

THE Guild Reporter

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD, CIO

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Convention United On Red Ban Issue

The Albany convention disposed of the issue of communism in the American Newspaper Guild's membership by declining to alter the "Heywood Broun" eligibility clause of its constitution, and defining sharply its attitude toward those who currently persist in affiliating with an international conspiracy against freedom.

Last year's convention at Los Angeles had adopted a policy of forbidding Guild membership to communists.

It delegated to this year's meeting the task of adopting constitutional language which would accomplish that aim without endangering civil rights.

The drafting of such language during the year was entrusted to the International Executive Board. Its constitutional committee, members wrestled with the problem, and in February issued, without recommendation, the text of constitutional changes following out the Los Angeles directive.

Then reaction set in, with local after local across the country giving the matter a long second look. The Guild Reporter letters column became a forum on the subject. By May, when the IEB met for pre-convention preparation of its reports to the Albany delegates, it was clear that majority sentiment would oppose a constitutional change. Many felt that the Guild would be improperly saddling itself with a responsibility that in the first instance was not its own, but belonged to the employer. There was also the view that both the traditional record of the Guild and its public relations status would best be served by a strong declaration of continuing opposition to subversion in all its forms.

The IEB took to Albany no recommendation for a constitutional change, but it did refer to the collective bargaining committee of the convention the questions relating to defense of contracts involved in discharges for communist activity.

That committee, through David Schick, Greater Philadelphia, its chairman, presented a report which was adopted, without debate, and unanimously.

Speaking briefly in support of

the report was Rollin Everett, St. Louis, who noted that the course proposed avoided witch hunts and kangaroo courts, protected fundamental rights of members and at the same time left to local Guilds the freedom to refuse to defend known and convicted communists.

The report read:
The collective bargaining committee, after extended deliberation, discussion, and argument over the IEB 4-point recommendation in connection with the Los Angeles Declaration of Policy on Communists in the ANG, arrived at the following recommendation.

This recommendation is a reconciliation of several different points of view on a controversial question which demands Guild attention. In submitting it, your Collective Bargaining Committee wishes to call attention again to the vigorous and effective manner in which ANG long ago rid itself of communist influence, and since has kept itself free of such influence, as a reminder that such ends may be attained without eroding fundamental rights.

We agree with the IEB in warmly welcoming the declaration that one of the principles of the new AFL-CIO federation will be:

"To protect the labor movement from any and all corrupt influences and from the undermining efforts of communist agencies and all others who are opposed to the basic principles of our democracy and free and democratic unionism."

We also warmly agree with the new federation's announced policy of a closed door to affiliates dominated by subversives.

As a guide to ANG and its locals in problems in collective bargaining and contract enforcement arising from charges by employers against individuals represented by the Guild, we propose that the position adopted by the convention a year ago as to fully protecting our members in their constitutional rights, be reaffirmed.

We are also in accordance with the position adopted by the convention last year that members of the Communist Party are not following a political conviction, but are engaged in an international conspiracy, directed against the American government and those of other freedom loving peoples.

We recommend that the ANG and its locals need not resist the

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Backed By Slates

It's Novak And McCarthy Vs. Farson And Perlik For Two Paid ANG Posts

Smouldering over a period of years, the differences over operating procedures between Executive Vice President Ralph B. Novak and Secretary-treasurer William J. Farson, ANG's full-time salaried officers, flared into full flame at the Albany convention.

Their end result was the emergence of two slates of candidates for ten of the fifteen places to be filled on the Guild's International Executive Board, the body which between conventions is charged with implementing convention findings.

Before that end had been reached, there had been two full-scale caucus sessions, any number of regional and "special interest" caucuses, and countless huddles among the more than 200 delegates, to most of whom the details of the Farson-Novak split were unknown when they arrived at the convention city.

