

THE Guild Reporter

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD, CIO

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IEB Levies 3 Assessments To Aid Brooklyn Strikers

Declaring the Brooklyn Eagle strike an emergency, the International Executive Board has levied assessments upon the Guild membership for the months of March, April and May, under ANG constitutional procedure. Presidents and treasurers of all locals were notified last week by Secretary-treasurer William J. Farson, in time for necessary action where dues check-off provisions are in force.

The assessments are payable in the following amounts:

50 cents a month for members earning \$30 per week or less; \$1 a month for members earning from \$30.01 to \$49.99 per week; \$2 a month for members earning from \$50 to \$99.99 per week; and \$3 a month for members earning \$100 or more per week.

Farson called attention to the article of the constitution which provides that new members of the Guild shall not be liable for international assessments payable during the first sixty days of their membership. Those who

joined the Guild during January, for example, would be exempt from the March assessment, but would pay the levy for April and May.

The board action followed a series of conferences with the New York local, and the appearance of Thomas J. Murphy, the local executive vice president, at the IEB meeting, with full discussion of the Eagle strike circumstances and outlook.

Farson noted that the ANG defense fund, to which the assessments would be allocated, is aiding the Brooklyn strikers to

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Board Proposes Language To Bar Communist Members

All Guild locals have been sent copies of a draft, prepared by the International Executive Board, of proposed constitutional changes intended to carry out the mandate of the Los Angeles Convention barring communists from membership in the Guild.

The language suggested is, the Board stated, the best expression possible at this time of the convention's intent to deal with "a subject filled with uncertainties and dangers."

It is being submitted for membership consideration well ahead of the Albany convention, which will act further on the matter. The IEB asked for widest possible discussion and suggestions.

The changes would affect Article II and would involve renumbering the present Section 1 as Section 1(a).

That section relates to eligi-

bility and includes "political convictions" as being no bar to membership.

The new language in Section 2 would be designated 2(b), and would read as follows:

Membership in the Communist Party is not a political conviction within subsection (a) hereof. Membership in the Communist Party is participation in a conspiracy whose policies and activities and ultimate purpose to subvert and overthrow the constitutional systems of the United States and Canada are determined by foreign control to

serve the needs and interests of such foreign control. Therefore, a member of the Communist Party, or of a substantially identical organization under whatever name, or one who consistently adheres to the above-described policy and action thereof, is not eligible for membership in the American Newspaper Guild.

Section 8 of Article II would become Section 8(a) and would read:

The facts of eligibility under the Constitution shall be determined by the Local in which

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Heywood Broun Award Goes To Washington Guildsman

Anthony Lewis, a reporter for the Washington Daily News, is winner of the 1954 Heywood Broun Memorial Award, given annually by the American Newspaper Guild for outstanding journalistic achievement.

Lewis' championship of a bewildered civilian—whose civil rights were being kicked around by forces against which he was hopelessly outmatched—was voted unanimously by the three award judges as a complete example of work done "in the spirit of Heywood Broun."

The Washington newsman's winning entry, submitted by John T. O'Rourke, Daily News editor, recorded the dramatic, crusading fight waged in behalf of Abraham Chasanow—fired by the Navy from his civilian job for security reasons even though he had been cleared by a hearing board.

These articles were a potent factor in persuading the government to reconsider the Chasanow case and ultimately to reinstate him to his job with full pay for time lost. The crusade, with Lewis as its sparkplug, stretched out many months before it was won with a Navy admission that the treatment of Chasanow was "a grave injustice."

A joint announcement by the judges—Bruce Catton, Pulitzer Prize winner and editor of American Heritage; Edwin A. Lahey, national correspondent for the Chicago Daily News, and John W. Vandercreek, ABC network radio commentator—said of the Lewis entry:

"It seemed to the judges that Mr. Lewis' work was completely in the spirit of Heywood Broun—a case in which a newspaperman set out to rectify an injustice that had been done to one lone individual, in the process of which

he not only relieved the individual of a grievous wrong, but also kept the people of the United States from committing an injustice against itself. It struck the judges that the job Mr. Lewis did here is newspaper work at its very best: the fate of the whole people can be bound up in the case of one citizen, and the skill and devotion which go

into the examination of one citizen's case have a lasting and vital meaning for everyone. Mr. Lewis has spoken for all of us, and has left the entire country in his debt."

A formidable list of Broun Award entries—71 from nearly a score of states, the District of Columbia and Canada—was placed before the panel of judges

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Broun Winner 27-Year-Old Scripps-Howard News Man

Washington, D. C.—Winner of the 1954 Heywood Broun Award, the Guild's most coveted honor, is 27-year-old Anthony Lewis, "Tony" to all who know him, who has worked for the Scripps-Howard Washington Daily News as a general assignment reporter since December, 1942.

Although on general news work, he has made the various government security programs a special interest, and it was the misapplication of such a program that sent him digging into the background which produced the winning entry.

Lewis has been in newspaper work since June, 1948, when he went to work for the New York Times' Sunday section devoted to "The News of the Week in Review." He had spent one summer at the Times as an office boy, during his years at Har-

vard, where he was graduated in 1948.

His news work was interrupted for several months during the 1952 presidential campaign, when he came to Washington to work for the Democratic National Committee. During the Stevenson campaign, Lewis did research on local history, economics and politics of the spots on Stevenson's itinerary. When Election Day ended that job, he came to the Daily News.

The Broun winner was born in New York City, son of a textile manufacturer, and at Horace Mann School got his first taste of news handling as editor of the school's weekly.

A brief trick in the U. S. Navy was cut short by discharge for an eye condition.

At Harvard, Lewis became managing editor of The Harvard Crimson, and a member of the Signet Society, a literary group. President of The Crimson during Lewis' stay at Harvard was Scott Leavitt, now a member of the Times-Life-Fortune Guild unit in New York and an assistant editor of Life Magazine.

Lewis was cited last May by the Washington Guild in its Page One awards for a humorous feature on algae eaters.

He married the former Linda Rannels, of New York, with a long-time friend, Guildsman Irving Horowitz, of the Elizabeth, N. J., Daily Journal staff, acting as best man. The Lewises live in Alexandria, Va., and have an eight-months-old daughter, Eliza.



ANTHONY LEWIS
"Skill and Devotion"

Guild Meets Its Critics With A Record Of Achievement

By Ralph B. Novak
Executive Vice President

Once again publishers seem to be making the American Newspaper Guild their favorite whipping boy, to be blamed for most of the troubles, real or imaginary, which beset the newspaper industry.

The principal charges against the Guild can be summarized as follows:

- That the Guild somehow depresses the standards and quality of modern journalism.
- That it has been responsible for the deaths of newspapers.
- That non-editorial workers dominate the union.
- That the Guild shop makes for a captive membership.

1—JOURNALISM STANDARDS

F. M. Flynn, general manager of the New York Daily News, told the Association for Education in Journalism last summer that the policies, contracts and objectives of the Guild "all point toward further development of mediocrity."

Only two weeks ago Norman E. Isaacs, managing editor of the Louisville Times, in the William Allen White Memorial Lecture at the University of Kansas, accused the Guild of policies which "stultify journalistic enterprise."

These gentlemen should know better. Mr. Flynn admits to no mediocrity on the Daily News, despite the presence of the Guild. Says he: "We have the best reporters, the best re-write men, the best

editors, the best photographers, and the best all around staff in all departments."

Does he mean, then, that other Guild papers like the New York Times and the New York Herald Tribune are mediocre? Has the Guild burdened the Baltimore Sun and the Washington papers with incompetents? Have Guild members "stultified" journalistic enterprise on the St. Louis Post-Dispatch? Or—for that matter—on Mr. Isaacs' Louisville Times, which has found it profitable to employ active Guild members?

As for Mr. Isaacs, it appears that he did not discover the "stultification" supposedly wrought by the Guild until his employees suddenly announced last spring that they intended to organize a Guild unit and were

urged not to by Publisher Mark Ethridge on the grounds that the Guild would "stultify" their initiative.

Until then, Mr. Isaacs had thought the newspaper industry had improved considerably since the birth of the Guild.

"Having grown up in newspapering, I can testify as to how much we have improved through the years," he told University of Indiana journalism students in 1953. "You can look back in the files by ten-year gaps and you will be literally startled by the improvement. Sometimes I think that American newspapering has improved more in the last quarter of a century than any other service function in our national life."

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Sheppard Trial Coverage Tops In Cleveland Awards

Cleveland, Ohio—Coverage of the Sheppard murder case—Page one story for almost six months—won a top Guild award for the Plain Dealer's city staff in the Cleveland Guild's 16th annual awards contest.

City Editor James W. Collins received a Guild Award citation and a bronze "Heywood" for his a.m. paper's staff. St. Louis Guildmen judged the bulky P.D. entry best of all running news stories submitted.

An audience of 425 persons attended the annual luncheon Feb. 1 in the Higbee Co. auditorium to see awards given in 11 news and feature categories. Guests included Secretary Helen Minear of the Pittsburgh local, and Reporter DeWitt Scott of the Detroit Guild.

Plain Dealer entries won five

top awards; Press entries four; News entries one; International News Photos one. John R. Thompson, News makeup editor with 51 years of service, was chosen "man of the year" by Chairman Larry Hawkins and his Awards committee.

