THE Guild Reporter

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD, CIO

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ACLU Says Free Speech, Fair Play, Should Regain Polumbaum Job With UP

The American Civil Liberties Union today urged the United Press to re-hire television-news writer Theodore S. Polumbaum who was fired by the UP after he refused to testify fully concerning alleged communist affiliations in an appearance before the House Un-American Activities Committee in April, 1953.

The UP replies that it can not do so. It contends its dismissal of Polumbaum was just and proper because "his conduct before the Velde committee in Washington ended his usefulness in the service and made him a serious liability."

The ACLU holds that since there was no evidence Polumbaum ever distorted the news, the UP should have retained him in accord with fair play and constitutional guarantees of free speech.

Polumbaum's dismissal was challenged by his union, the American Newspaper Guild, which was informed by UP that Polumbaum's action before the House Committee raised doubts as to his honesty. The issue was submitted to an arbitrator who ruled that UP's reason was not a proper ground under the contract for dismissal. He added that if he were free to consider additional arguments advanced during the hearings, he would decide that Polumbaum's injection of himself into a controversial situation was a basis for discharge. The ACLU disagreed with this part of the arbitrator's opinion.

The Guild has filed a complaint in the New York State Supreme Court to enforce the arbitrator's award, claiming that his comment about controversy is extraneous to the basic issue.

The divergent positions of the ACLU and the UP were made known in a recent exchange of letters between executives of the two organizations. ACLU executive director Patrick Murphy Malin conceded the UP's concern to protect itself but noted that Polumbaum was discharged because of his fiery conduct when he pleaded the Fifth Amendment before the House Committee and refused to answer questions concerning alleged communist affiliations while a student at Yale.

In his employment application form filed with the UP in 1950, Polumbaum had denied membership in the Communist Party. In 1953—the year of his dismissal—he told the Committee he would be willing to tell his employer about his personal political activities.

United Press vice-president Earl J. Johnson said he personally directed the firing of Polumbaum because the writer "did what no United Press employe should have done: he cast himself in the role of a conspicuous figure in a public controversy." Johnson said the newsman's refusal to answer committee questions endangered the UP's goodwill among its newspaper and broadcasting subscribers who depend on the UP's impartiality and reliability as a news-gathering organization.

Johnson said Polumbaum "identified himself plainly as a special pleader . . . destroyed his usefulness to the service . . . was obviously loaded with fixed opinions which were crying to burst forth . . . and made such a spectacle of being a zealot that, we could not let him contribute another word to the service."

Johnson did not deny the ACLU's counter-reply that a careful check of Polumbaum's work-file disclosed no evidence of slanting or bias in his news work. Malin asserted that Polumbaum did not create controversy, but was drawn into it under subpoena. Malin further argued that the United Press — a leading representative of a free press— should uphold the constitutional principle that a man should be penalized only on the basis of proven misconduct, and not fear or suspicion of such conduct. The ACLU added:

"Apart from the lack of biased reporting, we are troubled that the arbitrator's decision means that a reporter faces severe penalties if he speaks out freely on public affairs, even controversial

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Apply For Full Guild At Rutland, Vt., Herald

Rutland, Vt.—The American Newspaper Guild has filed a representation petition with the National Labor Relations Board in behalf of all unorganized employes of the Rutland Herald, second largest newspaper in Vermont.

A large majority of the 60-odd eligibles in the editorial, circulation, advertising and maintenance departments, business office, proofroom and mail room have signed Guild application cards.

Recognition was declined by Publisher Robert W. Mitchell, after a delegation from the organizing committee, led by International Representative Joe Garland, met with company officials on March 31. The NLRB petition was filed in Boston the following day.

The Herald, a morning paper with approximately 22,000 circulation, covers south central Vermont. It publishes six days, and most employes work a six-day week. There are no other Guild papers in the state. The mechanical departments are organized.

Other sources of dissatisfaction in addition to the sixday week are generally substandard working conditions, and wages so poor that many employes can earn a living only by taking outside employment.

The Herald has won seven Ayer awards for typographical excellence, including highest national honors for all circulation classes in 1947.

Times Unit At Erie Votes Strike; Parleys Stalled

Erie, Pa.—Guildsmen in the Times unit voted this week, 50 to 10, in favor of a strike unless Times management makes a genuine move in the direction of good -faith negotiations.

The Times contract expired last September 1, and prior thereto the Guild had submitted its proposals, to be met by a counter-proposal which offered $1.85 as an average weekly increase for Guild department personnel, but on condition that the contract be thoroughly undermined as to job security and other non-wage features won in past years.

Throughout 40 sessions, three of them with State mediation officers present, management has agreed to eliminate much of its substandard proposal, but has refused to budge from its wage offer.

Meantime, mechanical craft unions have settled for increases ranging from $3 to $4.

Guild contracts are on a city-wide basis, in the sense that the agreements are negotiated through a publishers' association. The other Guild contract, with the Dispatch, is still open. Early in the Times sessions, a representative of the State publishers association served as spokesman. There were long interruptions in the bargaining schedule, caused by Christmas holidays and more recently the illness of one of the Times owners

Urge ITU Daily To Negotiate

Jamestown, N.Y.—The Jamestown Area Industrial Union Council has called on the Jamestown Sun and its sponsoring International Typographical Union to negotiate seriously with the Jamestown Newspaper Guild.

So far, 15 months of negotiations have failed to produce a renewal of the contract.

The Area IUC, in a telegram to ITU President Woodruff Randolph, said it was prepared to back the Guild by urging its 7,000 members to cancel subscriptions if the Sun continued to refuse to make any offer to the Guild.

Previously, a six-man inter-union committee had been named to call on Edward J. Bryne, Sun publisher, to seek an amicable solution.

Principal issues are the publisher's refusal to offer general wage or minimum increases, or realistic severance pay. Wages have been unchanged since 1951; severance pay ceiling is two weeks.

ANG Sends Memo Proposal to Hearst

Executive Vice President Ralph B. Novak has forwarded the Guild's proposals for a new Hearst National Memorandum to Harvey J. Kelly, general counsel on labor for the Hearst Newspapers. He has asked Kelly to inform him of management's desires as to date and site of negotiations. The Guild committee for negotiations will be chosen as soon as the negotiations are definitely set.

San Jose P-1 Queen Hospitalized By TB

San Jose, Calif.—Two days after pretty Arlene Goselin, 21 year old San Jose Newspaper Guild member, was chosen as "Miss Headline of 1955" she learned that she had tuberculosis.

GOSELIN

Arlene was to have served as official hostess for the fourth annual Gridiron Dinner of the Guild, scheduled for April 30 at the Exposition Hall, County Fairgrounds.

Guild members, shocked at the adversity which befell Arlene, immediately rallied to her support. Because of a misunderstanding at the time of her employment, she hadn't taken hospitalization insurance, and has no close relatives to help her out.

Contributions to the "Miss Headline Fund" designed to tide Arlene over the difficult days ahead, have been coming in to Guild headquarters at the San Jose Mercury-News plant.

Arlene has been given permanent possession of her "Miss Headline" crown and winner's sash, and a committee of Guild members has been set up to meet her every need during the six months to one-year period of her expected hospitalization.

Other unions in the plant, as well as executives and top company officials are also participating in the "Help Arlene" drive.

Toronto Wins Certification For Tely Circulation Staff

Toronto, Ont. — The Toronto Newspaper Guild has won certification as bargaining agent for the Telegram's circulation department, despite organized opposition which led to an intervention at last week's hearing before the provincial Labor Board.

Of approximately 300 eligible employes, opponents of the Guild organization move were able to muster only 70 signatures on letters or petitions; while Guild cards represented substantially more than the 55 percent needed for "automatic" certification, without an election.

Prior to the hearing, the Guild had filed with the board a ten-count bill of particulars outlining the series of events which indicated to the Guild that the anti-Guild moves had been management-inspired.

At the hearing, however, the 25 Guild-member employes who had been subpoenaed in support of the Guild's statement were not needed as witnesses. Management's counsel held to its previous views in agreement on the make-up of the bargaining unit, and sided with the Guild against the intervenors when the latter sought to have drivers' helpers excluded for lack of "community interest."

Even prior to the announcement of certification by the board, the new unit at the Telegram held a meeting to name its officers and prepare for contract negotiations. The Guild is already under contract for all editorial employes.

Novak Seeks Approval Of Local Service Plan

Executive Vice President Ralph B. Novak has asked the International Executive Board to recommend to the 1955 Convention that:

1. A staff of seven International Representatives be established solely for the purpose of aiding locals in collective bargaining.

2. Expenses of this expansion be met by a special $1 per capita tax on all non wire service members of locals which do not have full-time administrative or executive help charged with overseeing collective bargaining.

The detailed plan, including maps of the area to be covered by Bargaining IR's, is on Pages 4 and 5.

The State of The Union . . .

Virginia Speaker Considers Press Monopoly Illegal

By RALPH B. NOVAK
Executive Vice President

SOME WEEKS AGO I was present at a breakfast given by the Richmond Newspaper Guild at the Virginia Press Club. After the breakfast we were privileged to hear a most cogent discussion on monopoly of the press by Col. Francis P. Miller, a former candidate for governor and senator, and a leader in the group which has opposed the machine of Sen. Byrd in Virginia for a number years.

