27.00
SFONG	608.00
Terre Haute	8.00

Total \$2,248.00

Where substantial amounts have been raised by locals, it has usually been in response to both organized effort and a strongly accentuated local situation, Miss Riesel said.

All PAC contributions are voluntary. In some local instances, the Guilds' executive boards have channeled part of the funds into urgently-pressed State or district areas, instead of to the national office.

Such contributions are properly credited to the ANG total, district and given to another assigned quota by \$173.

The State of The Union . . . Proposes New 'Pro' Approach To Organizing

By RALPH B. NOVAK
Executive Vice President

IN THE FOUR WEEKS since my last column appeared in this space, there have been several developments in the campaign to speed the organization of free riders.

ITEM: Reports to the IEB showed that failure to increase per capita payments at the rate anticipated by the Convention Finance Committee caused us to operate at a deficit.

ITEM: Reports from locals, in response to a questionnaire, have given us exact data on the extent of the free rider problem by writing to locals with the most acute problems, offering suggestions for signing the holdouts.

ITEM: A concentrated campaign to sign up free riders in the wire services has been started by Ray Pitt, assistant wire services administrator. (Details are contained in a story on Page 3.)

In connection with all these efforts, I asked each IEB and staff member to send me five ideas, no matter how far fetched they might seem, on the subject of organizing free riders. And they answered, far from being silly, were enlightening. And they confirmed many of my own ideas on the subject.

The preponderant suggestion was to put organizing of free riders on an incentive basis. In all the years I have been intimatingly concerned with this problem, that approach had often occurred to me and just as often I had rejected it.

In all these years, we have made organizing the free riders an "amateur" effort. The job was left to volunteers and they succeeded in proportion to the zeal they had for the job. As I pointed out in the last column, pioneering zeal seems to have vanished.

But tradition dies hard and I kept rejecting the idea of an incentive plan.

NOW, I THINK THE "AMATEUR" APPROACH needs re-casting.

As one of our International Representative wrote: "Maybe this is an approach that unions feel is beneath their dignity, but maybe we'll have to surrender a little dignity to overcome that \$16,000 deficit."

By incentive, I mean an incentive more immediate than the prospect of contract improvement that stems from a strong organization. I mean a tangible reward for signing new members.

Because each local has different problems in organizing the free riders, no universal incentive plan can be drawing up. But each local, knowing its own problems, can set up a suitable plan. Here are some that come to mind:

1. Divide the membership into organizing teams and offer a dinner to the team that reaches its quota in the shortest time or to the one that gets the most new members within a uniform time limit.

2. Make every member an organizer and reward him in accordance with the number of members he signs. For example: a Guild pin for one new member; a book or magazine subscription or photograph record for two; a cigarette lighter for five, etc.

3. Adapt the plan mentioned above so that signing a long-time holdout is given greater reward than signing a new employee (where long-time holdouts are a problem).

4. Set up District Council awards for organizing merit. This would, of course, have to be based on factors in addition to mere numbers signed. And it might not be fair in a council which has a large proportion of locals with Guild shop contracts.

THE GREAT BEAUTY of such an incentive plan, even if a reward is given for each member signed, is that it costs nothing. It really makes money, and plenty of it, for the local. As long as the free rider holds out, the local gets nothing from him. But as soon as he signs an application card he starts producing revenue, for the local keeps all his dues except the ANG per capita. Even if the entire proceeds of the first month's dues is put into a reward for the organizer, the local stands to profit from the continued dues payments.

And another attractive feature is that the plan pays out only for results.

I will be glad to help any interested local draw up detailed plans for an incentive campaign for organizing. Our ANG facilities are available for purchasing premiums for such a campaign.

I already have kicked off a non-premium campaign of my own to organize free riders. As this column goes to press, I am in Indianapolis helping the local to set up a free-rider campaign.

This isn't my last word—or last column—on this subject by any means. Next issue, I'd like to take up some special problems and touch on the techniques and methods of signing free riders.

Ike Appraises Labor

Here is what President Eisenhower said of American organized labor, in a wire he sent to the CIO Convention this week:

"Trade unionism has become a vital part of American life. The activities of the American labor movement have brought about social and economic reforms which have enriched the lives not only of union members but of millions of other Americans."