Since the competition started in 1939, the Press has won 80 top awards, the News 49, Plain Dealer 44. The awards consist of a parchment scroll and a bronze figurine of a newboy, named for Heywood Brown, first president of the ANG.

Cash awards were given by Editor Louis B. Seltzer to all

press winners—\$150 for each first, \$90 for each honorable mention, for a total of \$2,000. For the P.D., Editor Wright Bryan announced a cash award for the first time—\$50 for each first, \$25 for each honorable mention, totaling about \$400.

Mervin Smith, White House reporter for United Press, was guest speaker. He predicted that President Eisenhower will not run for a second term if the nation remains prosperous and at peace.

Other top award winners: Sidney E. Elmer, Plain Dealer, best single news story; Robert Modie and Herman Sedl, Cleveland Press, best feature story; Richard Murway, Press, best feature series; Frank Kuchirchuk, International News Photos, best photography; Jack Clower, Press, best sports story; Eugene Segal, Plain Dealer, best public service; Howard Preston, News, best column; John P. Huth, Plain Dealer, best editorial; Robert O'Malley, Plain Dealer, best headline writing; and Lou Darvas, best art work.

Members of the Detroit, Buffalo and St. Louis locals helped judge the entries. The Nieman Fellows of Harvard University and a panel of Cleveland civic leaders also judged categories.

Eagle Management Admits Carrying Strike Insurance

The Brooklyn Eagle strike of 315 Guildsmen, now entering its fifth week of picketing the closed plant, has elicited from Publisher Frank D. Schroth a public admission that Eagle management is protected by strike insurance.

The admission was made in reply to a statement by Thomas J. Murphy, executive vice president of the New York Guild local, of which the Eagle unit is a part.

Murphy had told the New York Times, which quoted him, that reports were that the Eagle management is "guaranteed" returns of several thousands of dollars a day for a period of 13 to 14 weeks, "under its strike insurance policy."

Schroth told the Times: "It is true that the Brooklyn Eagle has strike insurance." And he added with stirring inference, "I also have burglary and fire insurance. I know of no paper with a Guild contract that has not got strike insurance."

And Murphy added: "For many decades old-fashioned piratical employers used to pay hired goons to crack skulls and break up picket lines of their striking employees. When that practice became too much for the public to stomach, strike insurance was devised, encouraging greedy (and shortsighted) employers to take a long strike rather than to settle with their employees."

"We strongly urge a full and public investigation of the strike insurance business, beginning with the strike insurance policy of the Brooklyn Eagle. For how long is the publisher insured? How much did he pay out in premiums for his policy? More than enough to meet the Guild's terms for a settlement?"

"A state legislative body might well inquire into these and other details, to determine whether strike insurance—a device to encourage and prolong strikes—is against public policy and the public welfare in the State of New York."

Among other questions raised by the New York Guild in this connection are: whether such strike benefits are tax-exempt, and why strikers must wait seven weeks for collection of their unemployment insurance benefits toward which they have contributed, while the insured publisher presumably collects from week to week in return for his premium payments.

The situation, with copies of the statements, has been brought to the attention of Governor Harriman, State Attorney General Jacob Javits and members of the Legislature.

Reportedly, one of the conditions under which an employer may claim strike insurance benefits is that he must have offered to arbitrate, in an effort to avert the strike. With this provision, Publisher Schroth complied in a fashion apparently acceptable to the insurance company.

The New York Guild had offered to arbitrate the specific issues in dispute, and to con-

Good Standing!

Matthew Amberg, a member of the Washington Guild's Labor Press unit, enjoys the distinction of being the first Guildman to pay the March assessment levied for Brooklyn strikers.

Amberg learned of the strike, and without waiting for the IEB to act, sent his payment along to ANG headquarters, for crediting to his dues account.

tinued working under the old contract while the matter was being decided. The publisher, however, sidestepped this bona fide offer, and instead told the Guild that management would agree to submit the entire contract—agreed clauses included—to the arbitration process. The walk-out followed.

Federal mediators have been trying without success to find means of settlement, but management has evidently determined to sit back on its insurance cushion until the payments run out. Mediation service has scheduled another meeting for Monday morning next, but Guild spokesmen approach that meeting with justified skepticism.

Strike activities have been carried on with regularity, and picketing continues, with all mechanical craft unions observing the line.

Last week the strikers put on an amateur theatrical show, with talent recruited from among strikers and their families, and the result was a hilarious evening.

Last week, too, an inquiry came to the Guild from a trucking concern as to whether the picket line would be lifted Monday to allow removal of some equipment from the Eagle building to its new location, for which moving day was set for April 1. The answer was that the pickets would disappear as soon as an acceptable contract is signed. No movers arrived, but the picket lines were augmented heavily, just in case.

John J. McGowan, 47, a charter member of the Toledo Newspaper Guild and a life-long Toledo resident, died at his home February 16, of a heart attack.

He had been assistant city editor of the Blade since 1948, and his Toledo newspaper career dated back to 1928, when he broke in as a reporter for the News-Bee. Four years later he moved to a desk job, with the Times, where he was city editor at the time the Blade employed him.

He was graduated from St. John's University, engaged in amateur theatricals, and played an active role in forming and developing the Toledo Guild.

Mrs. Margaret Fyler, Toledo, Ohio—Mrs. Margaret M. Fyler, 60, a bookkeeper for the Toledo Blade, died in an automobile collision February 13. She was a member of the Toledo Guild local, and had been active in the Order of the Eastern Star.

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...Award Winner

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In New York City on Feb. 12. So impressed were they with the caliber of entries in general, that the judges availed themselves of the prerogative to award special mention to eleven other nominations.

In addition to the award given Lewis, the judges made special reference to three other newspapermen "who have during the past year accomplished a great deal of outstanding pieces of work." They are:

James B. Reston of the New York Times, for his articles in the case of Dr. Robert Oppenheimer.

Herbert Block of the Washington Post, for his series of cartoons on current events.

Fred Thompson of the Toronto Globe & Mail, who discovered the evidence that saved an innocent man from prison.

The judges gave honorable mention "for work meriting consideration for the Broun Award," to:

Jack Donahue of the Houston Press, for a stirring, stirring series of articles on the investigation of fraud and corruption in Duval County, Texas, in which Donahue was shadowed and in personal danger.

Chester S. Davis and Wallace Carroll of the Winston-Salem Journal and Sentinel, Winston-Salem, N. C., for investigation and exposure of false charges made against a candidate for the United States Senate in newspaper advertisements which injected the racial issue into the campaign.

Fausto Marranzino of the Denver Rocky Mountain News, for an interview with a commanding general who approved the shooting by two sentries of a prisoner, which led to an official Army investigation and condemnation of the general's conduct.

Fring Lieberman and Robert Williams of the New York Post.

School Is Named For Guildsman

Chester, Pa. — A Guildsman has had a public school named for him. The choice honors Charles H. Russell, who has just completed a quarter of a century on the staff of the Chester Times, and who for more than 30 years has been a member of the Marple school board.

When the Marple authorities opened the doors last week of their new \$800,000 elementary grade building, the announcement came that its name would be The Charles H. Russell School, in recognition of the board member's "untiring efforts" in behalf of the Delaware County school district. He was first elected in 1924 to the school board, a few years after taking up residence in Broomall Township. He has served since 1938 as president of the County Board of School Directors.

Russell found himself embarrassed when the surprise designation was made, and more so when he was obliged to report it for the Times in his routine coverage.

Broun Award nominations this year came from New England, the Atlantic Seaboard, South, Southwest, several inland states, the Midwest, Rocky Mountain region and the West Coast, in addition to the District of Columbia and two from Canada. The states were: California, Colorado, Illinois, Louisiana, Minnesota, Massachusetts, Michigan, Maryland, Montana, Missouri, New York, North Carolina, Ohio, Oregon, Pennsylvania, Texas and Washington.

for stories dealing with P. G. David Schine and the Army-McCarthy hearings.

M. F. Everett of Catholic Action of the South, a diocesan publication at New Orleans, La., for analysis of the "right to work" bill passed by the Louisiana State Legislature and state segregation bills designed to circumvent the Supreme Court ruling ordering desegregation.

The judges also gave "warm commendation to those others whose work deserves recognition for its excellence."

James D. Cocco of the Wilkes-Barre, Pa., Sunday Independent, for an expose of a proposed \$500,000 stock sale by a company which said it would provide employment for idled miners but which was found to be a fraud by the Pennsylvania Securities Commission.

The Progressive Magazine, for its special issue dealing with Senator Joseph McCarthy.

The late Cecil Owen, editor of the United Mine Workers Journal, for an editorial campaign to get distribution of surplus foods to unemployed in the nation's coal industry.

Many hours of scrutiny and deliberation were required before the judges completed their task of determining the recipients of 1954 honors. Edward J. Donohoe, assistant managing editor of The Scranton Times and national chairman of the Broun Award competition, said the array of exhibits was one of the most diversified since the award was established in 1940 in memory of the ANG's first president, Heywood Brown, the crusading New York columnist who died in 1939.

The Lewis entry comprising Washington Daily News clippings and a Reporter Magazine article, made a tremendous impression upon the panel of judges from the moment it emerged from the huge display of scrapbooks, bound files, etc., that constituted the 1954 crop. However, as judging reached the semifinals stage, it was to all practical purposes just one of 20 still in the running for the top honor.