I felt then that Col. Miller's words deserved wider circulation and asked his permission to report them through the columns of The Guild Reporter. He graciously consented. Here they are:

MONOPOLY OF NEWS and opinion is not a matter about which the working press can do very much, but it is important for you to be aware of the situation which is developing. Because of monopoly, freedom of the press is in greater jeopardy today than at any time since the First Amendment to the Federal Constitution was adopted.

When the First Amendment was adopted, and for a hundred years afterwards, freedom of the press was guaranteed by the fact that in the field of publishing newspapers the free enterprise system actually worked. If an enterprising young man without much capital didn't like the way the publishers of existing newspapers handled the news or expressed themselves editorially, all he had to do was to start another newspaper and if his paper was well received by a substantial section of the population, his success was assured.

In 1835, New York City was about the same size as Richmond, Virginia, is today. Richmond now has one morning and one evening paper, both under the same ownership and direction. By contrast, in 1835, New York had fifteen daily newspapers, but this did not prevent James Gordon Bennett from starting a sixteenth paper, the Morning Herald. Bennett had no resources. He described himself as "one poor man in a cellar against the world." His first office on Wall Street was a board over two kegs. But he had wit and determination. So the Herald survived, then flourished, and finally became a powerful influence in the life of New York City and in the Republican Party.

WOULD COMPARABLE WIT and determination, without resources, be able to break into the newspaper field today in a city like Richmond? The answer is so obvious that it seems silly to ask the question. The answer is an emphatic "No." In addition to wit and determination, it would require several million dollars to launch a third daily in Richmond with a reasonable chance of survival.

The fact is that the free enterprise system in the newspaper publishing field is a thing of the past except for a small number of men who have access to millions, and these men have so many interests in common that they seldom wish to compete among themselves. As free enterprise has disappeared, monopoly has increased in almost direct proportion to the amount of capital required to run a successful competing paper.

The extent to which the free enterprise system has given way to monopoly in the newspaper field is well illustrated by the Virginia press. There are eight Virginia cities in which one morning daily and one afternoon daily are published. But in every one of these cities the same person, family, or corporation owns both the morning and the afternoon paper.

Further, of the thirty-three daily papers in the Commonwealth of Virginia, only four or five could be considered genuinely independent. As a result, in a hot state-wide political contest when the chips are down, from twenty-five to thirty of these thirty-three daily newspapers may be expected to back the same candidate and follow the same political line.

THIS IS A VERY DISTURBING PICTURE for anyone interested in the future of freedom. It is not pleasant to contemplate goose-stepping Americans taking the place of goose-stepping Germans as the chief exponents of conformity in the Western World.

Monopoly of ownership in a given metropolitan community means monopoly of editorial opinion. The First Amendment guarantees the owner the right to say anything he wants in his editorial column.

But monopoly is a disease like creeping paralysis. After establishing a complete monopoly in a given city, the owner of the morning and evening papers is tempted to eliminate columnists who do not conform to his editorial policy in order that the entire editorial page may harmonize with his own point of view and thereby serve his own particular interests. Sometimes he yields to this temptation.

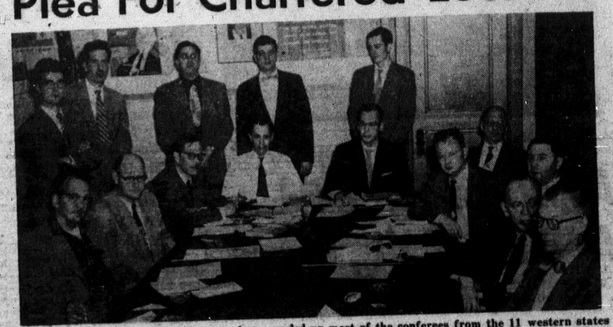
Finally he is tempted to be selective in his news coverage so that the news published will reinforce and confirm the opinions expressed on his editorial page. If he yields to that temptation, there is no longer a free press—and freedom itself is in mortal danger.

IN A COMMUNITY where there is a complete monopoly of the press, where the newspaper reader hears only one side of the argument and is only allowed access to filtered facts, has the public any constitutional redress? I think it has. Though I am not a lawyer, I believe that when the First Amendment guarantees freedom of the press, it not only guarantees freedom of the editor to write what he believes, but it also guarantees freedom of access on the part of the reader to: 1) a fair coverage of news and 2) a fair coverage of reliable representative opinion.

In other words, a monopoly of the press is, in my judgment, unconstitutional if it tends to deny to the public access to any authentic and substantial segments of news and opinion. I have every confidence that I will live to see the day when a particular press monopoly will be declared unconstitutional by the Supreme Court of the United States on the ground that it is incompatible with the First Amendment since it denies freedom of the press by giving to one individual or one corporation within a given metropolitan community the sole power to determine to what opinions and to what news the public shall have access.

The sooner such a case can be worked up and carried to the Supreme Court, the better it will be for the future of freedom.

Western Wire Men Renew Plea For Chartered Local



WEST COAST WIREMEN—Photographer rounded up most of the conferees from the 11 western states who attended the wire service sessions at SFONG offices. Standing, from the left, are Don DeManche, INS-INP, Denver; Ron Goben, INS-INP, San Francisco; Douglas Lovelace, AP, San Francisco, who was elected president of the regional council; Ray Pitt, ANG, assistant wire service administrator; Richard Harnett, UP, San Francisco; seated: G. K. Hodenfield, AP, San Francisco; Otis J. Pusey, AP, Salt Lake City; Leonard Milliman, AP, San Francisco, president of the National Wire Service Council; Joe Wilson, UP, San Francisco; Gordon Green, AP, Seattle; Graham Berry, AP, San Francisco; Roy Roberts, AP, San Francisco; Joe Lipper, AP, Sacramento; Harry Bergman, INS-INP, San Francisco; Matt Kramer, AP, Portland.

San Francisco, Calif. — The Western Regional Wire Service Conference has urged the National Wire Service Council to ask the June ANG convention in Albany to delegate authority to the IEB to issue, at its discretion, a wire service local charter.

The conference in San Francisco last month was attended by wire service delegates from the 11 western states and was the fourth and final regional conference of the year.

The unanimously adopted resolution said another year of operations under the directive adopted at the Boston ANG convention in 1953 has further demonstrated the inadequacies and built-in conflicts of the system. It contended wire services have been prevented from reaching their full potential and have been a drag on the progress of the American Newspaper Guild, by requiring too much of the time of the ANG international officers.

The conference then called upon the NWSC "to seek 1955 ANG convention authorization for the International Executive Board to charter a consolidated wire service local at its discretion, upon application by the duly elected Wire Service Council, when the wire service membership meets the conditions regularly applied to other groups seeking local charters."

The action was an aftermath to a welcoming speech by Sam B. Eubanks, SFONG executive-secretary and former ANG executive vice president.

In other resolutions, the conference:

1. Joined the other three regional conferences in urging that the ANG convention provide funds and re-establish WiReport, the national wire service newspaper discontinued at the last convention for the lack of an appropriation.

2. Asked the National Wire Service Council to inform wire service employes of the value of executive sessions in Guild negotiations and point out that such meetings are held on precisely the same terms as the generally accepted practice of federal mediation.

3. Pledged full support to national UP negotiators, who at that time had not successfully completed negotiations for a new contract.

4. Expressed regret and sorrow at the sudden death of Fred Martin, executive-secretary of the Seattle-Tacoma local.

5. Urged the National Council to make a nationwide study of routine and regular duties performed by all wire service staffers to help find an effective solution to the speedup problem. It was recommended that the survey start with INS-INP.

Douglas Lovelace, AP, San

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Eubanks Details His Views As To Separate WS Charter

San Francisco, Calif.—Sam Eubanks, executive secretary of SFONG, says "the wire services should have an independent organization in the American Newspaper Guild comparable to that of a chartered local."

"It is high time to end the dependency status of the wire services," he said.

Eubanks gave his views in response to a question by Doug Lovelace, an AP member of SFONG, at the western regional wire service conference in San Francisco.

He said chartering of a wire service local would free several ANG international representatives for other needed work, and "would be beneficial not only for wire services but to the American Newspaper Guild.

"I regret that the issue has been kicked around as it has for so long," he said. "I think it should be settled and settled by a firm recommendation from the (International) Executive Board supported by the sound arguments for it.

"The wire services as a group of Guild members seem to me to meet every test we've ever applied for those who sought independent locals," Eubanks continued. "The tests that are applied are simple.

"First, do you have enough members to guarantee a stable, continuing organization?

"Second, do you have collective bargaining rights?

"And, perhaps finally, do you have adequate leadership capable of assuming the responsibilities of administering the local?

"Certainly the wire services as a group meet those three tests," he said.

Eubanks described the wire service status as "analagous to the status of Hawaii and Alaska as territorial dependencies of a sovereign body.

"And I think that—unfortunately and irrationally—the logical separation of the wire services into a chartered local has been confused by similar interests to those who are confusing the status of Hawaii and Alaska," Eubanks continued.

He said the "real issues had been befuddled and clouded for political purposes" by "interests who prefer to see them (wire service members) remain in their dependency status."

Eubanks said wire service problems could be met best by their own organization within the Guild. He gave a number of examples.