"Union efforts to help strengthen our general welfare, our national prosperity and our democracy have earned sincere gratitude among our people. You have my good wishes for a highly successful convention."



NY News Strike Vote Saves Contract's Security Clause

In an agreement reached only three hours before a strike deadline, the Daily News unit of the New York Guild this week turned back decisively a determined attempt by the News management to weaken the union security provisions of the Guild contract.

The "hold the line" agreement, subject to approval by the unit and local, retains the existing "nine out of ten" Guild Shop provision.

Management had sought to exempt editorial employees from such coverage, and proposed instead the part-Guild-Shop language recently negotiated (an improvement) at the New York Times.

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'Twas Cold Outside . . .

New York Daily News employees learned via radio late Tuesday night that they had won a new contract through the Guild; that they would be expected to report for work as usual, instead of manning a picket line next morning.

Since temperatures were registering several degrees below freezing, the tidings were received with joy.

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promotion to either reporter or desk job.

Clarification of language in the sick-leave provisions.

Deferred for management-Guild discussion during January and February was the matter of jobs the Guild seeks to have re-evaluated. If the re-slotting discussion extends beyond sixty days, the unresolved matters are subject to arbitration.

The Guild had asked, in its proposals, for a check-off of dues. In the settlement, the Guild dropped the point, and the contract continues with its present dues-collection desk system. Under this arrangement, management pays 40 employees \$2.50 a week each to serve as dues collection desks at specified times.

Wage increases ranging from \$2 to \$4, and averaging \$3.40 per employee, effective retroactively to November 1, 1955, ranging from \$1 to \$3 and averaging \$2.40.

(Top reporter minimums this year are at \$138.50, go to \$141.50 next November.)

A new clause providing that a new clause providing that management and the Guild, an employee with 25 or more years of service may resign and collect his severance pay.

An altered clause affecting reduction in staff dismissals, calling for mutual consent if management desires to pay wages in lieu of two weeks' notice.

A new pay-progression schedule for employees trying out (over a one-year period) for

St. Louis, Mo.—Morris B. Tenenbaum, 56, a veteran leader in the St. Louis Newspaper Guild, died here Thursday.

He was a member of the local, a position he had filled several terms, chairman of the local's grievance committee and chairman of the Guild committee engaged in negotiations with the Post-Dispatch.

He earlier had been chairman of the Globe-Democrat unit, chairman of the Blood Donor committee and a member of many other working committees. He was a delegate to the 1949 ANG convention at Columbus.

The Globe-Democrat unit, in a meeting soon after his death, voted to send \$100 to his widow in his memory and appointed a committee to study suggestions for a memorial within the Guild.

Tenenbaum himself had been a repeated donor of blood to the Red Cross and only the day before his accident was at the Guild Hall as a donor in the Guild's semi-annual Blood Donor Day. The first request the Guild made for blood following that day was for Tenenbaum.

His death was the second on committees negotiating a Guild proposal for a wage increase at the Post-Dispatch. Byron Dietrich, personnel director of the Pulitzer Publishing Co., and a member of its committee from the first negotiations with the Guild, died unexpectedly Nov. 11, the morning of the day negotiations were to have begun.

On October 7, 1955, editorial employees were notified that the five-day week was withdrawn and that a six-day week was effective. On October 9, 1955, Watson introduced before the Guild unit a resolution, asking the Guild to begin collective bargaining on behalf of the unit. It was resolved that the Guild by its proper committee should act as the exclusive representative of the unit. A

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It Took 6 Long Years to Win First NY-AP Guild Contract

The attitude of the Associated Press management toward the American Newspaper Guild today is improved over the one which met Guild negotiators in the '30's. AP, generally, is showing a growing sense of fairness toward the collective bargaining agent of its employees that can only be ascribed to more mature thinking. All the facts prove that as Guild membership grows, so do better relations between the Guild and the company.

Our current concern with increasing membership stems from a desire to further broaden the base for even better relationships between the two parties that exists today.