As eliminations narrowed the field, the judges applied exacting yardsticks against each surviving contender. The Lewis series emerged triumphant each time until it held unchallenged dominance.

The report of the judges was conveyed to the ANG International Executive Board on Sunday, Feb. 13, at a luncheon in Hotel Abbey, New York, marking the opening of the board's quarterly meeting. In behalf of his colleagues on the judging panel, Mr. Vanderhook spoke movingly of the feeling of pride in the profession of journalism that was generated by the high type of this year's entries.

He observed wryly that "there just aren't enough prizes for those who surely deserve them for performances such as we examined," and said that in a number of instances the judges were hard-pressed to eliminate a striking entry and go on to others, but there was no alternative with only a single major prize.

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Meaning, probably, that the spirit of Broun, the spirit in which the Broun award is carried on, is under everything else the spirit of newspaper work at its very best.

Broun Judges Enjoyed Task



AS IT WOULD SEEM TO BROUN—Entries in the American Newspaper Guild's annual Heywood Broun Award were judged by the evidence they gave of the crusading spirit of the Guild's founder and first president. Here are, from left, Edward J. Donohoe, chairman of the Broun committee, with Edwin A. Lahey, Bruce Catton and John W. Vanderhook, who selected the winning submission.

Two of the Heywood Broun Award judges were unable to remain for the report meeting to the members of the Guild's International Executive Board, at which John W. Vanderhook spoke for the three-man panel, in announcing the unanimous selection. Asked to record their impressions of the 1954 competition, the other judges wrote the following comments.—Ed.

By BRUCE CATTON

BEING A JUDGE in the Heywood Broun Award was one of the most heart-warming experiences I have had in a long time. It was a timely reminder—very nice to get, too, when you reach a certain time in life—that the Good Old Days are not gone forever, after all. They are still here. All you need do is look about you a little.

For the 71 entries which were called upon to judge, represented nothing so much as straight, old-fashioned reporting at its best. If the judges were unanimous in feeling that Anthony Lewis turned in the best bit of work, they were also unanimous in feeling that the outstanding quality in all of the entries was the fact that they represented straight reporting—the business of a newspaperman looking at a situation, detecting a faint but decidedly unpleasant odor about it, and then plowing ahead to get at the real facts and put them on the record.

If, in the process of doing this, Mr. Lewis succeeded in setting right a cruel injustice that had been done to one human individual, and also managed to take a bit of a stain off of the record of the government of the United States—well, that was just so much extra: one of those little bonuses that have a way of coming on the heels of good reporting. Basically, he was simply out to dig up a few overlooked facts and put them on public display, indicating as he did so that an old-fashioned eagerness to get the exact facts can very easily go hand in hand with a capacity for growing indignant at the sight of someone getting a dirty deal.

That same quality, it seemed to us, ran through all of the entries. All across the country newspapermen were doing the same sort of thing—digging hard and deep to get the real story, aided by the fact that each one of them carried a well-developed social conscience along with him, a sense of responsibility to his calling.

And when you get right down to it, that is what we old-timers usually weep into our beer about when we lament the passing of the good old days and sigh heavily for the era when radio, television, consolidations and the transformation of publishers into big business men had not yet limited the scope of the modern newspaperman.

The answer, of course, is that nobody's scope has been limited unless he wants it that way. Newspapermen and newspapermen are still doing the good old job in the good old way—when they really want to.

One other conclusion your judges unanimously reached. They not only felt that Mr. Lewis's job was the best one that had been turned in during the year, they agreed that it was very much in the spirit of Heywood Broun himself. It was the sort of thing to which Broun would have tipped his hat (if he happened to have it with him).

Meaning, probably, that the spirit of Broun, the spirit in which the Broun award is carried on, is under everything else the spirit of newspaper work at its very best.

By EDWIN A. LAHEY

THE TASK OF CULLING through 71 entries for the 1955 Heywood Broun award of the American Newspaper Guild was a tedious one for an over-age reporter who was trying to convince himself that the latest diminution in his eyesight was probably no worse than a bad cold.

But there were compensations in the job. It is mighty nice to be reminded that aggressive reporting is not a lost art.

You know, when you sit on a Heywood Broun award jury, that reporters all over this country are still in there pitching, doing difficult and often thankless jobs because they have a keen sense of injustice.

The winner of the 1955 award, Anthony Lewis of the Washington Daily News, helped to end a hideous nightmare for a family in suburban Washington that had its beginning in the hatefulness of anti-Semitic neighbors, and its climax in a "security" case.

Lewis was an easy choice for the judges, because he presented such a neat package of effective newspaper work in helping to repair the lives of ordinary folk who had been caught and ground up in the toils of our current hysterical binge.

But the other entries were so invigoratingly good that the judges regretted that there was only one bundle of cash to assign to the winner.

In Toronto, Fred Thompson of the Globe and Mail, by his own digging, cleared a man who had been unjustly convicted of robbery.

In New Orleans, Editor M. F. Everett of Catholic Action courageously campaigned against racial segregation and "right to work" laws, in the face of bitter opposition from conservatives.

In Texas, Reporter Jack Donahue, at the risk of personal violence, stayed with an investigation until he saw a corrupt political czar flattened.

In Fort Dix, N. J., two reporters for the New York Post, Irving Lieberman and Robert Williams, worked until they produced the first official evidence that Private David Schine had been treated as a VIP in the U. S. Army.

In Washington, Scotty Reston of the New York Times produced the Oppenheimer story that brought our federal security program into sharp and sorry focus for many subsequent weeks.

The list could go on at great length, and needlessly.

The encouraging thing is this: A lot of reporters still put an occasional shingle on the roof.

Sheboygan Settles

Sheboygan, Wis.—After taking a membership strike vote and setting up full preparations for walking off their jobs at the Sheboygan Press, members of the Guild's negotiating team succeeded in arriving at an eleventh-hour settlement with the daily's management.

Details of the agreement were not available at the Guild-Reporter's press deadline.

Day Book

LABOR BOARD PROCEEDINGS
Certification petition filed, Feb. 14, Toronto, Johnson substantiated (no slipshod).
Representation hearing to resume, Mar. 5, in Pontiac, Independent Editorial Workers Association vs. Union of Newspaper Journalists for New York Times Press & Times Herald (no slipshod). Following NLRB order to examine to take testimony on bargaining opportunity available to Guild.
ACTIVITIES
Southern District Council Meeting, Richmond, Feb. 26-27.
Middle Atlantic District Council Meeting, Philadelphia, Mar. 1-2.
Texas District Council Meeting, El Paso, Mar. 3-4.
Western District Vice District Conference, San Francisco, Mar. 19-21.
Northwest Regional ANG Training Institute, Seattle, Mar. 19-24.
California-Nevada Regional ANG Training Institute, San Jose, Mar. 24-27.

Brooklyn Eagle Strike Gifts

Although the New York Local has sent out no requests for financial aid to its 315 Brooklyn Eagle strikers, Guilds and individuals responded to the news of the strike with cash gifts.

An incomplete list of those thus far received follows:

Prize Winner	1.00	Danville Guild	10.00
South-Texas Guild	10.00	Nile Comp. Res. NY Times	1.00
Bally Green, Labor Press	1.50	P.O.J. District Council	100.00
Edison, News Register	10.00	SPRING	20.00
Winn-Dixie Guild	10.00	San Jose Guild	20.00
Phil Nelson	10.00	St. Martin	10.00
St. Louis Guild	10.00	R. J. Maplesden	10.00
NY Guild office staff	42.75	Woonsocket Guild	20.00
Barnard Malady	10.00	Buffalo Guild	10.00
Madison Guild	20.00	Arthur Pollack	10.00
Albany Guild	10.00	Amherst	10.00
John Martin, NY News	10.00	Circulo, NY Times	10.00
Edison, News Register	1.00	New England DC	10.00
Harry Kress, NY Times	1.00	John O'Donnell, Boston	5.00
Merch Union, Labor Press	10.00	St. Joe Service, Labor Press	10.00
Ray R. Silver, NY Times	1.00	Photo-News, NY News	20.00
Greater Philadelphia Guild	100.00	St. Joe Service, Labor Press	10.00
Coffey Pub. Gifts	100.00	Midwest District Council	200.00
San Jose District Council	200.00	Detroit Guild	10.00
		St. Shastana	10.00



CHANGE OF PACE FOR PICKETS—Brooklyn Eagle strikers frolicked last week at a "Picket Party" staged by members and friends of the 300-man Guild unit. Some of the home-recruited talent is shown here. From the left are Mrs. Herman Kluss, her husband, a Guild striker; Herman Ruff and Al Leiner.

FORMULAE HELP FIX PENSION ESTIMATES

Herewith is continued Part Three of a pension plan study undertaken by the Special Insurance Activities division of the American Federation of Labor, and reprinted by permission of that body.—Ed.

PART III PENSION COST FACTORS (continued)

Discounting for Mortality
In estimating how much it will cost to guarantee that every worker who lives until retirement will receive a life-time pension of \$40 a year for each year of his credited service, the actuary will first make an estimate as to how many workers out of the group can, on the average, be expected to live until retirement. He can derive this estimate from the same mortality table he used in finding the average life expectancy after retirement.

The 1937 Standard Annuity Table, for example, will show that 73 percent of all male workers now at age 40 will live to age 65; that 77.2 percent of those at age 50 will live to 65; and that 89 percent of those now at age 60 will live to 65. A person's chances of living to a given age, of course, increase as he approaches that age.