"I think that this question of a wire service local ought to be pressed by the wire service people," Eubanks said.

"I think that the International Executive Board should be compelled to take a position on it, for or against it, and state their reasons clearly.

"I think that it would be to the interests of the American Newspaper Guild to have the wire services assume a chartered local position because I think too much of the ANG's attention, speaking of the international office, is presently devoted to wire service affairs," he said.

"Let's take the wire services out, so they won't have to do a thing more for the wire services than they have to do for any other responsible local.

"Let's relieve them of that burden and let them devote themselves to other things that need to be done."

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Western Institutes Draw 80, Six Sessions Held In Series

Eighty delegates from twelve West Coast Guild locals and two Canadian local newspaper unions attended ANG regional weekend training institutes in Seattle and San Jose last month.

The two meetings brought the 1954-55 ANG institute series to a close. Totally, 250 persons from 46 Guild locals attended the six institutes of the series, held in New York, Chicago, Detroit and Toronto in addition to Seattle and San Jose.

Ellis T. Baker, director of research and information who is in charge of the institute series, expressed the ANG's thanks to the several district councils which cooperated in presenting the conferences.

"As always," said Baker, "the assistance of the district councils, financial and otherwise, was more than generous. Without it, we would not have had nearly so successful a series."

Cooperating with the ANG in sponsoring the institutes were the Empire State, New England, Midwest, POI, Canadian and California-Nevada district councils.

Theme of the institutes was "Building the Union: What Makes a Good Local Good."

At the Seattle institute, held in the Washington State Press Club, representatives of two Canadian local newspaper unions were guests of the Guild.

They were Percy Zimmerman, president, and Chris Crombie, chairman of the agreement committee, of Vancouver Newspaper Guild No. 1, representing employes of the Vancouver Sun; and Peter Sallaway, president of the Victoria Newspaper Guild, representing employes of the Victoria Colonist and Times.

These local Guilds, while not part of the ANG, are affiliated respectively with the Canadian Congress of Labor and the Trades and Labor Congress of Canada, the Canadian counterparts of the CIO and AFL.

New Westminster, the ANG's newest Canadian local, was represented by Charles Jennings and Elmer McLellan. It was their first ANG meeting.

The Seattle-Tacoma local was host at dinner Saturday night, at which Baker spoke briefly in memory of Fred Martin, executive secretary of the local who died suddenly two days earlier after helping arrange the institute.

The institute was attended by about 40 persons from four Guild locals and the two Canadian locals. Seattle-Tacoma President Mabel Riedel presided. Dick Black was chairman of the arrangements committee.

The San Jose institute, held March 26-27 in the Hote[De-Anza, was attended by about 40 persons from eight locals of the California-Nevada District Council, which helped arrange the meeting. Bill Rogers, council president from Stockton, presided and Mark Wright, local president, welcomed the delegates to San Jose.

The San Jose local was host at a buffet and dance Saturday night at Moose Hall.

The institutes included sessions on organizing, new member programs, local administration and steward systems, conducted by Baker and J. William Blatz, director of organization.

Between institutes Baker and Blatz visited Tacoma and Santa Rosa and met with local executive boards in Seattle, New Westminster, Vancouver, Portland, San Francisco, Los Angeles and San Diego.

Delegates to the two institutes included:

Howard Clifford, Hugh Harrison, Douglas Willix, Folke A. Olson, George Lampert, Clayton Ray, Leonard Itter, Everett B. Hale and Gordon A. Yancey, Seattle-Tacoma;

Kenneth Rudeen, Sar-Ann Richstad, Dick Black, Mabel Riedel, Mary Bertucci, Jane C. Glidewell, Clark Squire, Elois Kemp and Vera Miller, Seattle-Tacoma;

Ruth Woodward, Monte Snow, Leonard Saari, Earl Dack, George Barnecut and Forest V. Williams, Seattle-Tacoma;

Jim Irvine, Dan Lindsay, John A. Dierdorff, Lynn Wykoff and Buford Sommers, Portland;

Elmer McLellan and Charles Jennings, New Westminster;

John G. Dotson, Eugene;

Percy Zimmerman and Chris Crombie, Vancouver; Peter Sallaway, Victoria;

John D. Keyes, John Erickson, Dick Israel, Jim Phillips, Ken Cottrell, William J. Duddelson, Ben Friedman and Charles Lee, SFONG;

Ed O'Connor, Jack Howard, Harvey H. Wing, Kathleen Carroll, Edna Vice, Jack Russell, Al Dipman, Scott Thurber and Marguerite P. Harper, SFONG;

Florence Ross, Dick McClure, Charles Goodman, Frank R. Sauliere and Mark Wright, San Jose;

Ruth Martin, Joan Moeller, Dale Lane, Dale Cockerill and Bert Willard, San Jose;

Tom E. Zanse, Charles D. Driscoll, Arthur L. Wood and Court Alderson, Sacramento;

Jess P. Brown, Jack C. Lockwood and Don Brackenbury, Los Angeles; William J. Rogers, Vince Vandre and Herbert Stoy, Stockton;

Kay Mergen, Reno; John Harrington, San Diego, and Viola Hoilins, Bakersfield.

. . . WS Meeting

(Continued from Page 2)

Francisco, retiring chairman of the AP National Committee, was elected president of the Western Regional Wire Service Council for the coming year. Other officers elected were Don DeManche, INS-INP, Denver, vice president for the Rocky Mountain area; Graham Berry, AP, Los Angeles, vice president for the southern area; Gordon Green, AP, Seattle, vice president for the northern area; and Rich Jordan, UP, San Francisco, secretary.

Leonard Milliman, AP, San Francisco, president of the National Wire Service Council, represented the council.

Ray Pitt, New York, assistant wire service administrator, was the official ANG representative. He led discussions on organization and reported on major grievances and arbitrations.

The council devoted the bulk of two busy days to round table discussions on wire service problems. It also charted ways to increase cooperation of wire service Guildsmen among themselves, with their locals and with allied unions.

The meetings were held in the SFONG offices and the local furnished the Sunday luncheon.

. . . ACLU On Polumbaum

(Continued from Page 1)

affairs. And we believe that a citizen who is employed by a news service is the same as other citizens and does not forfeit the rights of citizenship. We know of no case in private employment where an individual faces discharge merely because of a position he has taken on a public question which is unrelated to his job qualification. The situation would be different if the individual actually used his particular job to promote his individual views, for this would be proof of bias, but when he is discharged only because of his opinions on a controversial issue, he is being penalized because he exercises his First Amendment right of free speech."

Johnson, for the United Press, denied that Polumbaum's dismissal constitutes a violation of civil liberties. He said that "United Press reporters and writers carry a public trust that can be compared with the most sensitive posts in government or in education." Johnson emphasized the necessarily non-partisan nature of news-gathering with the observation that, "within reasonable limits UP writers and editors are about as near politically sexless as any group can be."

The ACLU countered that reporters are also thinking men and citizens, with the right to form opinions without fear of reprisal, and that if the Polumbaum firing sticks, other reporters will fear to make even public speeches lest their jobs be weighed in the balance. The ACLU urged the UP to follow government procedure in similar cases by moving Polumbaum to a "non-sensitive" writing job. Johnson replied that this was impracticable because UP had no "non-sensitive" posts except possibly in its mechanical departments, and that if another "Polumbaum case" arose within United Press ranks, he would act in the same manner. He added:

"As to judging Polumbaum by his writing alone, the quality of a man's technical skill is not the sole measure of his usefulness to the United Press. His contacts with clients and news sources and his personality also weigh heavily in his evaluation. After his appearance in Washington Polumbaum's relations on such levels (in and outside the service) were sure to be abrasive."

Hearing Is Set At Phila. News

Philadelphia, Pa. — The National Labor Board's regional office here has set April 22 as the date for hearing an application filed by the Guild to represent the 85 employes in the editorial department of the Daily News as bargaining agent.

Organizing efforts had been under way for several months, with a solid majority signed in the editorial group, and local Guild officers sought to have the Guild recognized without the formality of a labor board election. When no reply was received from management to such a request, the local filed the formal application. Supervisory personnel excluded, there have now been signed more than 80 percent of those eligible.

The President's Corner—

Sees Guild Criticism As Unwitting Tribute To Its Effectiveness

By JOSEPH F. COLLIS
ANG President

SOMETIMES WHEN I THINK the Guild may not be doing too well I sit back and read the Guild's critics.

The Guild knows a lot of persons who, for selfish reasons, never were sympathetic with the Guild nor ever will be. One of the primary reasons, of course, is that the Guild costs money. And some of the money has to come from the pockets of our selfish foes.

The Guild must be making progress, because this selfish clique has been particularly bellicose during the last several weeks. But their writings have been revealing.

Dear Old Pegler took off in customary style in the fore part of March and told us something the Guild long has suspected. Peg said, in so many words, that Roy Howard used spies at Guild meetings. And these spies carried back to Mr. Howard what transpired at the union meetings. And, according to Pegler, Mr. Howard was glad when some of the Guild leaders went to other jobs—for higher money. All of which proves, in my fourth grade arithmetic, that Roy Howard didn't pay enough money and that's one of the basic reasons for the Guild.