The organizing program as outlined elsewhere in this issue can supply the means by which vastly improved management-labor relations can be won by all wire service employees.

Steve Ripley, ANG
W. S. Administrator

November, 1935—Guild unit formed in New York Bureau of Associated Press.

August 1, 1934—Letter signed by Jonathan Eddy, executive vice president of the American Newspaper Guild and Morris Watson, Associated Press, asking an appointment to a meeting for the purpose of beginning collective bargaining.

The events of the next two years are related in the decision of the National Labor Relations Board in the case of the Associated Press and the American Newspaper Guild arising out of the discharge of Morris Watson.

"Thereafter," read the decision, "the executives of respondent interviewed the editorial employees individually in respect to their Guild connections, and strongly

Machine Rampant?

Sees Univacs As Jurymen
In Radar-Ridden CourtsBy ANGELO COHN
Twin Cities Guild

Minneapolis, Minn.—A few years back, in a piece penned for the Guild Reporter, I "viewed with alarm" a situation which seemed to be leading our profession to a sad day when robot reporters would replace flesh and blood newspapermen.

On that occasion, however, my Guild brothers let me down, I feel.

They did not flood me with letters and telegrams of support. Nor did they take up the cudgel or other tools and weapons of our trade to do battle with the so-called word-and-sentence experts bent on reducing to one-syllable simplicity the language with which we earn our living.

Fellow newspapermen failed to accept the thesis that the cat-and-rat school of vocabulary or the this-is-the-little-red-hen system of sentence structure were preliminaries to substituting electronic impulses for human thought in the news writing process.

Thus the prefix counters and formula writing crowd won the first round by default. And we moved a big step closer to the day when simplicity of structure, without regard to shades of thought or beauty of expression, will make possible a punch card system of written communication.

My purpose in writing to the Guild Reporter again is not now to crow, "I told you so" or to take credit for psychic sense in scanning the future.

No, gentlemen of the press, my only purpose in writing is to repeat the warning, to view with alarm again—and this time it's a three-alarm or worse.

The latest push-button crowd is even more dangerous than what has gone before. This time efforts are directed at the source of the news rather than at the writing, and wherein we work.

Two illustrations of what is taking place appeared not long ago in the courts of Minneapolis, and ours is a fairly representative newspaper city for purposes of this discussion.

Our police recently instituted a radar system for checking on automobile speeders, as has been done in many other cities. Evidence from the radar equipment has found court acceptance, although some courageous citizens are testing its legal status. But it is pretty safe to predict that radar will win this round also.

It is no more popular in these days to oppose or question any

thing done in the name of traffic safety than it is to favor anything unconstitutional.

Yet the simple fact is that radar evidence has got legal status alongside human testimony.

What this means to us as gatherers of news is that a tracer chart with its bird-track line may soon replace the colorful court appearance of the cop in the case, giving evidence as only a cop can give.

Then this character cuts across the three lanes of traffic, yer honor, and sweeps the court with his radar, endangering the lives of automobiles as well as pedestrians and innocent bystanders.

That's the stuff which makes news come alive, but as courtroom news, it's dying out rapidly.

In the other court case the get-it-with-a-gadget boys stepped even farther. When an important witness was too ill to appear in court, a couple of bailiffs went out with a tape recorder and brought her testimony back "via electrical transmission," as they used to say in radio.

Lost through that was the time-tested photograph of a judge holding court in a hospital room, or the jury of 12 good men and true trooping out to hear testimony in the bedside manner.

Which courtroom situation would any reporter choose?

The human tenseness of a sweating witness trying to keep his palms dry and his lips moist; or its electronic counterpart, with the judge starting proceedings by instructing some courtroom underling to, "give it the needle, Bellini," or "Spin it, Mr. District Attorney!"

The answer, from any flesh and blood newspaperman would be invariably in favor of the flesh and blood courtroom drama.

But we may stand accused of wanting the drama for drama's sake. Perhaps some carping critics of the press will charge that we are only headline hunters and sensation mongers who don't want to sur-

render the source of our sensations.

Not so, say I.