Happily, the contest did not develop over basic issues affecting the ultimate aims and program of the Guild, in an overall sense. There was unanimity apparent in all convention quarters as to what the Guild wants to achieve. There was dissent as to how those aims had been or might

Convention Nominees

Convention nominations for ANG office for two-year terms to start next November 1 were made in the following order:

President JOSEPH F. COLLIS, Wilkes-Barre.*	V. ARTHUR ROSENSTOCK , New York.*
Executive Vice President Ralph B. Novak, Detroit. William J. Farson, Greater Philadelphia.	VI. JOSEPH BEAUCLERG , Toronto.*
Secretary-Treasurer Justin F. McCarthy, Chicago. Charles A. Perlik, Jr., Buffalo.	At-Large Vice Presidents (six to be elected) Robert C. Stafford, Cleveland. Harvey Wing, SFONG. John Finnegan, Twin Cities. Ed Marciniak, Chicago. Daniel A. McLaughlin, Elizabeth.
Regional Vice Presidents I. JOHN H. THOMPSON, Boston.* II. RICHARD LANE, Memphis.* III. James B. Woods, St. Louis. Art Cullison, Akron. IV. Al Dipman, SFONG. Fred D. Fletcher, SFONG.	Robert Van Wagoner, Buffalo. David Welty, Pittsburgh. Felix B. Wold, Detroit. Wilfred Alexander, New York. Charles E. Dawson, Portland, Me. Mabel Riedel, Seattle-Tacoma. Douglas Lovelace, SFONG.

* Names capitalized are of those whose nominations were unopposed, and who were declared elected.

Five members were appointed by President Collis to serve on the elections committee, in charge of details of the referendum. They are Arthur Rosenstock, New York; Donald Schram, Detroit; Thomas Fay, New York; Roberta Bailey, Greater Philadelphia, and George A. Harris, Boston.

be furthered under Novak's regime.

Those dissents were voiced by Farson at a caucus session on Thursday, the evening before the

convention was to nominate, with Novak heard in rebuttal.

Even before that evening, opposing camps had clashed over the make-up of the caucus steering committee, which is composed of convention delegates and is selected on the same structural basis as is the IEB, with regional and at-large members, plus three top officers.

The steering committee named a year ago at Los Angeles had William F. Brooks, Jr., of Twin Cities, as chairman. Brooks had declared for Novak, and the steering committee slate which was nominated with him comprised Vern H. Fox, Sheboygan, as vice chairman; Charles Weber, of Detroit, as secretary-treasurer, and the following members: Charles E. Dawson, Portland, Me., for Region 1; Don Hayes, San Antonio, Region 2; James B. Woods, St. Louis, Region 3; Ed O'Connor, SFONG, Region 4; Arthur Rosenstock, New York, Region 5. As at-large members,

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Here's How Referendum Elections To Fill IEB Jobs Are Conducted

The procedure of electing national Guild offices by referendum is set forth in the constitution, Article XXI. Pertinent sections of that article set up the following schedule of dates for this year's choice of IEB members:

August 1. Date on which good standing, for voting privileges, is determined. (A member is in good standing if not more than one month in arrears on constitutional obligations—dues and assessments.)

August 15. Last day for post-marking remittances to ANG from local treasurers, to establish the August 1 standing.

August 31. Date for mailing out ballots to each local, in numbers equal to the good standing lists; together with such lists as compiled at the ANG office.

Immediately on receipt of lists, local officers shall protest inaccuracies in the lists, and such protests will be ruled on by the elections, and referendum committee.

Within ten days after receiving ballots, the local shall initiate an election, by secret ballot, at polling places or by mail, or both, with good-standing members eligible to vote.

September 20. Date of notification of locals from which returns have not been received.

September 22. Midnight deadline for postmarking returns by mail to the ANG office, on forms supplied by the ANG, to be signed by at least two local officers.

September 30. Date for opening and officially tabulating the

election returns, by the election and referendum committee.

There are other provisions, such as requiring registry and return receipts for all mailings, the impounding of cast ballots for a period of 60 days, and appeal procedure from the findings of the election and referendum committee, all designed to safeguard the balloting process.