* * *

AND THEN COMES the Brooklyn Eagle situation. I cannot shed many crocodile tears for Frank Schroth. My memory stretches back to when he published the Scranton morning daily. He wasn't making enough money on the morning paper, it seems, so he started a Sunday newspaper in competition with the highly-profitable Sunday Scrantonian.

By some coincidence, there was a consolidation. The Scrantonian management bought out all the Schroth holdings in Scranton. And Schroth's Sunday edition went out of business—the first newspaper Mr. Schroth helped kill.

There were other incidents in Mr. Schroth's past, such as the trip to Germany in one of the German dirigibles. This was about the time Hitler was coming into power. I checked with the Scranton Tribune morgue on this phase of Mr. Schroth's activities, but these are no clippings. I wonder if this is just a coincidence or a case of Mr. Schroth burning his clippings behind him.

* * *

AND THEN, with the money he probably got in the Scranton deal serving as a watering pot, Mr. Schroth started to grow in Brooklyn. With some $400,000 he obtained control of the Brooklyn Eagle. Newspaper profits, as well as trees, grow in Brooklyn and it was not too long that Mr. Schroth had run his $400,000 investment into an offer from a Manhattan paper of $3,000,000 for the Brooklyn Eagle. But the Guild stepped in and prevented the Eagle from going out of business at that time.

This possibility for profit—I think—is the nub of the Brooklyn Eagle situation. Mr. Schroth is looking for a chance to make a nice killing in cash. If he still owns the paper, he should stop abusing prospective buyers.

If Mr. Schroth didn't worry about killing a paper in Scranton, why should he now be concerned about the Eagle?

* * *

I CAN SEE NO REASON why the Guild should offer a premium in the form of lower pay to publishers with doubtful managerial ability.

My opinions on wages are expressed best by the economist for the Wall Street firm of Goodbody and Company:

"Recent economic history proves that high prices can be extremely stimulating. High wage rates are the main reason why American industry has become mechanized and this mechanization is the main factor that we are the most powerful nation in the world. Friends of ours back from Haiti, where a great water power project is going on, told us of picturesque methods still employed there. Thousands of laborers, each paid 10 cents an hour, dig and hoist with rhythmic dignity to the beat of the jungle drums. It's very picturesque, but it's proving an expensive way to build a dam. Even the cheapest of labor cannot compete with modern machinery where this machinery is used properly. The relationship of price to progress is complex and not always smooth, but the weight of evidence is that a high price for labor stimulates managerial ingenuity and that in an age of scientific progress the stimulation of this ingenuity is fruitful."

* * *

THIS UNION WILL CONTINUE to go forward. We still are some distance from our $150 weekly pay goal. And we don't intend to reward managerial incompetency with discount wages.

And this reminds me of the Philadelphia Record. This was the paper J. David Stern closed. He said he intended to bask on the beach for the rest of his natural life. But he hardly had his hands on his profits before he was dickering for the Seattle Star. That didn't click. And for years he's been battling in New Orleans—in the newspaper business he once said he was finished with.

None of the Guild's foes, despite their preachments for journalistic honesty, ever has sent a reporter to interview Mr. Stern's lawyer. I wonder why? Is there a possibility the long-preached but never verified myth about the Guild closing the Record might be exploded?

As I said before, in trying to bring decent pay and working conditions to the newspaper industry we meet such interesting people.

What I think the industry needs more is some simple honesty and better contracts such as the excellent agreement recently negotiated by the United Press members.

Meanwhile, let's not get disconcerted by our bellicose enemies but keep our eyes on that $150 weekly pay goal.

Novak Would Set Up Speci

Just "Bow-an-Arrer" Can't Service A Guild L

THE ONLY REASON the Guild has for its existence is the good it can do for its members.

For the last twenty years, we have been so busy getting new members that we have nearly neglected to do anything for them after they became members. We have spent by far the major portion of our time, money and talent in organizing newspaper employes.

But we have lost sight of the fact that the only reason for organizing is collective bargaining. That is, people don't join unions just for the satisfaction of belonging to an organization; they join because they want to get together for a job of collective bargaining.

In that respect we've been somewhat like a Mama Grackle setting out to be an itinerant mongoose: We've left our adopted offspring on some publisher's doorstep and provided them with a "bow-an-arrer" to forage with.

We get the employes together and help them secure a first contract. After that they're on their own. If they happen to be in big groups in a big city, they can hire themselves competent people to direct their affairs. If they happen to be in a small town, or on a small paper or otherwise a little group, they have to get along as best they can.

True, in the last few years, we have expanded the help that can trickle down to the locals by providing contract analyses and collective bargaining manuals. But it is only a substitute for personal guidance.

It is about time that we took stock of the situation, faced the fact that organizing is not an end in itself and devoted a considerable share of our efforts to the collective bargaining in locals that are not big enough to have their own administrative or executive officers to handle it.

* * *

I THEREFORE PROPOSE that the International Executive Board recommend to the 1955 Convention that:

1. A staff of International Representatives be established for the sole purpose of aiding locals in collective bargaining, including contract negotiation and enforcement.

2. A special per capita tax of $1, in addition to regular ANG per capita, be levied on all non-wire service members in each local which does not have a paid executive or administrative officer charged with overseeing collective bargaining.

Those two recommendations are the only changes that would be needed in our basic policy. I am forwarding them to you at this time so that you can give them ample study before the May IEB meeting at which we must prepare our Officers' report to the Convention.

Before going into the administrative details of my proposal, I would like to review the present limitations on the help we can give locals.

In recent years, much of the bargaining help we have given locals has been furnished by International Representatives from our Organizing Department. As you know, our staff has been under full effective strength for the past few years, so that the amount of help available for locals was sharply limited from the outset. In addition, we have had a large number of organizing projects which required continuous attention from the IRs assigned to them.

Even so, whenever possible, we sent an IR to help any local we could. Because of the policy adopted by past conventions—the policy that locals must repay ANG for the bargaining services of IRs—there has not been a high money cost. But there has been a great loss in organizing potential, because the time used by the IRs in negotiating was time irretrievably lost from organizing.

My proposal would end this. Our organizers could stick strictly to organizing; the collective bargaining IRs would have no other chore. Not only would this end the present encroachments on our organizing staff, but, by enabling all our representatives to specialize in one field, it would lead to better help for both organizing and bargaining.

* * *

NONE OF THIS is completely new. As you know, we operate on pretty much this basis in the wire services at an extra cost of $1.20 per capita to the people who are covered by it. And, I am sure you will recall, I recommended a voluntary servicing district plan in November 1953. That plan, although well considered by many locals, failed to come into being because several problems could not be resolved. It was, incidentally, made part of the recommendation of the Organizing Committee at the 1954 Convention.

Here briefly is the method of operation I have outlined for the Collective Bargaining IRs:

● The bargaining staff would be under the direction of the executive vice president, with the present collective bargaining department personnel acting as deputies.

● Target date for starting operations is Nov. 1, the start of our operating year. This would allow time for the representatives to secure leave of absence, set up new homes where necessary and receive orientation training. It also would give locals time to make any necessary adjustments in dues rates.

● Bargaining IRs would be headquartered in Boston, New York, Buffalo, Columbus, Chicago, Memphis and San Francisco, in order to keep expenses low and accessibility high.

● Bargaining IRs would have no authority to interfere with local operations.

● Bargaining IRs would take over negotiation of initial contracts as new locals or units are organized, thus freeing organizing IRs to go on to other organizing assignments more quickly.

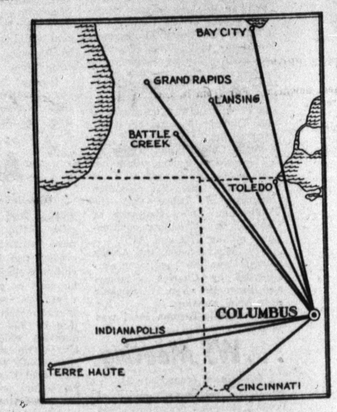
● Bargaining IRs would receive an intensive training course before going into the field. The curriculum would range from the care of mimeograph machines to the legal aspects and practical application of consumer boycotts.

* * *

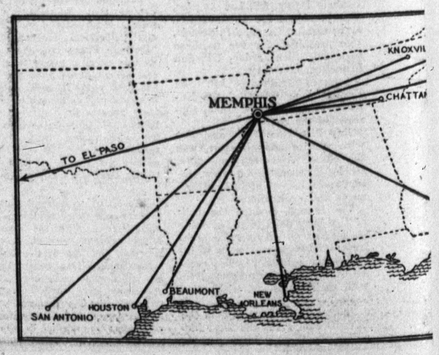
THE BARGAINING IRS, once they go into the field, would operate like this:

● Several weeks before the contract expiration date, the IR will consult with local officers about proposals. Armed with a contract analysis (forwarded also to local officers), he will help them prepare an education program to sell the membership on the value of the collective bargaining program so that the full strength of the local will be back of the negotiators.

The extent of his activities at this time will depend on several factors, such as the relative merits of the existing contract, the inherent strength of the unit, etc.