The careful reader will see in the foregoing an organized progression of developments: speeders trapped by radar instead of by police squads with sirens screaming; testimony from a photograph turntable instead of from a witness in court; a robot reporter relaying all this to a news hungry world.

After those giant strides by the machine-minded, their next logical step, the one to which they are building up inevitably, should scare the living daylight out of us—in constitutional grounds. Once radar reports and transcribed testimony become routine, the switch-throwing crowd will try to throw out the jury of peers in favor of an electronic panel in the jury box, a dozen Univacs, if you please.

And there we'll have it, public and press alike.

One of the keystones of our freedom, the trial by jury and the right to be confronted by one's accuser, rather than by any reasonable facsimile thereof, will have disappeared under the forward march of the machine.

What a cold day it will be for the reporter on the courthouse run when the human drama that is part of our system of justice disappears. The facts, all the facts we hope, will be dumped into the hopper. Charts from the radar screen, spools of wire and rolls of tape from the recorders, discs on which the attorneys have waxed eloquent—they'll all be tossed in.

Someone will turn a crank. The gears will grind and the sparks will fly as the mechanical brain digests the punch cards in an electronic instant and flashes a life or death verdict with the same indifference that it dispenses your fortune on a penny scale.

Alas for justice tempered by the juice from a generator rather than by the milk of human kindness!

Alas for the reporter and the reader when the only heat in a newspaper account comes from A.C. or D.C.

Red Cross Honors St. Louis
For Local's Blood Program

Photo by Joe Wood, St. Louis

REPEAT DONOR AT ST. LOUIS—For the fourth time since last May, Kenneth Cannady, Globe-Democrat editorial copy boy, gives his pint of blood to the Red Cross. St. Louis Guild participates semi-annually with a specially designated Blood Donor Day.

St. Louis, Mo.—The St. Louis Newspaper Guild will receive a certificate of merit next month from the American Red Cross for its contributions to the Blood Donor program of the local chapter.

The local holds a Guild Blood Donor Day semi-annually at the Guild's Hall. The latest was Thanksgiving Week, when 135 members expressed their thankfulness by offering blood to the Red Cross.

All local members and their families are protected in their blood needs as the result of the

local making its quota on these days.

Several times critical needs for blood, sometimes by members who were unable to contribute themselves, have been met.

Martin Duggan was chairman this year of the Guild's Blood Donor Program. He was assisted by Jack Mathews, Post-Dispatch, and Robert Suits, Globe-Democrat, chairmen respectively of the Stewards' Councils of the units, with these other committeemen, Gus Wapner, Richard Becker and John Sabin.

Sixty Gather At Institute
Under P-O-I At Detroit

Detroit, Mich.—Sixty delegates from fifteen local attendances of the annual ANG-POI regional training institute here last Saturday.

Officers and other representatives of the new Central Michigan District Council, were guests of the POI Council at both the institute and the POI business meeting on Sunday.

They included R. L. Millman, president of the new council, and William Burke, its secretary. Both are from Lansing, where Burke is the local president.

Theme of the institute was "Building the Union," with sessions on organizing techniques, new member programs, membership information programs and steward systems.

Already at least two local—New York and Twin Cities—have undertaken expanded new member programs in line with suggestions developed at the institute.

41 Circulators Want
Guild in Youngstown

Youngstown, Ohio.—The Youngstown Newspaper Guild seeks to extend its contract coverage to some 41 circulation district managers, in an organization move which resulted this week in an NLRB hearing to determine the make-up of the new bargaining unit.

Local President Richard Riley and International Representative Justin McCarthy, of Chicago, were to speak for the group at the hearing, set for yesterday at the Youngstown City Hall.



MICHIGAN HUDDLE—Delegates from three Michigan Guild locals confer with ANG Director of Research and Information Ellis T. Baker, during the P-O-I training institute at Detroit. Standing at the left are Ray Kuhn, of Bay City Guild, and Charles Weber, president of the Detroit local. Seated is William Burke, Lansing Guild president and secretary of the new Central Michigan council.