The following table shows how this "discount for mortality" may be applied to reduce the amount of money that must be contributed each year to the pension fund in order to provide the necessary amount at retirement:

Age of Worker	Fund Needed at 65 to Pay \$40 a Year for Life	Percent Living to Age 65	Current Annual Cost after Mortality Discount Only
40	\$480	73%	\$350
50	480	77.2%	370
60	480	89%	427

As can be seen from this table, the current annual cost of financing a pension for a given worker will increase each year as the worker grows older and closer to retirement. By the same token, the overall cost of financing a pension plan will be higher for a group of workers which includes a high proportion of older men, than for a group which includes a relatively low proportion of older men.

The full mortality discount can only be taken in the case of a plan which makes no provision for the payment of any portion of the accumulated pension fund to a worker's family in case of his death. If a death benefit is provided, then the cost of funding a plan will go up because the mortality discount will decrease or disappear, depending upon how large a portion of the fund behind a worker's pension credits are to be paid to his survivors if he dies.

Discounting for Severance
There is another factor besides mortality that may prevent some of the workers from ever qualifying for retirement benefits. That factor is severance—or the loss of pension rights by workers who quit or are fired from the unit before they reach retirement age.

This factor will operate to reduce the cost only under plans which make no provision for "vesting" (the retention by a worker of accrued pension rights earned by previous service) if a worker leaves the unit covered by the plan. If partial or limited vesting rights are provided—such as where certain minimum age and/or service requirements must be met—then the severance factor will operate to reduce the cost only to a limited degree, depending upon how tight the limits on vesting are.

The actuary will study the

turnover experience of the particular group, if that type of information is available, in order to get some idea of how many workers are likely to leave the unit before they reach retirement age. Or he may base his turnover estimates on the recorded past experience of some other group.

This is an area which calls for a considerable amount of judgment and discretion on the part of the actuary. His estimates will tend to be on the safe or conservative side, since the turnover factor is more variable, and cannot be predicted as closely as such factors as mortality and the interest rate.

The rate of separations is normally much higher among younger, short-service workers than among older workers with more seniority. Consequently, in the plan under consideration, many actuaries would prefer to assume that the bulk of the turnover experience of the group takes place among workers in the below-40 age brackets, who are—for financing purposes—excluded from coverage under the plan. They will therefore take no discount for severance in computing the contributions needed

to finance the plan, but will assume that all workers over age 40 who do not die will continue under the plan until they retire.

Insurance companies do not take account of turnover in computing their premium rates, even if the plan does cover younger groups in which the turnover is likely to be high. Instead of adjusting for this factor in advance, they will allow the employer a refund which he can apply against his future premium payments.

If the past history of the particular group indicates that some of the workers covered by the plan will quit or get laid off and find other jobs before they reach retirement age, the actuary will be justified in taking a discount against the cost for this factor. He will assume that the closer

to finance the plan, but will assume that all workers over age 40 who do not die will continue under the plan until they retire.

By applying this figure to the last preliminary cost estimate, derived in Table II, the actuary "discounts for interest"—that is, he reduces the current cost estimate still further in recognition of the fact that a part of the fund needed at retirement will be provided by the compound interest which the money contrib-

uted this year will earn by the time the worker actually retires. This final step is shown in the following table, assuming that interest is earned at the rate of 2½ percent:

Age of Worker	Cost Estimate before Interest Discount (from Table II)	Amount Needed Now to Provide \$40 at age 65, at 2½%	Compound Interest Final Cost Estimate
40	\$315	\$.54	\$170
50	355	.69	245
60	427	.88	378

Thus, the final estimate as to the current annual cost of funding a pension of \$40 a year for each year of service to age 65 will be as follows: \$170 each for workers in the age 40 group; \$245 each for the workers in the age 50 group; and \$378 for the workers in the age 60 group.

As can be seen from the above figures, the shorter term during actual pro-rated cost per worker covered by the collective bargaining agreement will be substantially reduced.

For example, if we assume that there are in the unit, in addition to the 60 workers aged 40 and over, an additional 40 workers who are below age 40, the average cost per worker for the unit as a whole will be about \$149 a year.

Reducing this to cents-per-hour, on the basis of 2080 man-hours of work per year, the estimated cost of fully financing the pension benefit rights accruing each year after the plan is set up would be about 7.2c per man-hour.

Age of Worker	Number of Workers	Estimated Cost Per Worker for One Year's Credit	Total Cost of One Year's Credit for Group
40	30	\$170	\$5100
50	20	245	4900
60	10	378	3780
			\$13,780

If an 8 percent charge for administrative expenses and "contingencies" is now added, the final annual current service cost for the unit as a whole would come to \$14,882. The average annual cost per covered worker will be \$14,882 divided by 60, or about \$248 per man-year.

This does not include the cost of service before the date the plan was established.

Take, for example, the case of a worker who is now 60 years of age and has 20 years of past service in the unit. A pension plan providing a benefit of \$40 a year for each year of service at age 65 is introduced. Unless he receives some credit under the plan for his past service, he will be able to accumulate only 5 years of benefit rights by the time he reaches 65. This will entitle him to an annual pension of \$40 times 5, or only \$200 a year.

To give him additional pension credits in recognition of his past service—and as a matter of practice this is invariably done—additional money will have to be paid into the pension fund, over and above the amounts paid in to finance the annual future service credits.

In working out a means of paying off this initial liability, the actuary will figure out how much it would cost to pay it off in full by making an immediate lump sum payment into the fund. He then works out an estimate as to how much it would cost if spread over a number of years with an annual installment to be made each year, until this past service is paid (or "amortized") in full.

The manner in which the past service cost is handled is probably the most flexible single

workers in the below-40 age groups who, as previously indicated, are not technically covered by the plan. If these workers are counted in so as to obtain a figure showing what the

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(Continued on Page 5)

... Pension Cost Studied

(Continued from Page 4)

Feature of pension plan financing: It may be paid off over a period of anywhere from ten to thirty years, or it may not be paid off at all, but simply "frozen"—the term used for a system under which the employer pays interest on the amount of the past service obligation into the fund each year, but makes no payments to reduce the principle amount of the obligation.

A program whereby the obligation is paid off over a ten-year period is known as "maximum funding" since this is the most that the Bureau of Internal Revenue will approve for tax exemption. The system of "freezing" the past service obligation and paying interest, but no portion of the actual debt, into the fund is known as "minimum funding" since no lesser amount of contributions is regarded as "actuarially sound."

Thus the annual cost of the same plan can vary widely, depending upon how the past service liability is handled. As an example, for one particular plan covering several hundred workers, it was estimated that the annual cost under a program of "maximum funding" would be about \$210,000. After past service was paid off, the annual cost would be about \$90,000. Under a program of "minimum funding," on the other hand, the cost would be fixed at about \$120,000 a year.

When this past service cost is finally paid off, the cost of maintaining the plan will drop sharply, and from then on the only continuing cost will be the future service cost. Under the hypothetical plan under consideration on preceding pages, for example, the cost might start off, under a program of maximum funding at about 14c an hour. After the 10-year period during which the past service liability is paid off, the cost will drop to the 7.2c an hour estimate worked out for future service costs.

Other Methods of Computing Costs

The procedure for estimating costs outlined in the various steps set forth above is only one of several methods of determining and allocating the contributions needed to finance, or "fund" a plan. It is essentially the so-called "single premium" method of funding, under which each year's contributions are sufficient to make full payment for a unit of pension benefits earned by the service performed by each worker in that particular year.

Each unit of benefits (\$40 a year for life beginning at 65) is fully purchased in that year, and next year's contributions will go to pay for another additional unit of benefits.

Under this method, the annual contributions made on behalf of any one particular person in the group will increase each year, since the cost of a unit of benefits will increase as the worker grows older and closer to retirement. However, the average cost for the group as a whole will remain approximately the same each year, if the age distribution of the group remains about the same—that is, if younger workers come into the group in sufficient numbers to offset the effect on the group average of the aging of workers presently in the group.

Another common method of funding costs is the so-called "level annual premium" method. Under this method the cost of providing the total benefit which a particular worker will have earned by the time he reaches retirement is computed, and spread over the years he has remaining until retirement in such a way that a uniform level

contribution is made each year on his behalf, instead of a contribution which increases each year as he grows older.

Thus, during his early years, a contribution made to provide the same unit of benefits for an individual worker under the level premium method will be greater than that which would be required under the single premium method. The level premium contribution will, however, become smaller than the single premium contribution would be during his later years after retirement.

This method of funding will make no separation between past and future service costs, but will combine them together and spread the total over the period between the worker's present age and his retirement.

A third method is the so-called "aggregate funding method." Under this approach, unit costs are not worked out for each individual covered and then totaled. Instead, the present value of all future benefit payments is determined, and the aggregate cost is spread over the future life of the workers, usually by reducing the cost to terms of a certain percentage of covered payroll, which is paid into the fund each year.

Effect of Different Retirement Ages

Another factor which has a very important bearing upon the cost experience of a retirement plan is the age at which workers actually retire. The pension plan will specify a certain "normal retirement age," usually age 65, at which workers become eligible to begin receiving their full earned retirement benefits. In estimating the annual contributions that will be required to fund a plan, the actuary will ordinarily assume that all of the workers covered will elect to retire when they reach the normal retirement age.