Listing of candidates is in alphabetical order for each contested office or group of offices. Ballots are prepared under printing supervision which makes fraud difficult, such as special paper stock and specially colored printing ink.



LIGHTER MOMENT—ANG President Joseph F. Collis (c.), re-elected without opposition for another term, shares a laugh with Secretary-Treasurer William J. Farson (l.) and Executive Vice-President Ralph B. Novak at an early stage of the Albany session. Farson is opposing Novak for the executive vice presidency.

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Collis Urges Dynamic Program For Guild Year

Examining the work of the American Newspaper Guild during the past year, and noting the instances in which publisher attacks had unfairly caused the union losses in membership and prestige, ANG President Joseph F. Collis called on the Albany convention delegates in his keynote opening address to push forward energetically on all fronts of Guild activity.

Charging that the publisher of the Los Angeles Daily News displayed no conscience in selling his paper into extinction last Christmas, Collis also declared that the circumstances surrounding the strike and sale of the now-defunct Brooklyn Eagle warranted an investigation by the Justice Department.

The full text of the Collis speech follows:

This is your convention. It is also a time for action.

The 1954 convention at Los Angeles provided the American Newspaper Guild with a program with which it has been able to maintain its course of progress.

This progress has been made in spite of some of the bitterest, most vicious attacks ever made upon a trade union. Attempts have been made to smash our organizing and collective bargaining programs. The integrity of the Guild has been challenged. But the Guild has defeated these attacks. The publishers have failed.

As we meet here in Albany your officers present to you the framework of a program which they hope you will adopt. We believe it is a dynamic program.

We ask a greatly expanded organizing program. We ask better collective bargaining agreements to increase more benefits to all our members.

As leaders in your respective locals, you have been sent here to decide the course of our union for the next year.

Yours is an important and responsible job. The officers and staff of the American Newspaper Guild pledge you cooperation. They will be happy to answer your questions and join with you in studying the many problems facing this convention.

We of the International Executive Board realize that some of you are foregoing parts of your vacations to be here. We thank you for the sacrifice. It is typical of many unselfish acts which make this union strong.

Before reviewing the Guild's accomplishments—and problems—of the past year, and giving you some of the specifics of our 1955-56 program, let me express our thanks to our hosts—the Albany Newspaper Guild.

Albany members have worked long and diligently to be your hosts. They want you to go away with fond and happy memories of these sessions.

Convention adjournment on Friday probably will project many of you into the start of the holiday week-end travel. Most of you will want to make travel plans in advance. To complete the convention early Friday afternoon will require the cooperation of all delegates.

The International Executive Board, which has to remain until Saturday for a post-convention meeting and is not faced with a Friday travel problem, has scheduled the convention's proceedings.

Please attempt to be in your seats at the time of each scheduled meeting. This will permit maximum use of available time. There is no wish by anyone to limit debate on any matter, but decisions will have to be made.

and the Chair respectfully submits that once a question has been debated thoroughly one of the delegates move for a decision.

The work of every committee is important. But, by the nature of this convention, it will be impossible for some committees to report until the closing hours of the convention. We respectfully request that, where possible, committee decisions be brought to the floor of the convention as early as possible. This will help eliminate hasty decision and every issue will have the time for debate it deserves.

Here in Albany, the city where labor's champion Franklin Delano Roosevelt lived and worked as governor, let us, then, examine ourselves.

During the last year the American Newspaper Guild operated at a deficit of \$18,860. This was the second consecutive year that our expenses exceeded our income and our real deficit in the General Fund on April 30 was \$28,249.

We are not in the banking business. We are in the union business. When money is needed to guard or expand this union, your officers somehow find it. Last year \$116,450 was spent for organizing and servicing when the budget allowed only \$105,360.

When the wire services administration ran out of money in the middle of important contract negotiations we didn't send the committee home and call off negotiations. That would have been banking procedure. We found a few thousand dollars more to allow the wire service negotiators to complete some of the best contracts ever obtained in this segment of our union.