Tough Buffalo Unit
Chalks Solid Gains

Niagara Falls, N.Y.—A militant stand by a strong unit, which backed negotiators with a 21-1 strike vote, has brought agreement between the Buffalo Newspaper Guild and the Niagara Falls Gazette on a contract which increases minimums by \$2 to \$3 and cuts the work week from 40 to 37½ hours. Top minimum for reporters was increased to \$100; starting minimum is \$60.

Negotiations with the Frank Gannett management, which bought the paper while bargaining was in progress, also resulted in:

- Increase of severance pay ceiling from 25 to 29 weeks.
- Reduction of the service requirement for third week vacation from 7 years to 5 years.
- Payment by management of Blue Cross premium for all employees.

The two unions backed the Guild's militant action by sending representatives to various negotiating sessions. Pressmen, however, reported that their international union had ordered them to go through picket lines in the event the Guild struck.

General increase and new minimums are retroactive to Sept. 1, expiration date of the old contract. Shorter work week will be effective Jan. 11.

The Gazette was bought by Gannett last month, after Publisher Alanson C. Deuel died. His will directed that the paper be sold.

Bob Van Wagener was chief negotiator. Unit members on the negotiating team included: Charles Dinsen, local vice president; Len Delmar, unit chairman; Cliff Spieler, Bill Gosard and Virginia Miller. International Representative Charles A. Perik took part in two sessions after the strike vote.

Member Honored For Gift
Of Bone To Crippled Girl

Rochester, N.Y.—The quality of mercy is not strained in plucky, unselfish Jim Welsh, a Rochester Times-Union copy

boy and member of Local 17, American Newspaper Guild.

Not many young fellows—particularly those athletically inclined—would volunteer to undergo surgery and donate a chunk of leg bone to aid someone less fortunate.

But Jim Welsh, a good-looking 19-year-old who happens to be a good baseball player, did just that. And he did it for a stranger.

Modest Jimmy received national and international attention in the press as a result of his Good Samaritan deed.

And next Monday he's going to be congratulated personally by President Eisenhower. That's

the way he will take part in a ceremony in the White House rose garden and receive the Young American medal for Service.

President Eisenhower will present the medal, the highest American can give to a young civilian hero, to Jim and two other teenagers.

Jim, his parents and his fiancée, Miss Dorothy Trippie, secretary to Times-Union Managing Editor Vern Cropp, have been invited for a weekend visit to Washington to attend the ceremony. Jim's brother, Timothy, 15, also will make the trip.

It was a year ago that Jim underwent the operation which earned him the medal. He had volunteered to give part of his legbone in a transplant operation to aid an 11-year-old girl suffering from a bone disease. Surgeons cut off an 8½ inch strip of bone, half an inch wide, from Jim's leg.

The response to newspaper stories of Jim's deed was staggering. Letters and gifts by the hundreds came to the Welsh home as people all over the world paid tribute to the Rochester youngster.

Jim was approved for the award on local and state levels before he was selected, last month to receive the national award. He was chosen by a committee headed by J. Edgar Hoover, director of the FBI.

The others who will receive Young American medals from the President are Marilyn Haar, 19, of Savannah, Ga., and Gerald R. Bergeman, 13, of Menard, Idaho.

AFL Hires Broadcaster—Edward Morgan will comment for AFL over 175 ABC stations after January 1, succeeding Frank Edwards.



RED CARPET AT SEATTLE—Pacific Northwest Guildmen fete ANG President Joseph F. Collis when that Guild officer stopped over at Seattle on his way to the Los Angeles CIO Convention. Pictured here are, seated from the left, Doug Heal, CCL Local 297, Vancouver, B.C.; Seattle-Tacoma Local President George Lambert, of the Times unit; Standing are Clayton Hay and Winifred Huyeke, elect Mabel Riedel, of the Post-Intelligencer unit. Standing are Clayton Hay and Winifred Huyeke, both of the Times unit; Robert West, local treasurer, of the P-I unit; Sam Ann Richstad, local secretary, of the Times unit, and G. Howard Clifford, of the Tacoma News-Tribune unit.