Maps on these pages were drawn by J. F. Meehan, member of the Brooklyn Eagle unit of the New York Newspaper Guild.—Ed.



al Servicing Staff For Locals

In a memorandum sent to members of the International Executive Board, Ralph B. Novak, executive vice president, outlines a proposal which would separate the dual functions now performed by the ANG staff of international representatives. In essence, he proposes that certain members of the staff continue emphasis on organizing, with others handling the local servicing projects arising out of collective bargaining.

Because of its significance to all locals not now employing a full-time executive officer, the GUILD REPORTER herewith presents the gist of the plan, omitting only such appendix matter as detailed lists of affected locals and like supporting data.—Ed.

ocal

—Reproduced by permission of Walt Kelly and Post-Hall Syndicate.

● At the outset of negotiations, he will act as chief spokesman in order to get the bargaining started in the right direction.

● As negotiations develop, he will not only act as spokesman, but will counsel local officers on developing the pressures necessary to conclude a successful bargain.

* * *

THIS PROPOSAL does not envision a switch to "business agent unionism." Far from it. Our strength is in our members and will continue to be. We still will depend heavily on volunteer negotiators and officers. But the establishment of a collective bargaining field staff will take some of the pressure off the local volunteers and furnish them with personal guidance based on complete knowledge of the situation. Such guidance as is available now often has to be given in a virtual vacuum because of the lack of acquaintance with the local situation.

This should improve the general level of contracts. And it should bring a vital improvement in many locals where ANG now is just something that takes a big cut from every dues payment. In some locals, the people haven't even seen anyone from ANG for years on end.

The establishment of a field staff for collective bargaining should bring an end to the near calamitous results that stem from the present system of giving our locals a charter as a sort of "bow-an-arrer" with which to forage. Too often, it has turned out to be an error, not an arrer.

* * *

HERE ARE SOME examples of what has happened to locals using the present operation:

● One sizeable local hired as a negotiator a labor relations consultant, whose only service was speaking at the bargaining table. It turned out the consultant's associate was at the same time counseling another near-by management how to beat the Guild, but that was not as harmful as the fact that the consultant could (or would) give no help in building bargaining strength in the local. Result was that an organizing IR had to be sent half way across the country in an effort to salvage some benefits.

● Another big local obtained a former organizing IR as chief negotiator; he was then working for another large union in the same city. He had been a pretty good IR in his time, but that was more than ten years ago. Ignorant of the latest factors in bargaining, he gave away some fairly good safeguards that local had negotiated as protection against arbitrary economy dismissals. Now that local is seeking to prevent four unnecessary firings for economy.

Another local has offered to pay for up to $1,000 worth of service from an IR, but due to its isolated situation, the Organizing Department hasn't been able to get a man loose to help.

* * *

SINCE THE COLLECTIVE BARGAINING expansion is a completely new venture, the financing had to be approved on the basis of what a similar-sized operation in the organizing department costs. Salary costs could be reached with fair exactitude, but expense items had to be approximated on the basis of past experience with some allowance for unforeseen costs.

My figures indicated a total annual cost of about $84,000. Since there are approximately 7,000 active members (outside the wire services) in locals which do not have full-time executive or administrative help for negotiations, the per capita cost of $1 per month was reached.

Here is how the cost estimate was evolved:

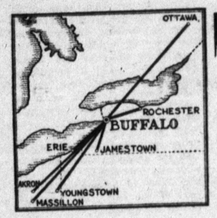
Salary cost was fairly easy to determine. One IR at the top rate, which I again will propose to be $150, will be approximately $8316. This includes: $7,800 salary; $300 severance pay reserve; $84 social security; $90 hospital and surgical insurance; $42 group life insurance. State disability insurance of $30 a year must be added for residents of New York and California.

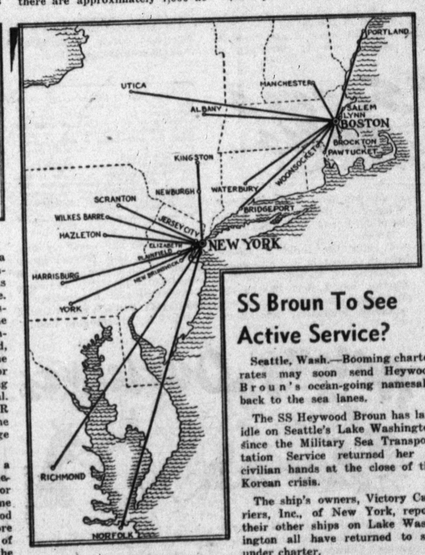
If all seven IRs were at top minimum, the cost would be $58,212 for salary items. But since experience has shown that staff members usually are hired in at lower rates, the salary cost would be lowered $540 a year for each $10 below the top minimum. From past experience, I would set the actual salary cost for the seven bargaining IRs at approximately $53,350.

Computing possible expenses is more difficult, because of the varied composition of the areas to which the staffers are to be assigned. Short distances involved in the operations of the Boston and Buffalo men should bring low expense costs; the wide distances involved in the South and on the West Coast, however, could bring very high costs.

Rather than go into the possible expenses in each sector, I have based the estimated costs on the latest figures available for a comparable operation—our Organizing Department. In the fiscal year ending April 30, 1954, the last for which complete figures are available, it cost an average of $5,419.09 to keep an IR in the field. This computation was based on the six highest expense payments in the department and did not include those IRs who obviously did little traveling.

To keep seven IRs in the field at this average would cost a total of approximately $24,000. Although the collective bargaining expansion is a completely new venture, it seemed safe to assume somewhat higher expenses because of the obvious need for greater travel, so 20 percent was arbitrarily added to make the expense outlay about $30,000.





SS Broun To See Active Service?

Seattle, Wash.—Booming charter rates may soon send Heywood Broun's ocean-going namesake back to the sea lanes.

The SS Heywood Broun has lain idle on Seattle's Lake Washington since the Military Sea Transportation Service returned her to civilian hands at the close of the Korean crisis.

The ship's owners, Victory Carriers, Inc., of New York, report their other ships on Lake Washington all have returned to sea under charter.

And the SS Broun, if she's anything like her namesake, must be growing restless.

She has other Broun characteristics, at any rate—bulk (7,237 tons) and spirit (she's a Liberty ship).

Built in Baltimore, the Broun was christened on Labor Day, 1943, by Connie Broun, widow of the Guild's first international president, who died in 1939.

After her World War II service, the SS Broun was acquired by Victory Carriers. She saw active service again during the Korean crisis under charter to MSTS, and was laid up on Lake Washington, October 7, 1955.

Jacksonville, Fla., Gets $2.50 Increase

Jacksonville, Fla.—Resuming negotiations after a two-year lapse, the Jacksonville Newspaper Guild has secured a $2.50 general increase and three-weeks' vacation after 15 years' service in a one-year agreement with the Jacksonville Journal. The agreement also provides individual increases ranging up to $2.50 above the general increase. Car mileage payment was boosted from 7½ to 10 cents.

Give a buck to PAC.

Memphis Reissues Local Publication

Memphis, Tenn.—After a lapse of several years, the Memphis Guild has revived its mimeographed Guildsman, with a distribution of nearly 350 copies.

The first new issue had four 8½ by 14-inch pages. Front and back pages were full of good, solid Guild articles including the announcement of a plan to tackle the free-rider problem energetically. Another "lead" article was on possible air conditioning of the Memphis Publishing Co. building with a Guild committee named to meet with management and push the membership's demands.

Inside pages were broken down into departmental columns dealing with the doings of members. Co-editors of the Guildsman are Louis Silver and Dick Lane, both of the Commercial Appeal. They have correspondents in all departments. The paper will appear monthly. Exchange mailings are invited.

SOME TIPS FOR TROUBLED TAXPAYERS

If you're among the multitude of American citizens taking advantage of the new Federal Income Tax filing date effective this year, there are things you ought to know about the new tax law which may save you some midnight oil (not to mention money) come April 15.

Here are some tips for income taxpayers prepared by Sidney Shulman, C.P.A., of the accounting firm of Roy E. Williams & Co., which audits the books of the American Newspaper Guild:

USE THE PROPER FORM

Form 1040A

This form may be used only if:

(1) Your income consists only of wages, interest and dividends, and

(2) Your income was less than $5,000, and

(3) Your income from which no tax was withheld does not exceed $100.

Form 1040

This form can be used only if your gross income is under $5,600 and should be used when a husband and wife wish to file a joint return even though one spouse had no income, or one spouse died during the year. Your tax due would be shown on the tax table sent to you by the Director of Internal Revenue.

Long Form 1040

Any taxpayer may use a long form regardless of the amount of his income or the nature of his income. However, if his adjusted gross income (and his wife's income, if a joint return) is greater than $5,000 he MUST use a Long Form 1040.

CHANGES IN 1954 TAX LAW

Alimony

Payments of alimony or separate maintenance are a tax deduction to the husband, and make the wife taxable on payments received under a written separation agreement, even without a court decree, where the husband and wife file a separate return. Support and maintenance payments to a wife under a court decree made after March 1, 1954 shall be treated as alimony payments are treated.

Carrying Charges on Charge and Installment Purchases

You can deduct the carrying charges on installment purchases up to 6% of the average unpaid monthly balance during the year, even when such charges do not show the portion which is interest.

Child Care Expenses

You may deduct up to $600 expended in the caring for a child under 12 years of age or a dependent who is physically or mentally incapable of caring for himself, provided such expenses are necessary to enable you to be gainfully employed. Only women, widowers, and men who are legally separated or divorced qualify for this deduction.