However, unless the plan makes retirement compulsory at that age, the chances are that relatively few of the workers will choose to retire as soon as they become eligible, since they prefer to continue working as long as they feel they can.

Instead of age 65, the actual average retirement age is likely to be closer to 67 or 68, and may be even higher, depending upon such matters as labor market conditions, living costs, character of the work, etc. During World War II, for instance, Social Security records showed that the average age at retirement was almost 70.

If not accounted for in advance, this factor of "deferred retirements" will serve to reduce the actual cost of the plan considerably below the level of the initial cost estimate—resulting in an "actuarial gain" for the fund.

The cost will be reduced by from 8 to 10% for every year that actual retirement is deferred beyond the normal retirement age. If the actual average retirement age experience of the plan is age 68, the cost will be about one-fourth less than the cost estimated on the basis of age 65. A plan that is estimated to cost 7c an hour, if everyone retires on schedule at age 65, may in practice cost about 5c an hour if the average worker defers retirement until age 68.

By the same token, a reduction in the normal retirement age would bring a proportionate increase in the cost of funding a given level of benefits. A plan that permits "optional early retirement" before the normal retirement age will therefore automatically require an "actuarial reduction" in the benefit payable to the worker who elects to retire early.

Move To Recapture Assets In LA News Bankruptcy Case

Los Angeles, Calif.—When hearings resumed this week in bankruptcy proceedings against the Stockholders Publishing Company, former owners of the extinct Daily News, Receiver George T. Goggin indicated that attempts may be made to recover assets of the corporation, disposed of in part when Publisher Clinton D. McKinnon suddenly sold out to Times-Mirror interests in mid-December.

Specifically, Goggin told Bankruptcy Referee David B. Head that McKinnon may be required to relinquish the \$125,000 agreement.

Boston Post Case Moved to Courts

Boston, Mass.—The Boston Post, which gave 50 employees firing notices as Christmas cards, has gone to court to prevent 18 of them from getting a hearing as to the fairness of their dismissals.

Alfred Blake, Post attorney, carried out his client's holiday spirit by selecting St. Valentine's Day to secure in Suffolk County Superior Court a temporary order restraining arbitration of the dismissals.

Hearing on a permanent injunction against the Boston Guild, its top officers and the American Arbitration Association was set for March 1.

Blake asked his injunction plea on the assertion that the company was not required to arbitrate any dismissal since the contract made no provision for reinstatement. His stand surprised Guild leaders because management representatives had taken the position that where the employee claimed he was the victim of discrimination, either for personal reasons or for Guild activity, The Post representatives had taken a position that where severance was paid they were not obligated to arbitrate.

Opposition appeared to be based primarily on the ground that one arbitrator should not consider all 18 cases. The rules of the American Association, which are prescribed in the contract, permit one arbitrator to consider all grievances which reach the arbitration stage at the same time.

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Another common method of funding costs is the so-called "level annual premium" method. Under this method the cost of providing the total benefit which a particular worker will have earned by the time he reaches retirement is computed, and spread over the years he has remaining until retirement in such a way that a uniform level

ment be made, as a condition of the sale, to be paid that sum for aid in switching News circulation to the Times and Mirror.

Circulation lists are an invaluable asset of any newspaper, and went with the sale when McKinnon abandoned the enterprise and closed his doors, throwing more than 300 Guild members out of employment and leaving unpaid large commitments in severance pay and other wage claims.

Goggin also hinted that the Times-Mirror may be required to meet "a proportionate share" of the liability of a \$350,000 mortgage on the Daily News held by the Jefferson Standard Life Insurance Company. This claim would be on the theory that since the Chandler-owned papers had acquired some of the assets of the Daily News, it could be held appropriately liable. The share, said Goggin, "may well be more than \$100,000."

In suggesting that money paid or due McKinnon could be considered recoverable assets, Goggin listed a revised estimate of the Daily News assets as totalling \$600,144.

He also told the court that additional claims filed since the preliminary accounting now fix the total of Daily News liabilities at \$4,418,390. Of this total, \$1,000,000 are in the nature of wage claims, Goggin said.

Former Publisher Robert L. Smith, who held that title before

McKinnon bought him out late in 1953, was in court this week, and corroborated testimony previously given by McKinnon regarding his own financial relations during the last year of the paper's existence. He had, he told the court, been retained at a yearly salary of \$50,000, to aid McKinnon in making and retaining contacts with advertising accounts.

When the sale took place, he asked McKinnon for back pay, and received five weekly checks for \$961 each, which had been in arrears. This payment, too, Goggin indicated he regards as a recoverable sum, since it was paid out at a time when McKinnon was aware that his concern was facing bankruptcy, and since it had been stipulated that Smith was in no sense to be classed as an employee, with wage claims involved.

On Smith, returnable March 9, date of the next hearings in the case, seeking return of the payments to the general assets of the corporation, A creditors' meeting is also set for March 9.

Goggin has recently been named as a trustee for the bankrupt Daily News. He made it clear this week that he intends to develop, through sworn testimony, the complete factual story of the sale and dissolution of the Daily News, before recommending action to the court.

Jersey Congressman Stars In Hudson County P-1 Skit

Jersey City, N. J.—Congressman T. James Tumulty, of the 14th New Jersey district, portrayed himself in a playlet staged by the Hudson County Newspaper Guild at its annual Page One Ball, February 12. More than 225 attended.

Congressman Tumulty is a well-known Thespian, and needed neither lines nor prompting to play the part of city attorney in a broad burlesque of a Superior Court inquiry, in which Tumulty was a participant before being elected to the House of Representatives last year. The skit was entitled "The Big Story," and employed a cast largely drawn from Guild ranks. The fun was poked impartially at newsmen, politicians and probers. Samuel A. Lerner, chief in-

vestigator for the Superior Court inquiry, was among the guests at the show.

Gene Flinn, local vice president, was show producer and narrator; Eddie Diemer, president of the Jersey City local of the typographers' union, enacted the role of Mayor, while Haig Anlian, local president, John Havas, Gene Scanlon, Martin Gately and Tom Lally had leading roles. Gately directed the show.

Guests also included ANG President Joseph F. Collins, IEB Vice Presidents John Thompson and Ed Easton, Jr., and Joseph G. Colangelo, international representative. The local published a sixty-page souvenir booklet for the affair.



LEADERS FOR 1955—New York local officers for the new year were installed by ANG Executive Vice President Ralph R. Novak, shown here at the left. Others are William R. Burgess, News unit, and Joseph R. Kommer, Standard & Poor's unit, vice presidents; Joseph P. Murphy, AP unit, president; Michael Potok, secretary-treasurer, and Thomas J. Murphy, executive vice president. Thomas J. Fay, Herald Tribune unit, another vice president, was absent because of illness in his family.



HUDSON COUNTY HAM, GUILD-STYLE—Tom "Boop" Lally finishes a take on his "Big Story" with kibitzing help from Frank Foundaga, Congressman T. James Tumulty and Ray Kierce. The bespectacled skit at the right is "Editor" Haig Anlian, off-stage/president of the Hudson County Newspaper Guild. Skit was part of the fun at the local's recent Page One Ball.

UP Membership Resentful At Management Stalling

Guild negotiators moved to break a management-produced deadlock in United Press contract talks this week as the company stood pat on its reluctance to act on any major Guild proposal.

The current UP-Guild contract expires Feb. 28, next Monday.

Guild negotiators informed management of growing membership impatience at the company's refusal to start moving toward a new agreement after three weeks of negotiations.

While management stalled negotiations, staffer resentment at the company tactics mounted rapidly in all parts of the country.

One Midwest Guildman wrote the committee:

"The Guild has tried its best to make the negotiations representative bargaining. But the company looks like it wants to fight the union. If that's what it wants to do, it will have a fight on its hands."

A Western unit wired the negotiating committee:

"As a bureau in the present speedup exists... we feel the protection United Press employees seek is justified and necessary... We only are seeking to draw even with the opposition, not set the standard. That's not too much to ask."

Montreal Business Man New Toronto G&M Owner

Toronto, Ont. — A "dark horse" among the twelve bidders who sought to purchase the Toronto Globe & Mail, Canada's largest morning newspaper, will take over ownership next Tuesday of the 110-year-old enterprise.

The offer of \$10,000,000 made by Reginald Howard Webster, a Montreal industrialist, hitherto unknown to newspaper circles, was high, when earlier this

IEB Appeals Board Upholds Local Fine

By adopting a report submitted by its Appeals Board, the Guild's International Executive Board has upheld the action of the Wilkes-Barre Local in disciplining a member.

The case was the first investigated by the Appeals Board since new disciplinary provisions of the Constitution were adopted by the Portland Convention of 1952.

The appellant from the decision of the local is Jay Hughes, who was fined by his local for working a six-day week for a period of nearly six months, in violation of the contract provisions. He challenged the procedure followed, and claimed the fine was excessive.

The Appeals Board is composed of Vice Presidents Philip H. Price, Roberta Bailey and Ed Easton, Jr. Point by point they reported an examination of the exhibits submitted by the local and the appellant, and found that the local procedure had been constitutional, and that the claims were without merit.

The recommendation to the board was that the verdict of the Wilkes-Barre local be upheld and that the amount of the fine fixed by the local membership be upheld.

Major Guild demands involve those for an adequate wage increase, seniority protection in economy discharges, a pension plan, substantial progress toward elimination of geographical wage differentials and speedup protection.