Vallejo Reporter
Wins Fellowship

San Francisco, Calif.—Mildred N. Schroeder, reporter for the Vallejo News-Chronicle and Times-Herald and former Vallejo unit chairman of the San Francisco-Oakland Guild, has been awarded a \$5,000 Reid Fellowship grant for a year's study abroad.

The award, which she received last month, was one of six given this year by the Reid Foundation of New York.

Mildred will study reactions to the United Nations in member countries of Western Europe. She plans to center her study in Great Britain, France, Belgium, the Netherlands and Luxembourg.

She and her husband, Jack, a Call-Bulletin copyreader, expect to leave early next February for Europe.

Mildred, who has been with the Vallejo publications for nine years, is a graduate of the University of Oklahoma and formerly worked for the State Times and Morning Advocate, Baton Rouge, La., and for the AP in Oklahoma City.

She is a past unit treasurer and now is on the negotiating committee.

At the suggestion of Fred Martin, executive secretary, the local had as a Canadian guest Doug Heal, an observer from CCL Local 297, which holds a contract with the Vancouver, B.C., Province. Heal is a member of the executive board.

The executive board has Rose Howard, Harold Loppnow and George Place as advertising department representatives; Robert J. Riordan, Harold Klesig and Dickey from editorial; Robert Braun, Harry Carlson and Sherburn Stroebel from outside circulation; Tess Ehlers and Elsa McCloud from accounting; Dorothy Bielemeier and Roger Rex from promotion; Pat Kempinski from the circulation office and Jack Varick from wire services.

To the county CIO council are named Kathryn Koch, Miss Howard, Braun and Joe Dulak. The first three and Dan Cannon will represent the local on the State CIO body.

Childress Leads
Cincinnati Guild

Cincinnati, Ohio.—Henry Childress, of the Kentucky Post, is new president of the Cincinnati Newspaper Guild. He was installed, with a slate of other elected officers, at the local's annual party.

Others assuming office were: Vice president, Carl Bley, Times Star; secretary, Virginia Frankhouse, Post; treasurer, Gordon Ireland, Post; and delegates to the CIO Council, Clarence Baitsman, Kentucky Post, and Jessie Schmides, Post.

PAIR OF QUEENS—Not one but two queens presided over last week's Page One Ball for members and friends of the Elizabeth Newspaper Guild. Envisable task of crowning them went to Edward Easton, Jr., ANG vice president at large, of New York, placing stars for Lillian Lohleis, of the New Brunswick unit, at the left, and to Executive Vice President Ralph B. Novak, for Barbara Birnes, of the Elizabeth Journal unit.

At the suggestion of Fred Martin, executive secretary, the local had as a Canadian guest Doug Heal, an observer from CCL Local 297, which holds a contract with the Vancouver, B.C., Province. Heal is a member of the executive board.

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Childress Leads Cincinnati Guild

From the Counting House: Lineage Headed Up in '55

Wayne Morse (Ind.-Ore.) charged that the Federal Power Commission was stacked in favor of privateers against federal development at Hell's Canyon.

THE GUILD REPORTER

CHARLES E. CRISSEY, Editor

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SEVERANCE PAY clauses in Guild contracts have cut down staff efficiency, according to J. B. T. Campbell, retiring as managing editor of Hearst's Los Angeles Herald-Express, as quoted in "The California Publisher," which devotes a page to Campbell and his successor Herbert H. Krauch.

"There is a tendency to retain reporters not up to standard rather than pay them off," he told the publishers' monthly. "Before the unions took over, we selected the best from the crowd and eliminated the poor ones. Severance pay can now be so large that we keep them on instead."

Campbell's viewpoint might be induced by nostalgia for "the good old days," since his experience at the Her-Ex dates back some 42 years.

But the fact is that there does exist a "tendency" to retain sub-standard newsmen at the Her-Ex, the Guild contract is not to blame for that condition.

Her-Ex employees have been under Guild contract since 1937. That was when "the unions took over." (Would any Guildman who ever worked for him agree that Campbell could be "taken over" by any outside force or organization?)

Her-Ex management for 17 years has been, and still is, free to be as selective as it desires in hiring its reportorial force. And it can fire "for just and sufficient cause" at any time. The Guild never yet has defended proven incompetence in a discharge case.