Working wives living with their husbands may also take up a deduction up to $600 a year for the care of children. However, this deduction is reduced by the amount that their combined income exceeds $4,500. For example, if adjusted gross income were $4,900, the maximum deduction would be $200 ($600 minus the difference between $4,900 and $4,500).

Charitable Contributions

The deduction for charities has been increased from 20% to 30%, provided that the additional 10% was given to churches, schools or hospitals.

Co-operative Apartments

Attendant stockholder of a co-operative apartment or housing corporation can deduct his share of the corporation payments for interest and real estate taxes.

Dependencies Exemptions

Exemption for dependents remains the same—$600. However, it is now possible to claim as dependents the following:

(1) Students, irrespective of the student's age, as long as you furnish more than half of your child's total support (including cost of education) you may claim him as an exemption.

(2) You may now claim as a dependent foster children and children awaiting adoption.

(3) An aged parent or other dependent supported by several persons, none of whom alone furnish more than one-half of the support but who together do furnish more than one-half, can be claimed as a dependent by any one of the individuals who contribute over 10% of the support —providing the other persons who also contribute over 10% waive their right to claim a deduction for the same dependent.

(4) You can also claim as a dependent any person, regardless of relationship, provided that that person resides in your home, and you support him.

(5) As long as you furnish more than one-half of your child's support you may claim him as a dependent if he is under 19, regardless of how much he earns. Furthermore, when your working child files his tax return he can also claim a $600 exemption.

Dividends

If you own stock, the first $50 of dividend income is entirely tax free and 4% of all the remaining dividends may be subtracted from your income tax.

Home Owners

If you sell your home you can, in computing your tax, reduce the sales price by any sales commissions paid, repairs made, and other expenses you incurred to make the property saleable.

There will be no tax on the profit you make on the sale of your home provided the proceeds of the sale are used within one year to purchase another home the price of which exceeds the sale price of your old home. Should you build a home and occupy it, you are allowed an 18 month period instead of a 12 month period to use your gain on the sale of old home.

If you bought or sold any property during 1954 the deduction for property taxes must be allocated between the buyer and the seller in proportion to the part of the tax year that each owned the property.

Medical Expenses

You will be permitted to deduct medical and dental expenses exceeding 3% of your gross income instead of 5% as provided in the old law. The maximum medical expense deduction is increased from $1,250 per exemption to $2,500 per exemption and the maximum in the case of a couple filing a joint return is increased from $500 to $10,000.

Drugs and medicines may be included in a medical expenses only to the extent that they exceed 1% of gross income.

Retired Workers

Retired workers, 65 and over, get a tax credit amounting to 20% of their taxable income up to $1,200. If the retired person's wife is 65 or over, she also gets the 20% credit on $1,200 of her own income (or, in community property states, on the next $1,200 of joint income). In computing this credit the taxpayers must subtract from the $1,200 base his social security payments and certain other tax-free income, plus, if he is less than 75, his earned income in excess of $900.

Sickness, Accident and Death Benefits

Health and accident benefits paid to you by your employer or by your Local to cover your medical expenses or that of your wife or child are exempt from taxes. Payments made to you by your employer to make up for loss of wages as a result of illness or an accident are also exempt up to a maximum of $100 per week. However, in the case of absence because of sickness, what you received in the first week is taxable unless the sickness was serious enough to put you in a hospital for at least one day.

All death benefits up to $5,000 paid to a widow or other beneficiary is exempt from tax.

Widows and Widowers

If you are a widow or a widower with dependents, you can, for 2 years after the death of your spouse, split your income in figuring your tax, and thus obtain the same tax benefits as married couples can obtain by filing joint income tax returns.

To be sure that you properly report your income and properly take all allowable deductions check the instruction sheet sent to you by the Director of Internal Revenue.

It Seems to Us..

Says ANG Can "Contain" Reds, Needs No Ban

WASHINGTON, D. C.

Editor: This proposal to bar communists from Guild membership is more than I can keep quiet about, though it's been six years since my voice has been heard on any Guild matter.

Here goes.

The Guild stands clear of communist influence at last, after long and conscientious use of the democratic process to achieve this end. From this pinnacle, does it now propose to abandon itself to fear of what it has conquered? Having contained the communists by democratic means, do we now think those means are not strong enough? As the communists diminish in numbers do they increase in strength? No? Then this is a terrible tribute to the times.

It seems to me that the proposal is essentially to make it constitutional to violate the spirit of the constitution. Harry Read, with whom I have scarcely agreed about anything, is so right. The publishers do the hiring—and the firing. That is why there is a Guild.

The only possible advantage I can see to having this language in the constitution would be that irresponsible fingers of charges could be told to put up or shut up. But do you think this would make any difference in those local situations which arise from time to time, when a local is faced with a political firing and decides not to make it a grievance? What is the IEB going to do then—discipline the local for not making a grievance or for not filing charges? How? What for? Brother, that would be piling trumpery on folly.

Amen.

I think the Guild is strong enough to contain, and give equal protection to, Malenkov and McCarthy, but I don't like to see McCarthy use the Guild to aggrandize Malenkov, and—were I still on the IEB—over my dead body would that revered group spend its time working out a structure of protective technique surrounding such a premise.

DOROTHY ROCKWELL CLARK
Washington Guild

Letters shall be limited to 300 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

During elections or referenda, letters on the question to appear in the edition immediately preceding the distribution of ballots shall be confined to rebuttal of material appearing in the preceding edition.

Among Ourselves

Job shift for **Arnie Matanky**, night editor for Community News service, Chicago. He's now on radio news desk for WBBM, Chicago CBS outlet, and editing a book for his Army Reserve unit, on psychological warfare.

Paul Salazar, son of UP Guildsman **Ralph Salazar**, in basic training at US Air Force, Sampson, N. Y., base near Geneva. Put in an office boy trick at UP's New York bureau two summers ago.

Marguerite McCollum, Elizabeth Guild treasurer and former international representative for ANG, reelected a vice president of Union County, N. J., Industrial Union Council.

Harry Kranz, New Jersey CIO legislative and public relations director, a member of the Newark Guild, is a candidate in the April 19 Democratic primaries for city council in East Orange's Third Ward.

George A. Harris, Boston Guild member and former IEB vice president, led his slate in winning reelection as selectman in suburban Arlington, taking 14 of the town's 17 precincts.

Patricia Porter, women's editor of the Herald and Traveler, this week opened her own office at the Boston Statler, as public relations and advertising consultant.

Eleanor Roosevelt, the Guild's best known member, receives the 1955 Philip Murray Award April 21 from the National CIO Community Services Committee, at a dinner at the Waldorf-Astoria.

Advertisement

HERE'S TALENT!!!

We have *SKILLED, EXPERIENCED* newspaper people, men and women with training and know-how, available for newspaper jobs now . . . Among others:

EDITORIAL	ADVERTISING, COMMERCIAL
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Wire, Make-up Editors	Production Managers
Assistant City Editors	Commercial Artist
Obituary Editor	Publication Deskmen
Copy Boys, Editorial Assistants	Assistant Credit Manager
	Porter, Elevator Operator
	Home Delivery Men

If you know of an opening — where the skilled services of people like these are needed—write, wire or telephone . .

PLACEMENT OFFICE, Former Brooklyn Eagle Employes—133 West 44th St., N. Y. 36, N. Y.—JUdson 2-0530

Activities: Dues Collection, Stewards, And (?) Skunks

A revitalized **Eugene, Ore.,** Guild is pulling its membership back into good standing and back into the meeting hall. Fines have been set at $10 for delinquency in dues payments and $5 for absence from meetings. In addition the names of delinquent dues-payers are listed in the local paper under the heading "Deadbeats."

Memphis members behind in their dues, can catch up under a new "easy-payment plan." In cases where a lump-sum payment of back dues and assessments would mean a financial burden, the member can get back into good standing with small weekly installments—as low as 50 cents.

From **Chicago** comes the agenda for a Daily News Stewards Institute, April 12. Talks will cover Building the Membership, Unionizing the Membership, Enforcing the Contract, Handling the Union Funds, and Tying Up the Loose Ends. A Guild-sponsored dinner will lead off the evening program at the University of Chicago. Special guest will be John Caldwell, director of the University's Union Education Service.

The **Denver** Guild, too, plans a steward training course within the next few weeks.

The **St. Louis** Guild has been recognized by the American Red Cross for "outstanding cooperation" with the blood program. A framed certificate was presented to the local by the Red Cross, and Mayor Raymond Tucker sent a congratulatory letter. "I am sure this award is richly deserved," Mayor Tucker wrote, "and I wish the Guild continuing success in this important field of human welfare."

For several years, the local has filled semi-annual blood donor quotas set by the Red Cross.

On April 16, the **Ottawa** Guild will commemorate the granting of its charter (No. 205) with its Sixth Annual Charter Nig..L. Membership talent will provide entertainment for the affair, packaged to include food, drink, door prizes and dancing.

Contributing their first week's pay increase, **Denver** Guild members are building up a fund for the health and welfare of local members, administered by the executive committee with the approval of the membership. As of last reports the fund was up to $107.50. Suggestions for its use include a plan to buy a tract of mountain property nearby to develop a recreational area for Guild affairs. Another proposal is that part of it be used to buy blood for hospitalized members.