Guild negotiators also seek to improve several secondary contractual provisions which would give UP employees the same benefits now received by AP staffers and UP workers covered by the Commercial Telegraphers Union contract.

UP management at first indicated willingness to reach agreement on several articles which they tagged as "non-money" items. A subcommittee was set up to handle the clauses which included leaves of absence, vacations, scheduling, the six-day work week which still covers 47 bureaus, and out-of-town overtime.

The subcommittee meetings were broken off Feb. 19, after three days of meetings when it became apparent that management was not prepared, or willing, to move toward a new contract.

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It Seems To Us...

Letters shall be limited to 300 words and shall avoid libel and subjects detrimental to the Guild. Members are urged to submit their letters to the editor in the same issue, but publication is not guaranteed. Letters shall not be delayed longer than one issue.

He Agrees With SDC On Guild Reporter

HARRISBURG, Pa.

Editor: One solid vote for the Southern District Council resolution concerning GR printed in the Guild Reporter February 11. It would be interesting to know what position the Guild membership takes on the question.

RICHARD H. HOENIG, Harrisburg Guild.

Baltimore to Hire Executive Staffer

As an aid to further organization in Baltimore, the Guild local there will be furnished ANG funds not to exceed \$100 a week for a period of twelve months, to be applied toward employing an executive secretary. The IEB decided at its February meeting.

The new arrangement is a substitute for assigning an international representative, on a part-time basis, as has been done for the past several years, during Baltimore's membership expansion stages. The suggestion came from William J. Blatz, director of organization in his quarterly report to the IEB, and was concurred in by the board's committee on organization.

That committee's report, which the board adopted, also contained a Blatz recommendation that group insurance coverage for members-at-large be investigated by the ANG, as a means of increasing the value of Guild membership to such individuals, who are for the most part without contract protection.

One change in the collective bargaining program was recommended. It would write into the program the objective of guaranteeing coverage for Guildmen, by prohibiting the "farming out" of work now performed by Guildsmen. Such a contract clause would be especially valuable in the present-day trend to convert circulation employees into "independent contractors," it was pointed out.

The board received from Blatz a detailed report on all organizing projects, present and projected.

"I have no intention of any changes. I hope they will all stay with me and that together we will make a real success of it," he informed the staff in a message sent as soon as his successful bid was announced.

Harry G. Kimber, president and publisher since McCullough's death a few years ago, retains those titles.

Among unsuccessful aspirants for the ownership of the daily, a going concern with a circulation of 244,000 and an earned reputation for responsible journalism, were William Loeb, New Hampshire publisher; the Southam Company, operators of a chain of seven Canadian dailies; and Roy Thomson, whose string of small dailies and radio outlets spreads from Canada to Florida and Scotland.

For better legislation keep your eye on your Congressman.

Among Ourselves



Twenty years' wait was all right with Bill Gratton, who this month received a wrist watch and gold pin from the San Francisco-Oakland Guild, its customary token for retiring presidents. Reason for the delay: Twenty years ago, when Gratton served, there wasn't enough in the treasury to buy even flowers!

Add public jobs for ex-Guildsmen: George Mooney, active Guildman in the New York City unit since 1941, appointed New York State superintendent of banks by Gov. Harriman, at \$18,500 per year.

New sports editor for the AP bureau in San Francisco is Chris Edwards, a transfer from the Milwaukee Guild. He succeeds the late Russ Newland, 30-year veteran in the job.

Tom Greene, secretary of the wire services unit at Albany, has resigned to join the Community Counseling Service in New York City. Bart Bardsall reflected as unit chairman, and Jim Koch replaced Greene in the secretary's spot.

Murray Kopton, columnist at the New York Post, elected to the board of directors of the American Civil Liberties Union. Newly named to chairmanship of the ACLU national committee is E. B. MacNaughton, publisher of the Oregonian at Portland.

Steve Franklin, one-time member of the Ottawa Guild's executive board, takes over desk job at Weekend Magazine, Montreal. Brockton Guild gave a send-off to Arthur W. Carr, business officer at the Enterprise-Times, on his induction into the armed forces.

Robert Markson, editorial staffer at the Sacramento Bee, married to Nancy Bröckel, of Sacramento... Mrs. Mary Davis Barber, Bee society editor, has resigned her post and her Guild membership to join her husband, Carter Barber, in San Francisco, where he writes for the Pacific Coast edition of the Wall Street Journal.

Anti-Communist Text

(Continued from Page 1)

they arise (except as provided by Section 4(g) and under Sec. 1(b) of this Article II), and shall be subject to appeal... etc.

Thereafter would be appended the following subsections as lettered herewith, all of the language being new:

(b) Ineligibility under Sec. 1(b) of Art. II may be raised by written challenge to applicant or member, signed by at least two members in good standing of the Local in which the question arises, or in the case of members-at-large by at least two members, which shall state, with specifications, the basis for the challenge.

(c) The challenge shall be filed by the challengers with the Local secretary, or in case of members-at-large with the ANG Secretary-Treasurer, who shall forward the same to the IEB and shall furnish the challenged applicant or member with a copy thereof. Unless the IEB finds that the challenge is without substance, the IEB shall appoint a Committee on Eligibility to hear and determine the challenge. The Committee shall be composed of three members, two to be members of the American Newspaper Guild, and a Chairman who shall not be a member of the American Newspaper Guild.

(d) The Committee may require, on application of the challenged party, that he be furnished with further specifications. It shall fix a time and place for hearing convenient to the challenged applicant or member and the challengers, and shall afford both the applicant and the challengers the opportunity to be represented by counsel, to be confronted with opposing witnesses and evidence, to present evidence and witnesses and to cross-examine adversary witnesses.

(e) The Committee's decision shall be filed with the IEB and the Local in which the challenge was made and a copy furnished to the challenged applicant or member and the challengers. The challenged applicant shall be admitted to membership or rejected or the challenged member continued or removed from membership in accordance with the decision.

(f) The Committee's decision shall be filed with the IEB and the Local in which the challenge was made and a copy furnished to the challenged applicant or member and the challengers. The challenged applicant shall be admitted to membership or rejected or the challenged member continued or removed from membership in accordance with the decision.

(g) A challenged applicant or member found to be ineligible by the Committee, or the challengers upon procedural grounds only, may appeal from the decision to the ANG Convention by filing an appeal fully stating the grounds thereof with the Secretary-Treasurer of ANG within 60 days after receiving notice of the decision.

Stultification? Novak Refutes Glass-Housed Publishers

(Continued from Page 1)

We believe we deserve a good share of the credit for this improvement; and we don't see how it can be reconciled with the accusation that the Guild fosters mediocrity.

Other publishers and editors have not hesitated to give the Guild credit. Louis B. Seitzer, editor of the Cleveland Press, told the Guild convention in 1949:

"I think that the Guild, by improving the conditions for American newspapermen and women, has helped newspapers even at a time when publishers and editors were extremely apprehensive about the probable results of those things for which the Guild was fighting."

And in St. Louis, where Mr. Isaacs worked before going to Louisville, Joseph Pulitzer, publisher of the Post-Dispatch, has said:

"If I were a reporter just starting out in the newspaper business, I would become a member of the Guild."

If there are incompetents in the newspaper business, the publishers hired them, not the Guild; and under Guild contract they may be fired if their incompetence can be established to the satisfaction of an impartial arbitrator. What could be fairer than that?

The simple fact is that the Guild — far from protecting incompetents — by increasing wages and improving working conditions and security has increased efficiency, as more than one publisher frankly has conceded.

William Block, publisher of the Pittsburgh Post-Gazette, for example, told the Guild in 1948:

"The Guild has raised the standards and wages of workers in departments the Guild covers. As a direct result you have improved competency inasmuch as management asks more competency when it has to pay more. Our staffs now are more proficient and better than ever, and in this matter I feel we have made progress with the Guild's help."

Mr. Isaacs is justly proud of the number of Nieman Fellows on the staffs of the Louisville papers. Perhaps he'll pardon the Guild for taking a similar pride in the fact that some 60 percent of all Nieman Fellows have been Guild members, including "active" members, such as former local presidents, unit chairmen, and even one international vice president.

The Guild takes pride, too, in the fact that more than 60 of its members have won Pulitzer Prizes, and that scores of them, including many of the most active, have been promoted to editorships.

Mr. Isaacs complains that active Guild members neglect their newspaper work for Guild work.

We don't know to whom Mr. Isaacs refers. Is he speaking from his personal experience, as managing editor, with Guild members at the St. Louis Star-Times? He told them, on the day the paper was sold:

"I do want you to know... that in my book you make up a great gang. I think — and it's not just pay — that you can take satisfaction in knowing that you were part of a newspaper that had the touch of greatness on it. We gave 'em its every drop of the line. And we fought 'em right down the line."

This is hardly the farewell address of an editor who had been troubled by lack of initiative and enterprise among the staff. Unless, after all, it was just pay.

Credit Where...

"The Guild's record for responsibility and stability is unquestioned. Day in and day out, the Guild performance here at the Post-Dispatch has been above reproach. The high journalistic standards of the Post-Dispatch have been maintained without any impairment whatsoever due to Guild membership. We believe the Guild is firmly committed to the highest newspaper ethical standards."

"The management would be pleased if all its employees saw fit to become members of the Guild."