Campbell was free to fire an employee of less than six months' standing, with no severance pay at all. If it took him a year to discover that a new employee didn't have what it takes, he could still fire him the day before his anniversary, with the payment of only two weeks' severance.

And in the 17 years since the first Guild contract was written, any employee hired thereafter could by 1954 have earned equity, in the form of severance pay, equivalent at the most to 34 weeks' pay.

We find it hard to believe that if Her-Ex management actually found an incompetent on its staff, it would consider 34 weeks' pay too high a price for lopping him off the payroll. That doesn't sound like Hearst efficiency.

Nor does it sound like the battling, colorful m. e. of the

Her-Ex, now at 75 retired to pasture, perhaps to reflect on his last editorial crusade, a successful drive to keep UNESCO literature from being circulated in the public schools of Los Angeles!

COMPARABLE in a minute sort of way to the wishful thinking which inspired the Chicago Tribune to trumpet the "victory" of Dewey over Truman in 1948 is a story which popped up recently in the Elkin, N. C. Tribune, a weekly which specializes in violent hatred for all things connected with organized labor.

Its headline proclaimed: "Rome, Ga. Workers Weren't Fooled By Union Promises," while the story text told how "the whole community rose to oppose the invasion of union bosses from the north."

Like the Chicago Colonel, the Elkin publisher hadn't waited for the complete count. Fact was that with the aid of both AFL and CIO local groups, the Rome election was won handsily by the IUE-CIO.

FREE SPEECH has its limitations in Chicago, take it from Fletcher Wilson, former Guild local president. He has been expelled from the Chicago Newspaper Reporters Association for giving it as his opinion, in writing, that Chicago could properly support only two year books, of the type published by the Guild for its Page One Ball, and a second gotten out by the Press Photographers Association.

What got Wilson the official heave-ho was the fact that the Reporters Association had recently entered the field with a third year book project.

The American Newspaper Guild handles such things a bit more tidily. Its constitution provides that no membership bar or penalty shall result from anything written for publication.

"Torch of Hope" Award

To Reuther At Conclave

Los Angeles, Calif.—CIO and UAW President Walter Reuther was honored at a testimonial dinner during the CIO convention in Los Angeles, at which Reuther received a "Torch of Hope" Award in recognition of his interest and efforts in behalf of the City of Hope National Medical Center in Duarte, Calif.

Washington ROUNDUP

By ELEANOR COAKLEY

Washington Guild

THE U. S. INFORMATION AGENCY will be unable to do the important job before it until and unless the American people and the Congress recognize its vital importance," Edward L. Bernays, prominent New York publicist, declared in announcing formation of the National Committee for an Adequate U. S. Overseas Information Program, of which he is chairman.

The Committee's statement of its purpose to "further in the American mind the importance of an extended and emphasized program" of overseas information comes as glad tidings to those concerned with the dearth of information about our efforts at foreign enlightenment and the barren state of the American mind on the subject.

The U. S. Information Agency is in the peculiar position, shared by most government agencies, of being unable to adequately advertise itself. The theory is that if it issued favorable accounts of its achievements it might be accused of seeking to perpetuate itself, of having designs on a lion's share of congressional appropriations, or of attempting to aggrandize its officials.

This situation makes the agency particularly vulnerable to the skeptical, the overly-cautious and the hostile. A champion with no axe to grind is sorely needed.

THE COMMITTEE HAS ITS WORK cut out for it. In the minds of many Americans USIA is still suspect, in spite of the report released last February by the Presidential Advisory Commission on Information stating that the agency, having been separated from the State Department the previous August, was "off to a good start." The Commission recommended that congressional investigating committees call off their bloodhounds until the agency had a chance to prove itself.

However, much damage had already been done. Our overseas information program, particularly the Voice of America, had been exploited and discredited in political maneuvers, camouflaged as congressional investigations, until the general impression given the public was that the program was manned by subversives, security risks and political dupes.

USIA Director Theodore G. Streibert's report that only 10 to 20 security risks were found and dismissed, and that none were proved to be communists, got lost in the general hubbub. The net result was another budget cut with the full consent of the governed.