Conventions on the West Coast are costly. Last year's convention was no exception.

Some large unions even dipped into their treasuries to help the Daily News publisher. They obtained increased circulation for him. Month after month the deficits became less until operations in the black were just beyond the horizon.

What thanks did we get? The publisher of the Los Angeles Daily News, with thousands of union members as subscribers, had the effrontery to sell his circulation lists to the most labor-hating newspaper organization in the United States.

Then the publisher had the gall to get himself on the payroll of this labor-hating newspaper for a five-year contract with a total take of \$125,000.

Do such men have a conscience? But this was only a prelude to what happened here in the State of New York.

Here, in Brooklyn, was a man who had spent so much time fighting the Guild that he had overlooked the acres of diamonds in his own publishing field.

New cities literally were growing up around him, but he was doing little or nothing to expand his operation. His energies were spent in fighting the people who were doing their best to improve his product.

He already had attempted to sell his newspaper—the Brooklyn Eagle—at a profit of \$3,000,000. The American Newspaper

cost was \$26,000. This is more than was budgeted. But conventions are necessary to preserve the democratic operations of our union.

Your officers know we cannot operate in the red indefinitely. They are conscious of the union's financial condition from an operating standpoint. They have acted, as you will be told in committees, to bring our expenditures more nearly in line with our income.

While the General Fund has shrunk, the Defense Fund has reached a new high of \$137,459 through the conscientious cooperation of our members. The net worth of the union—the figure that finally counts—has been increased during the fiscal year from \$100,215, to \$159,190. This is a healthy base from which to proceed to improve the union's membership and financial standing.

This was also a year of attacks upon the union.

During last year's convention members of the Wilkes-Barre local were on strike to preserve their union from an attempt to wreck it. After 191 days they returned to work with a smashing victory. More than 70 sections in their contract were revised. And they won the right to arbitrate—as has been done—some disputed points and win the arbitrations.

In Los Angeles we witnessed one of the most callous and cold-blooded sellouts by a publisher in the American newspaper industry.

Our union members there left in this publisher's hands certain increases to which they were entitled with the hope the Los Angeles Daily News would be preserved.

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I think this situation definitely justifies an investigation by the anti-trust division of the Justice Department. Here again is the pattern of publishers conspiring to put a paper out of circulation so they can divide the field among the surviving papers. The Brooklyn Eagle was bought by one or more New York newspapers to put it out of business.

Do we think for a minute that publishers who are accused of violating the anti-trust sections through an advertising monopoly would hesitate to break another section of the law through dissection of a newspaper?

I think the facts have now been developed to the point where this convention, through resolution, should call for the investigation by the Justice Department which I have suggested.

I also ask if the publishers throughout the country who contribute to the \$350,000 strike insurance paid in Brooklyn haven't been taken for a first-class ride by their brother in Brooklyn.

It is not the desire of the American Newspaper Guild to drive anyone out of business.

Most newspapers employing Guild members are enjoying one of their best years. Advertising volume is shattering records. Circulations obtained by Guild members are reaching new highs.

Today the New York Times announces officially it has purchased a new uptown site for a new building. One of our best-paying employers evidently is finding that operations at this time are very profitable. To the point where the Times is expanding, out of the Times Square section, or will do so eventually.

We think that Schroth, like David Stern in the sale of the Philadelphia Record for \$10,000,000, made the mistake of his life. Time has proven Stern's error. We believe it will do the same for Schroth.

Where are we going? One of the Guild's objectives for many years—a consolidated labor movement—is nearing accomplishment. The Congress of Industrial Organizations and the American Federation of Labor will meet separately, then together, in December to consider a new federation. This federation will unite 16 million union members.

This new federation will open new vistas to organizing and union benefits and will encourage all workers, without regard to race, creed, color or national origin to share in the full benefits of union organization.