—Statements by the St. Louis Post-Dispatch Management.

The Passion of William Allen White

"We need people in our newspapers who love newspapering with the same passion as did William Allen White," says Norman Isaacs. And who would disagree? But where we need them most is at the top. As Mr. White himself once wrote to Dr. Alfred McClung Lee of Brooklyn College:

"Too often the publisher of an American newspaper has made his money in some other calling than journalism. He is a rich man seeking power and prestige. He has the country club complex. The business manager of this absentee owner quickly is afflicted with the country club point of view. Soon the managing editor's wife puts him in the country club, and then the city editor's wife nags him into it. And they all get the unconscious arrogance of conscious wealth. Therefore it is hard to get a modern American newspaper to go the distance necessary to print all the news about many topics."

"On the whole, sooner or later in the long run, the American people do get the truth. But they often get it when it is cold potatoes, and does them no good."

"I believe the union principle is right, and I don't feel the coming of the union, even a vertical union, in the newspaper business, will affect the freedom of the press."

"As a matter of fact, it will be God's unshared blessing if the newspaper owner who generally buys a newspaper for social or business reasons, can feel at the back of his neck the cold breath of the disapproval of the force when he gets too class-conscious, when he goes too obviously country-clubby, and too strongly pre-clearing-house and chamber of commerce in his proprietary attitude..."

And what of the most active Guildsmen at the Star-Times during Mr. Isaacs' term as editor, such as Ralph O'Leary, a unit chairman? Last year, O'Leary's stories for the Houston Post won not only the Heywood Brown Award, but also the Sidney Hillman Award, a state AP award, and other recognition.

Finally, there is the accusation, seldom expressed openly, that membership in the Guild results in slanted news writing, especially concerning labor.

Mr. Flynn hinted at it and Mr. Isaacs mentioned something about losing one's "objectivity about life," whatever that is.

But Mr. Isaacs himself defended the Guild against this very charge before the American Society of Newspaper Editors at its last convention.

"My own personal observation in these instances," he said, "is that usually the newspaper itself has a strong, clear record of opposition to labor unions and the newspapers owners are, to phrase it gently, hypersensitive to anything which mentions the word labor. These gentlemen are very apt to start screaming they have been poisoned before they have even tasted the poison. Some of our most vocal colleagues seem to be unaware that their establishments have picture windows — and that their own bias is showing."

Mr. Flynn, Mr. Isaacs and other publishers, in their concern for editorial standards and professional abilities would do well to remember this advice from the Hutchins Commission on Freedom of the Press, in 1947:

"The quality of the press depends in large part upon the capacity and independence of the working members in the lower ranks. At the present time their wages and prestige are low and their tenure precarious. Adequate compensation, adequate recognition, and adequate contracts seem to us an indispensable prerequisite to the development of a professional personnel."

But the Guild has done a great deal more than improve wages and working conditions; from the beginning we have addressed ourselves directly to the professional interests of our industry and its employees.

First of all, the ANG Constitution itself directs the Guild, among other things, to "guarantee, as far as it is able, constant honesty in the news, to raise the standards of journalism and ethics of the industry..."

The Constitution also protects the individual rights of members. Guild membership is open to "every eligible person without discrimination or penalty, nor shall any member be barred from membership or penalized, by reason of age, sex, race, national origin, religious or political conviction or anything he writes for publication."

(As for communism, the 1954 Guild convention declared it to be the policy of the Guild to hold communists ineligible for membership.)

In our contracts, there are standard clauses which:

• Protect the reporter against the use of his by-line over his objection.

• Protect the right of the superior employee to salary increases above the minimums.

• Protect legitimate outside activities of the employee while safeguarding the publisher and his newspaper against exploitation.

• Encourage leaves of absence for such activities as professional fellowships and scholarships.

• Guarantee the writer or photographer a share of the proceeds from the reuse and syndication of his work.

Some contracts even set down in writing the mutual interest of the Guild and the publisher in high journalistic standards. Such a clause was contained in Mr. Isaacs' St. Louis Star-Times contract:

"In entering into this agreement upon the subjects covered by it, both parties do so in a spirit which recognizes that freedom of the press is to be inviolably maintained; that news is to be presented free from bias; that work shall be assigned and assignments handled to maintain high standards of journalism; this being in recognition of the joint interest of the employer and employee in maintaining public confidence in the institution which supports both."

Not to forget:

• The Guild's Code of Ethics, adopted at the 1934 convention.

• The Guild's leadership in the withdrawal of Western journalists from the communist-dominated International Organization of Journalists and its role in the establishment of the non-communist International Federation of Journalists.

• The Guild's recognition of journalistic enterprise and initiative through its national Heywood Brown award, and the many regional and local awards given for excellence in reporting, writing and photography.

• The classes in newspapering—reporting, writing, editing—given by several Guild locals, notably Cleveland and Cincinnati.

• The annual lectures on press performance sponsored by some locals, such as Twin Cities and Toledo.

• The journalism scholarships awarded by many locals, including Detroit, Youngstown and Duluth.

• The Guild's representation on the U.S. National Commission for UNESCO, and its many other activities in the field of freedom of the press and freedom of information.

• The Guild's special study of the supply and cost of newsprint and their role in the contraction of the newspaper industry.

2-NEWSPAPER SUSPENSIONS

Mr. Isaacs charges the Guild with responsibility for the death of several newspapers even though, he notes, "the Guild denies it with vehemence."

We do deny it with vehemence.

What newspapers is Mr. Isaacs talking about? Is he referring to the St. Louis Star-Times which he edited when it was sold and shut down? Does he remember that just before the sale management was discussing expansion and

a new Sunday edition? That, when the sale was announced, a newly-hired copy-reader was on a train enroute to St. Louis? That the Star-Times at no time, before or after the sale, claimed to be operating in the red?

Is Mr. Isaacs referring to the recent suspension of the Los Angeles Daily News? Does he know that Guild members on that paper, in an attempt to save it, agreed to the deferred payment of a substantial amount of their salaries? Does he know that, although the employees are still waiting for their money and have been forced to go to court to get it, Publisher McKinnon so arranged the sale that he personally is assured of \$25,000 a year for the next five years?

What new evidence on this subject has Mr. Isaacs found since May 1953? At that time he told a conference of news executives:

"I have thought about this a good deal and it seems to me that all of the newspapers which have failed, or sold out, or which have merged, have been victims either of bad management, short-sighted news and editorial policies, or plain, ordinary backwardness in meeting the needs of the communities in which they are published."

The Guild doesn't often get to see the books of any newspaper, but Editor & Publisher's annual breakdown of revenues and expenditures on a typical daily of 50,000 circulation, plus its cross-section studies, seem to show clearly that salaries in Guild departments are not rising exorbitantly and the real c-c-h-r-i-t is newspapering.

COMMERCIAL DOMINATION

This is just not the case. No single segment of its membership "dominates" the Guild. A member's job classification has nothing to do with his voice at a membership meeting or with his eligibility for office in his unit, his local or the ANG. In the final analysis, it is up to the individual member himself as to how much time and effort he is willing to contribute to the Guild, and editorial workers certainly have contributed their share. At least half of the Guild's members work in editorial departments, 50 of the 177 newspapers under Guild contract have contracts covering only the editorial department, 82 of the 97 local presidents and 11 of the 15 members of the International Executive Board, including the president, are editorial employees.

4-CAPTIVE MEMBERSHIP

Mr. Isaacs declares that many Guild members are "captives" of the union shop, implying that they would prefer to remain out of the union which represents them. The fact is that between 1947 and 1951, when union shop elections were required by law, the Guild had 29 such elections and in all of them, the employees voted overwhelmingly for the Guild shop.

To sum up, it seems to me to be obvious that what Mr. Flynn and Mr. Isaacs dislike is the fact that the Guild is a union and that it discovered early in life that it had to be a union to survive and accomplish anything. Both men, I am sure, will deny it with vehemence. They, like other publishers, are for unions if properly conducted.

"Shure," said Mr. Dooley, "if properly conducted. An' there we are; an' how would they have them conducted? No strikes, no rules, no contracts, no scales, hardly any wages an' dam few members."

... Credit Is Due

"Covering the auto strike for The News are Paul Gallico and Miss Doris Fleeson. Mr. Gallico joined the Guild on his recent return from England; Miss Fleeson was an early and active member (the organizers) of The News Guild local, with which The News has a contract. Combining the Fleeson and Gallico strike dispatches, we can only find them unbiased, objective, interesting and enterprising. If any reader can smell any bias in them, we'd like to know about it. We can't."

—From an editorial in The New York Daily News, Feb. 11, 1957.

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CHARLES E. CRISSEY, Editor

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ANG INTERNATIONAL OFFICERS

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EXECUTIVE VICE PRESIDENT: Ralph B. Novak
SECRETARY-TREASURER: William J. Farson
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Adopt Rules For First Bade Memorial Award

The first annual Bade Memorial Award will be determined in time for presentation to the winner at the June convention of the American Newspaper Guild, it was decided at the February meeting of the International Executive Board.

The IEB had a report from a special committee on the new project, set up as a result of the Los Angeles Convention.

It comprised ANG President Joseph F. Collis, IEB Vice President Adolph J. Rahm, St. Louis, and Frank E. Murray, president of the Twin Cities Guild, of which the late Wilbur E. Bade was executive secretary at the time of his death nearly a year ago. The committee formulated rules for the award, and recommended a panel of judges to serve in selection of the first Guildsman to be recognized.