Out of **Los Angeles** comes wind of a mysterious, and somewhat dubious, activity. A recent issue of the L.A. Guildsman carried this advertisement: "Skunk Wanted (four footed variety please!) preferably de-odorized."

'Naked Assertion' Of Incompetence Not Enough, N. Y. Arbitrator Rules

Grievance Case History No. 27

A supervisor's "naked assertion" that an employe is incompetent, without substantiating evidence, is not enough to prove just and sufficient cause for the employe's dismissal, an arbitrator recently ruled in a case involving the New York Daily News.

The News hired a typist for a temporary job in the Auditing Department. After three or four weeks, she was recommended to fill another temporary vacancy in the department, this one involving clerical work.

Later, she moved directly into another temporary job as an Accounts Payable Clerk, which required her to perform both clerical and typist functions. Since this job was a higher-rated classification, she was upgraded and her pay increased.

The job was to have lasted three months, but at the end of two months she was dismissed for incompetence due to inexperience.

The New York Guild protested the firing as unjustified and the case finally went to arbitration.

The employe's immediate supervisor testified that her work had been unsatisfactory. She stated that she did not call the employe's attention to the quality of the work but had some of it done over by other workers.

"Inasmuch as none of the other employes testified to having done (the) work over," Arbitrator Emanuel Stein noted, "we are left only with the naked assertion that there was incompetence. No direct criticism of the employe, no warnings that the work was sub-standard, no basis upon which the employe could judge as to whether she was performing satisfactorily, no concrete evidence of poor work—only a report . . . that (she) was incompetent. In view of her previous satisfactory service, this is not sufficient to sustain a discharge. . . ."

The arbitrator ordered payment of the third month's salary but ruled that because the temporary job was to expire after the third month, the employe was not entitled to reinstatement.

Day Book

LABOR BOARD PROCEEDINGS

Recognition demanded, Mar. 31, and representation petition filed, April 1, Rutland (Vt.) Herald (61 eligible, all depts.)

NLRB examiner's intermediate report issued, Mar. 29, finding Compton (Calif.) Herald American guilty of unfair practices and recommending that Board order reinstatement of four employes discharged for Guild activities.

Representation petition filed, Mar. 29, by independent union (Guild intervening) for New Orleans Item circ. dept. (25 eligible).

Representation hearing, Mar. 31, on application by Ottawa Journal Editorial Employes Association (Guild intervening).

Certification granted, April 5, Toronto Telegram circ. dept. (200 eligible).

Application for recertification filed, April 1, Toronto Globe & Mail editorial (120 eligible).

Representation hearing, April 22, Philadelphia Daily News editorial (85 eligible).

CONTRACTS COMMITTEE

Chicago Defender, contract renewal approval withheld for failure to improve wages and conditions.

NY: Nation, contract renewal approved.

Sheboygan Press, contract renewal approved.

ACTIVITIES

ANG International Executive Board meeting, May 15-19.

Local Copy

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

Put Your Contract Copies To Work; List Dues, Officers, By-Laws, Etc.

Ever think of the public relations function your local contracts perform?

Some locals do, and they make the most of it.

Of course, the contract becomes a sort of "advance man" for the Guild the minute you hand a copy to a new employe. Through it, the new man begins to discover what the Guild has accomplished in improving wages and conditions before his arrival.

But the Guild's members are part of its public, too. And a printed contract booklet can serve them as a pocket reference for other Guild information. For example, in addition to the contract it might contain:

- The by-laws of the local, as in Lima.
- A sample grievance form, such as Wilkes-Barre once provided.
- The local dues schedule: Bay City, Toledo, Boston and Pittsburgh.
- A directory of local and unit officers: Bay City and New York's Time, Inc., contract.
- A foreword or postscript briefly explaining the meaning of the contract in terms of benefits and responsibilities: Detroit, Cleveland, Pittsburgh, Toledo, Toronto and Twin Cities.

This "frosting" on the printed contract need not take up a great deal of extra space. The dues schedule and the directory of officers, for example, can be printed on the inside front and back covers. And there's no reason why they can't be added to mimeographed contracts.

But no matter how it is squeezed between the covers, the additional information thus provided encourages the member to keep his copy of the contract handy at all times. Some locals have accomplished this with other devices, such as the pocket-size calendar printed on the back cover.

Explanatory material, whether it comes at the beginning of the booklet or at the end, can range from a simple introductory paragraph urging the members to read the contract carefully and live up to its terms (Toronto Star) to a three-page letter containing a summary of the major contract clauses (St. Paul Dispatch & Pioneer Press).

To choose an example somewhere in between, here's the foreword contained in the contract booklets issued by the Cleveland Guild:

* * *

THIS IS YOUR CONTRACT!

It covers everyone in the bargaining unit at (The Plain Dealer, The News or The Press)

It will reach maximum effectiveness when everyone

Knows what it means
Observes it to the letter
Insists that no one violate it
Helps to improve it
Suggests necessary changes
Helps to strengthen the union that guarantees its existence.
Knows his own rights, and duties, too.

No contract can be perfect. This one does not cover every possible phase of our relations with our employer. It represents only those issues on which the Guild and the management have reached agreement across the negotiating table.

This contract has been improved tremendously, year by year. It can be improved even further, with your help.

WHAT HAS THE GUILD EVER DONE FOR YOU?

It has, by agreement with management:

Spelled out the rights of all employes in the bargaining unit.

Set a floor under wages, which cannot be reduced during the life of the contract.

Encouraged management to recognize merit by paying wages above the contract minimums.

Almost entirely eliminated whimsical firings and mass layoffs, except on papers or in departments not covered by Guild contract.

Set wage standards which unorganized departments, and unorganized papers, have been compelled to meet to keep good employes.

Established and protected working conditions.

Protected long service with severance pay on dismissal, death, retirement or resignation.

Established the 5-day 40-hour week for the great majority of Guild members.

Succeeded in bettering the lot of all members, in increasing the measure of their security, in encouraging them to do good work and to take pride in their profession and their product.

A SOUND ORGANIZATION IS YOUR GREATEST GUARANTEE OF REASONABLE SECURITY.

Keep the Guild sound by being an active member, by remaining in good standing, by helping in one or more of its operations.

Ammunition

"I look at an employe record that shows a starting wage of $1 a week back in the 1920's and today this same man or woman is getting $85, $90 or $100 for virtually the same work. To a very large extent the union is responsible. The big jump in wages in these cases came the year of the first union contract. Because so much of the present well-being of the workers is due to the efforts of the unions through collective bargaining, I do not really like 'free riders' myself and have a fundamental sympathy with union determination to have all employes in the collective bargaining unit join the union—at least the younger employes. . . .

"If the majority of the employes have chosen to be represented by a union, I think it is infinitely better for management to have all employes in the union. Even in the newer unions it does not take long for a feeling of resentment against the free rider to develop. I will go further and say that I think management serves its own interests best when it makes it easy for all to participate actively in the union."

—From an address by Mrs. Elinore M. Herrick, personnel director, New York Herald Tribune, before the Academy of Political Science, April 21, 1954.

Strikes Aren't So Bad, After All, Bank States

The Federal Reserve Bank of Cleveland, of all people, points out that unemployment is far more costly to the nation's economy than strikes.

In fact, the bank nearly comes out in support of strikes.

Recently it reported that working time lost in 1954 because of unemployment was more than double the 116 million man-days lost by strikes in 1946, the nation's record strike year.

"It is, of course, desirable to reduce production losses due to strikes and unemployment to a minimum," the bank's report states, "but it should be remembered that only a slave economy is truly free from work interruptions of this sort."

Mr. Dooley On The Open Shop

"What's all this in the papers about the open shop?" asked Mr. Hennessey.

"Why don't ye know?" said Mr. Dooley. "Really, I'm surprised at yer ignorance, Hinnissey. What is the open shop? Sure, 'tis where they kape the doors open to accommodate th' constant stream av min comin' in t' take jobs cheaper than th' min what has th' jobs. 'Tis like this, Hinnissey: Suppose wan av these freeborn citizens is workin' in an open shop f'r the princely wage av wan iron dollar a day av tin hours.

"Along comes anither son-av-a-gun and he sez t' boss, 'Oi think Oi could handle th' job nicely f'r ninety cints.'

"'Sure,' sez the boss, and th' wan-dollar man gets out into the crool worruld t' exercise his inalienable roights as a freeborn citizen an' scab on some other poor divil. An' so it goes, Hinnissey. An' who gits th' benefit? Thrue, it saves th' boss money, but he don't care no more f'r money thin he does f'r his right eye.

"It's all principle wid him. He hates t' see min robbed av their indipindence. They must have their indipindence, regardless av anything else."

"But," said Mr. Hennessey, "these open-shop min ye menshun say they are f'r unions if properly conducted."

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

—Finley Peter Dunne

THE GUILD REPORTER

CHARLES E. CRISSEY, Editor

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NLRB Reverses Four 'Guild-button' Firings

Los Angeles, Calif.—Four members of the Los Angeles Guild who were fired last summer for organizing a Guild unit at the Compton office of the Herald Publishing Company have been ordered reinstated, with lost pay and no seniority penalties, in an order handed down in an intermediate finding by Herman Marx, trial examiner for the National Labor Relations Board.