One of the federation's objectives will be to maintain and preserve the integrity of each affiliated union so each affiliate shall refrain from raiding. It also will encourage the international unions to work out agreements to avoid jurisdictional disputes.

It will protect as well the labor movement from corrupt influences and from the undermining efforts of communist agencies and others opposed to the basic principles of free democratic unionism.

What does this mean to the American Newspaper Guild? Only time can supply the answer. There are about 4,000 newspaper employees who are now members of the AFL-federally chartered or independent unions. The Guild has had contacts with some of these members. We welcome all

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Today the New York Times announces officially it has purchased a new uptown site for a new building. One of our best-paying employers evidently is finding that operations at this time are very profitable. To the point where the Times is expanding, out of the Times Square section, or will do so eventually.

We think that Schroth, like David Stern in the sale of the Philadelphia Record for \$10,000,000, made the mistake of his life. Time has proven Stern's error. We believe it will do the same for Schroth.

Where are we going? One of the Guild's objectives for many years—a consolidated labor movement—is nearing accomplishment. The Congress of Industrial Organizations and the American Federation of Labor will meet separately, then together, in December to consider a new federation. This federation will unite 16 million union members.

This new federation will open new vistas to organizing and union benefits and will encourage all workers, without regard to race, creed, color or national origin to share in the full benefits of union organization.

One of the federation's objectives will be to maintain and preserve the integrity of each affiliated union so each affiliate shall refrain from raiding. It also will encourage the international unions to work out agreements to avoid jurisdictional disputes.

It will protect as well the labor movement from corrupt influences and from the undermining efforts of communist agencies and others opposed to the basic principles of free democratic unionism.

What does this mean to the American Newspaper Guild? Only time can supply the answer. There are about 4,000 newspaper employees who are now members of the AFL-federally chartered or independent unions. The Guild has had contacts with some of these members. We welcome all

to the wire services? You know

the answer is a very emphatic No.

I think this situation definitely justifies an investigation by the anti-trust division of the Justice Department. Here again is the pattern of publishers conspiring to put a paper out of circulation so they can divide the field among the surviving papers. The Brooklyn Eagle was bought by one or more New York newspapers to put it out of business.

Do we think for a minute that publishers who are accused of violating the anti-trust sections through an advertising monopoly would hesitate to break another section of the law through dissection of a newspaper?

I think the facts have now been developed to the point where this convention, through resolution, should call for the investigation by the Justice Department which I have suggested.

I also ask if the publishers throughout the country who contribute to the \$350,000 strike insurance paid in Brooklyn haven't been taken for a first-class ride by their brother in Brooklyn.

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Farson Outlines Guild's Financial Status And Prospects

ANG Secretary-treasurer William J. Farson combined a report on Guild finances with a prediction that the Albany convention would work out a program that would again place the Guild on an upward trend in effective expansion of its services and membership, thus erasing the effects of two years of "deficit financing."

He noted that gains in Canadian membership and noteworthy improvement in the Defense Fund levels offset in part the slow-down in organization resulting from such factors as "Not-Too-Much Labor Welfare" in the National administration's policy.

The text of the Farson address:

In order to have continuity in convention records it has been our custom for the secretary-treasurer to report on financial matters covering the fiscal year May through April, and on comparative membership records as of April 1.

I take no pleasure in reporting to you that, as of April 1 this year, the dues paying membership has decreased by 137 members, from 27,157 in April '54 to 27,020 in April '55. This is the first loss in April dues paying membership to be reported to a convention since 1951. Good standing membership is 599 below the same period last year when we reported 23,304 good standing members compared to 21,705 this year. This is the

lowest number of members in good standing as of April, since 1952.

However, there is a bright spot in this picture. The strides presently being made in Canada, particularly in Toronto where sizable groups are being brought into the Guild, have not, as yet, been wholly reflected in the foregoing membership figures. Not

do the above figures include members in the Armed Forces, who receive all the rights and privileges of Guild membership but pay no dues.