The task of judging entries in the first award, covering a year closing next March 15, will be handled by John J. Biddison, retired executive secretary of the Twin Cities local; Herbert Monk, long-time Guild leader in the St. Louis local; and Gertrude Love, Washington Guild, a former member of the IEB and now a staff writer for the CIO News. As alternates for the judges, respectively, the board chose Harold Klessig, Milwaukee; Harold Chucker, Twin Cities, and Art Riordan, Philadelphia-Washington.

The following rules were submitted by the IEB committee and adopted by the board:

1. Nomination of candidates for the Bade Memorial Award shall be by the executive board or representative assemblies of the locals, or by units within the local.
2. Entries shall be made in writing and shall contain a detailed outline of the achievements of the candidate, in a report not to exceed 1,500 words.
3. The achievements to be considered in the selection of the candidates, and later in the judging of them, shall be those accomplished within the framework of the American Newspaper Guild's fundamental purposes; such as organizing, collective bargaining, development of a strong local, and the like.
4. The record of each candidate should be compiled on the basis of his accomplishments for the year ending March 15, although evidence of earlier achievement may be introduced as supporting argument.
5. Entries must be sent to the secretary-treasurer of the American Newspaper Guild, 99 University Place, New York, New York, in envelopes post-

marked no later than May 15, in order to permit ample time for judging.

6. There shall be a single award each year, with the \$500.00 cash prize going to the winner (or split among a team of winners) and a plaque being awarded to the local to which the winner belongs.
7. Eligible for the award shall be any officer or member of any local of the American Newspaper Guild whose accomplishments during the year shall have qualified him. Also eligible will be groups or "teams" within a local with similar qualifications.
8. Officers of the American Newspaper Guild, members of the ANG staff or paid officials of locals will not be eligible.
9. There shall be three judges, to be selected by the executive board of the American Newspaper Guild, to consider the qualifications of the candidates and decide upon the winner. Their decision shall be final.
10. These judges shall be selected among the "elder statesmen" within the ranks of the American Newspaper Guild who have played a role in its development and are in a position to weigh accomplishments in the light of Guild purposes.
11. The judges shall meet in advance of the ANG Convention, at a time and place agreed on, and shall make their choice in such time that the award to the winner can be made during the first two days of the ANG convention.
12. The judges should take steps to verify the information on the candidates entered thru the ANG officers.
13. Someone in the ANG office should be specified to coordinate the work of assembling the entries, keep locals informed of rules and deadlines and do preliminary work in advance of judging.
14. The judges are invited to make recommendations, on the basis of their experience, on possible changes in the rules or methods of procedure in future years.
15. Locals submitting candidates and judges in deciding a winner should bear in mind the intent of the convention in setting up the Wilbur E. Bade Award as a living memorial to his continued efforts to build leadership at the "grass roots" of the Guild.

Washington Roundup

By WILLARD SHELTON
Washington Guild

VARIOUS PERSECUTORS and prosecutors holding honored positions in the U.S. Government are suffering extreme embarrassment about the recanting witnesses they have used and vouched for in sundry hearings, proceedings and trials. It would scarcely be an answer for them to show, as the Senate Internal Security Subcommittee apparently is trying to show in regard to the wily Harvey Matusow, that all this recantation is a communist trick, a diabolical flowering plot to discredit resistance to communism.

People like Matusow and Mrs. Marie Natvig, the fantastical recanting witness against Edward Lamb in a Federal Communications Commission license case, have to be heard to be comprehended—and the wonder is that they were ever believed, under any circumstances, by trained investigators concerned with the facts.

Matusow is a handsome, glib young man with no awe for a cross-examining lawyer, a gift for the non sequitur, and just about as much apparent contempt for the Senate committee as the committee that once fawned on his words now has for him.

IT WAS NOT SUFFICIENT for him to tell the subcommittee that when he "lied for pay" about Mike Mansfield in the 1952 Montana senatorial campaign, he received his \$1,200 in pay from a thing calling itself the "Montana Committee for Americanism."

He hastened to add that the committee, at the time, was a "Republican front organization," thus bringing down one of the biggest belly laughs in years in the Senate Office Building caucus room.

Sen. Jenner, aroused from a defeated stupor by this thrust, bellowed at Matusow about his recent close associates, his publishers Angus Cameron and Albert Kahn, a couple of Fifth Amendment gentlemen. If Matusow's heart was really "cleansed," the literate Jenner wanted to know, why did he "associate with those kind of people?"

It wasn't sufficient for Matusow to respond with another extraordinary line, "Sir, I believe in God!" and to add that he really worked at his religion, went to church every Sunday, and was a good Mormon.

He chose to phrase his denominational self-description by saying that he was a member of the same communion as the "senator from Utah"—the famous gentleman of high rectitude, Arthur V. Watkins, who happened at the moment to be sitting next to Jenner.

There was a wry exchange of baffled grins behind the committee table, and Jenner was washed up for the moment as a force—not a difficult task, perhaps, but one that Matusow made look preposterously easy.

THERE ARE CERTAIN FACTS about Matusow which, despite his wavering way with the truth, are documented. He did campaign in 1952 against Democratic senatorial candidates in the Northwest and Mountain States, such as Mansfield and "Scoop" Jackson of Washington, and he told exactly the lies he testified that he did.

He was paid by someone, probably lunatic-fringe GOP "fronts," means of support are otherwise extremely vague—the man has been an actor, night club entertainer, puppeteer delighting in "entertaining children," soldier and air force man, practically everything except a civilian with a steady job and fixed domicile.

There is another allegation that should be susceptible to documentation by J. Edgar Hoover's FBI—Matusow's own claim that, at a tender youthful age when he was a communist, he was merely a spear-carrier, an underpaid switchboard operator, and that obviously he wasn't entrusted at that time with conspiratorial "secrets."

Matusow's youthfulness is a matter of public record, and the FBI could establish whether in fact, as he claims, he was "expelled" from the Communist Party on Jan. 19, 1951, and whether previously he had been only a "switchboard operator." He says that before expulsion he had already worked as a double agent—a communist and an informer—and presumably the FBI takes the precaution of checking the self-announced double agents who beat at its doors.

THE CASE OF MRS. NATVIG is something else again. The FCC lawyers suddenly found themselves in the dreadful position of being charged with having resisted her proffered recantation, which she claims occurred late last year. They were charged with having "coached" another recanting anti-Edward Lamb witness, Lowell Watson—a fabulous combination of self-described former communist and Kansas farmer, who now claims that he was induced to say things about Lamb that he didn't know were true.

The prosecutors, in other words, were suddenly turned into defendants, since it isn't considered fair in the world of Anglo-American jurisprudence for prosecutors and investigators to persuade witnesses to twist hearsay evidence into purported first-person evidence.

A presumption exists that a person who has lied under oath once, or who says that he lied, may be telling a lie a second time, or is lying for the first time.

I wouldn't attempt to define the precise borderline between "coaching" and non-coaching," a witness, but skilled trial lawyers understand it, and a prosecutor with a sense of public duty is rigorously careful in staying well on the proper side of the borderline. The position of the FCC, let us say gently, is not happy, with its witnesses blowing up all over the place.

IT SEEMS TO ME perfectly possible that Matusow is, or has been all along, a communist plant, or perhaps a person lately come again under the domination of the cause he claims he once renounced. But in the flesh he is hard to grasp as a genuine party-line desperado.

He is easier to comprehend if he is thought of as one with an actor's passion for the star's spotlight, however little he has done to deserve it, and as a curious self-described "intellectual" whose learning consists largely of a capacity to fence verbally and to invent whatever details of verisimilitude seem demanded by his urgency to remain in the spotlight.

The real question is not whether Matusow, Mrs. Natvig and Watson are now telling the truth or were telling the truth before.

It is how this country got into such a pickle that sensible government lawyers and congressional committee members—men trained in the human capacity for deviousness—ever trusted them at all.

A man can't get a department-store credit record, or open an account with a bank, without giving some facts about his background and establishing reliability. Yet Matusow was allowed to go on testifying in sundry "cases" long after his letter of October, 1953, to Sen. McCarthy describing himself as one who would "do anything for a buck."

The gentleman ran around to newspapermen and to Bishop G. Bromley Oxnam and to senators, wailing that he had lied and wanted to recant. But although repeated reports should have caused suspicion, he was still not hauled before any congressional committee and forced into a confrontation that would have destroyed his credibility long ago.

The Senate Internal Security Subcommittee is now, of course, in a desperate spot, one which the late Sen. Pat McCarran, a fighter and remarkable intellect, might have been able to manipulate and counter better than Sen. Eastland, the present chairman.

The more the committee tries to prove that Matusow is or was a communist plant, the more glibly it proves itself for having depended on him. McCarthy might even cruelly say that in falling for him, the committee and Matusow's sponsors were "unwitting handmaidens" of the communist cause. But, of course, Joe fell himself.

OUR REAL CONCERN STILL MUST be for the integrity of our investigative processes. Never mind whether Matusow is "trying to discredit" other anti-communist witnesses, as Eastland and Watkins suggest.

What business did our investigators have in using Matusows and Natvigs and recanting Watsons in the first place? We can't compete with a police-state system by adopting clumsy police-state tactics ourselves. We lick the communists affirmatively—by clinging tight to our own system.