THE COMMITTEE ALSO HAS TO COPE with a growing feeling that the government is holding out on the press and the people. Austin V. Wood, general manager of Ogden newspapers in West Virginia, complained in a speech, December 3, that the government is gradually closing the sources of news. "If they are not opened," he said, "we cannot print all the news." His claim was borne out in a recent statement by James C. Hagerity, White House press secretary, who told a group of New York public relations people that he never lied to reporters. "Of course," he continued, "there are times when I don't tell them everything."

"The attitude in Washington, as working reporters see it," Marquis Childs wrote in a column last week, "is to keep back news except for what is put out in official handouts. This is not in itself new, but the effort seems to be to clamp the lid tighter than ever before in peacetime."

Newsmen are protesting, too, an attempt by the Commerce Department to limit information going overseas through a newly created Office of Strategic Information. The office, set up by Secretary of Commerce Weeks, will try to promote

voluntary censorship among trade and technical publications to prevent "strategic" information from being "leaked" abroad. Just what kind of information the Commerce Department has in mind, except that it is unclassified material, is not clear.

The press is not reconciled to bottling up information which is not labeled secret, top secret or confidential. J. Russell Wiggins, vice president and managing editor of the Washington Post and Times-Herald and chairman of the American Society of Newspaper Editors, has made the point quite clear. "No matter what voluntary devices are employed, by no matter what attractive and acceptable stereotypes they are labeled," he asserted, "a proposal under which government is going to 'help' the American press decide what non-classified information it ought to print and what it ought not to print is a species of censorship of the most offensive and dangerous kind."

THE BIG JOB OF THE COMMITTEE will be that of making the American people aware of the Information Agency and what it does. This means devising some means of channeling news from the agency to the public. While USIA has some 7,000 people in overseas posts telling our story abroad, its domestic program is sadly lacking.

As a result, the American people hear about the Voice of America and the overseas libraries from their detractors but has little or no idea of the many other services and activities of USIA. News stories that the American newspaper "Wiener Kurier" in Vienna has been reduced from a daily to a weekly, or that the agency is having difficulty recruiting overseas personnel meets only indifference or bafflement in the American mind.

There is no doubt that the Committee is equal to its task. Its membership list is pretty imposing. Represented are four newspapers, three public relations agencies plus Advertising Council, Inc.; three national magazines; three colleges; fishing houses.

Writer Elmer Davis is a member, along with the public relations directors of three large corporations and a lone labor leader, Mark Starr, educational director of the International Ladies Garment Workers' Union.

WHAT MAKES EVEN THE MOST HOPEFUL a little uneasy is the Committee's avowal that it is an educational, not a pressure group. Education is a long drawn-out process. It takes a long time for education to influence public opinion, especially if it is working against the emotional appeals of propaganda. Furthermore, granted you can educate the citizen as to the "importance of ideas as weapons," as Mr. Bernays puts it, that doesn't guarantee that he will write his Congressman about it. Somebody has to talk turkey to Congress, and whether the Committee likes it or not, it may find it has to be a pressure group. As a matter of fact, there is evidence that this would not be out of order. Rep. Kenneth E. Keating (R., N. Y.) testified before a congressional committee last spring that lobbying is an "indispensable aid in some of our efforts." And Senator Fulbright greeted news of the new Committee with the hope that it could "make effective recommendations to the Congress and the people who will assist in improving our policies."

It would be unfair to try at this point to assess the Committee's aims or to predict its effectiveness. A meeting is scheduled for later this month which may yield more details as to program and procedures. We can only hope that something concrete will evolve and that the lethargy of theory will not outweigh the dynamics of practice.

Photog Heads The Guild Reporter Duluth Guild

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

Duluth, Minn.—Earl Johnson,

a staff photographer on the Duluth Herald and News-Tribune, is the new president of the Lake Superior Newspaper Guild, succeeding Francis G. Kramme, who becomes a member of the executive board.

Others named are: Vice President, Jack Kerri; secretary, Mrs. Joanne Rakotz; treasurer, Mrs. Vira Sullivan.

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