Herald management is also directed to post the usual "cease and desist" notices at its plants. The company publishes nine suburban semi-weeklies with a total circulation of 142,000.

The Guild charged that Herald management violated the Taft-Hartley act in discharging the four, that it had attempted surveillance of Guild meetings, threatened discharge if any employe joined the Guild, and said it would "close its doors" before it would sign a Guild contract.

The National labor board issued a formal complaint embodying the charges last October, and hearings were subsequently held. Dated March 29, the examiner's report covers more than 40 pages of single-spaced legal sheets, and upholds the Guild's contentions at every point.

Management resorted to every device to block the proceedings, from insisting that its full legal title was missing from the charges as filed, to trying to show that it was not engaged in interstate commerce as defined by the law, and entering blanket denials to all charges.

Management's witnesses did too well, in fact.

Repeatedly the examiner finds that they were so eager to create an impression of virtue that they became incredible, or that convenient loss of memory occurred solely on points that would discredit the management's case.

The employes discharged were Sol London, a reporter, who has since been a staff member for the Los Angeles local; Raymond J. Ross, Gloria Hickey and Doris Farley. London, who had signed eight Herald employes into Guild membership, was fired July 17, the others a month later when they came to work wearing Guild buttons.

Management's story was that London's work had been unsatisfactory — his pay had been boosted 50 percent in four years —while the others were let go "for economy." Management nonetheless boosted pay from $5 to $15 a week for neadly all its employes when London was fired, and testimony by Guild witnesses tied down the management motive to anti-Guild views, to the satisfaction of the hearing examiner.

Appeals from the intermediate order and findings must be filed by April 21, and management has thus far given no indication of its intentions.

New Orleans Has More NLRB Woe

New Orleans, La.—The New Orleans Guild has been notified by the National Labor Relations Board that an independent union has filed a petition seeking representation of employees in the circulation department. The first notice neither identified the filing group nor indicated the scope of its interest.

The move further complicates a muddled situation which has prevailed for a year and more in the Guild's attempts to extend organization beyond the editorial department and the two circulation groups already under contract.

Both management and the Teamsters union were active in blocking Guild progress in obtaining union rights for a group of street salers, in actions still pending before the labor board. An ambiguous board ruling as to an appropriate unit for this group added to the confusion. And a firing, protested to the labor board, marred the organization of maintenance department employes into the Guild. Negotiations are in progress for a first contract for this latter group. The editorial-circulation contract, for which there is a 13-year history, expires this weekend.

Hearing Date Is Set For Milwaukee Cases

Milwaukee, Wis.—April 16 has been set as the date for hearing of three grievances brought to arbitration by the Milwaukee Guild against Hearst's Milwaukee Sentinel. Harry Abrahams is arbitrator in the cases which involve: the Guild Shop, method of computing severance pay and payment of classified solicitors whose accounts and territories were changed.

Washington ROUNDUP

By WILLARD SHELTON
Washington Guild

SOME WEEKS AGO in discussing the televising of President Eisenhower's news conferences, I observed in this space that the White House was properly exercising some protective control over what went on the air. I also agreed with James C. Hagerty, press secretary, that this did not necessarily involve "censorship," since every word that Eisenhower said was available to reporters of all media at least for indirect quotation. This latter judgment must be supplemented: Hagerty suppressed two sections of the March 30 conference so that the TV version was a distortion of what actually occurred.

Hagerty killed, for TV purposes, the climatic part of an Eisenhower tribute to Sen. George. In reply to a question about "mudslinging" between parties, the President said he was against it and praised that Georgia Democrat fulsomely. He ended by saying he wouldn't even talk about a party that contained a man working so hard for a successful foreign policy. Hagerty ordered the last sentence stricken by the TV and newsreel companies. The lame explanation was that Eisenhower shouldn't be inhibited from future discussion of the Democratic party on some issues, that he was merely talking about foreign policy. But that fact, of course, would have been made clear in the direct quotation itself.

Hagerty also killed a whole angry exchange between Francis M. Stephenson of the New York Daily News and the President about a news leak —a leak from Hagerty himself—on what Eisenhower was supposed to think about what Admiral Carney was alleged to have leaked on the danger of an April 15 Chinese communist offensive against the Matsus.

* * *

THE HAGERTY LEAK occurred at a private dinner party given by a group of reporters and set up in advance of the Carney leak. In this sense it was manifestly true—as Eisenhower said—that the press secretary didn't know what questions would be asked him. But he didn't imagine, as a veteran former reporter, that he was invited to dinner solely for the charm of his personality.

Stephenson's complaint was that reporters apparently had to take the President's aides to dinner to get such important news as whether we would have a war and what should be expected of the Chinese Reds. Eisenhower bristled, barked out some sharp language, and then pointed out that he himself was frequently available to reporters for half-hour question periods.

The extraordinary thing is that the President had already carefully refrained from telling the news conference, despite leading questions that gave him the chance, the flat stuff Hagerty had given the dinner party—the positive repudiation of Carney's ominous intimations. So far as Stephenson was concerned, the New York Daily News still didn't have the authoritative facts, and he still had a legitimate kick although the President wouldn't acknowledge it.

Hagerty decided, in his untrammeled authority, that the TV audience wasn't entitled to see and hear the Eisenhower-Stephenson exchange. He pointblank refused to explain this deletion.

It was apparent in advance that Hagerty might use his power to approve TV presentations that made his chief "look good" and kill sections that made him "look bad." This doesn't excuse a system that flagrantly shows Eisenhower in cheerful or thoughtful, earnest moods and kills passages in which he overemphasizes enthusiasm for a Democrat or handles awkwardly the touchy matter of his Administration's candor and reliability on major news breaks.

The TV package sent out to the people on the night of March 30 was a fraud, a distortion by omission of what happened at the news conference. It is no answer to say that newspapers and radio faithfully reported, in the required indirect language, the suppressed sections. The point is that the TV show didn't report them. Television gave an incomplete picture and to that extent created a false impression of overt facts.

* * *

THE JUSTIFICATION for Hagerty's power of suppression is that the President—and thus the nation—must be safeguarded from the consequences of careless or ill-thought-out words involving our relations with other countries. (It is even fair for Hagerty to ask writing reporters to change a word of Eisenhower's when a mistake is obvious: thus, the transcript was recently corrected to report the President as approving "local public utilities" instead of "local private utilities," which is what he said.)

This does not mean that Hagerty has a license to make the TV representation a phony. If the White House wants Eisenhower on television, that's fine. But a news conference is a unity to be reported as a unity, with official suppression acceptable only in the national interest. A faked and laundered conference on TV isn't any more tolerable than a faked news report in any other medium.

* * *

THE APPROPRIATE EULOGIES have been spoken for Joseph Pulitzer, publisher of the St. Louis Post-Dispatch, but a word may be permitted one who happened to be born and brought up in St. Louis, who learned by observation what a potent force in civic life a great newspaper can be, and who worked for a Post Dispatch competitor, which by force of circumstances was better than it otherwise would have been.

It seems to me that the second Joseph Pulitzer's memory is in danger of being deluged by the earnest quotations of the wonderful words of his father, "last of the great personal journalists," carried for decades in the masthead as the "platform" of the Post-Dispatch, about fighting both predatory plutocracy and predatory poverty.

I don't know, exactly, what a "personal journalist" is, except that I've read enough American history to recall that Horace Greeley always hankered to be President and that his New York Tribune during the Civil War successively shrieked at Lincoln: "Let the erring sisters depart," "On to Richmond!" and "The war is lost," and then insisted that Lincoln's own re-election campaign in 1864 was "lost."

It was a more remarkable thing for the second Joseph Pulitzer to maintain the Post-Dispatch as a vital, responsible force, I would suggest, than for his father to strike off a single memorable statement of ideals for a newspaper.

The erosions of time and circumstance are more deadly than a lightning-bolt. A weakness of character in a publisher is reflected, remorselessly, in the product of the ablest editorial staff.

A fine newspaper is the pride of all of us who view the business without sentimentality but also without cynicism. The Pulitzer who just died did something more than live up to his father's tradition. He made a contribution that entitles him to first rank in the long history of our country's editors.

Missing Member Sought By Utica

Utica, N. Y.—The Utica Newspaper Guild is trying to trace one of its members, Wilfrid K. O'Driscoll, missing in Europe for more than three months. The local has asked ANG Executive Vice President Ralph B. Novak to contact European news unions through the Guild's connections with the International Federation of Journalists, in an effort to locate the missing Guildsman.

O'DRISCOLL

O'Driscoll is on leave from his Utica Daily Press job, where he was farm news coordinator, and went to Europe early in 1954, on a travelling fellowship of the Reid Foundation. His family and friends here heard from him regularly until last December, when he was in Copenhagen. He then wrote he was going to London, but the forwarding address he gave—the American Express office—has since returned his mail unclaimed.

The local action is at the request of a sister of O'Driscoll, who lives in Watertown.

The missing man is 37, short and of slight stature, with thinning sandy hair, blue eyes, and ruddy complexion. A Syracuse graduate, he attended the University of Alabama for a time before coming to Utica.