Nor am I happy to report that we completed the fiscal year \$18,860.07 in the red. This is the second consecutive year that expenses have exceeded income.

Accounts payable have been increased since last year by \$1,

435.17, making an actual deficit for the year of \$20,295.24. Since we started the year with a deficit of \$5,370.19, our book deficit is \$25,665.43.

The convention estimated our income for last year at \$441,460.00. Our actual income was \$15,685.50 less than this amount, or \$425,774.50. The estimate was made on the assumption that we would continue our normal growth of the past few years.

Since 1951 there had been a steady increase in membership and there was no reason to assume that it would not continue. However, it did not. Part of this lack of growth can be accounted for by the fact that management is instituting a speedup by not hiring replacements. This was reflected in a drop in initiation

fees to 3,998 compared to 5,287 last year and 6,248 in 1953.

Additional loss of income also resulted from the economy closing of the Los Angeles Daily News and the Washington Times-Herald, the loss of the circulation department, through the Washington Post and the fact that we did not collect full per capita from striking members in Wilkes-Barre and Brooklyn.

However, even if we had met our estimated income we still would have operated in the red because expenses were \$3,175.57 greater than the estimate.

It may be a little baffling to some of the delegates to comprehend how we can spend some \$25,000 over and above income. I'm sure you've all heard the old saying "Robbing Peter to pay Paul." That is just what we have been doing. We've dipped into, and consumed, reserves which were set aside for special contingencies. For instance, we have an obligation of \$41,581.50 in severance pay to our employees. We have set aside reserves of \$36,559.85 against this amount. Additional reserves have been set up for Hearst negotiations and convention expenses. We have eaten into these reserves to the point where we have virtually consumed the entire amount with the exception of \$13,912.94 which is carried in individual employee savings fund accounts, as directed by convention action.

Because of the serious condition of the General Fund, some economies may be necessary during the forthcoming year. While the officers have set up a budget within our estimate of income, any sharp deviations in income or expenditures would, in my estimation, require that economy measures be taken. Since the last convention the IEB Finance Committee has raised repeatedly our financial condition.

Under our Constitution neither the secretary-treasurer nor the Finance Committee has the authority to override or veto actions of the IEB or the Executive Vice President by withholding funds. I would not recommend any change in this practice as I believe such authority placed in the hands of a Finance Committee would make for an impossible situation in the operation of our union. However, I do feel that future IEB's should take a more searching look at—and more vital interest in—our financial operations.

I hope every delegate will read carefully the financial section of the Officers' Report and the recommendations contained therein so that you will be fully informed when the committee's report is brought to the convention floor. Of course I could, at this point, make doubly sure that you at least heard the report by reciting the facts here and now. But I'll trust you to do your own homework. I will content myself with mentioning just one of the recommendations.

Following the instructions of last year's convention a poll of all locals was taken to determine the extent in a life insurance program covering Guild members. As a result of this survey the officers are recommending that a \$1,000 life insurance policy for each member be made available to those locals who wish to participate.

This makes it possible for members to get a \$1,000 policy, without physical examination, at a fraction of what it would cost

them were they to buy it on their own, and adds one more tangible evidence of Guild benefits. It is also felt that this would be helpful in having members retain their Guild membership by becoming members-at-large when they transfer from a contract-covered paper to a non-Guild paper. The advantage to that member would be that his at-large dues would be less than the premium for equivalent insurance coverage, and the advantage to the Guild would be that we would have a nucleus of Guild members already employed on a paper when and if we started an organizing drive.

But all phases of the financial picture are not dark. By action of the 1954 convention we were instructed to take the first steps in a long range program toward building a \$1,000,000 Defense Fund. A tentative goal of \$250,000 within the year was set, and the Board was given authority to declare an emergency whenever the Defense Fund fell below the \$200,000 mark.

An additional ten-cent Defense Fund per capita was voted to become effective November 1. While this increased per capita has only been in effect six months, I can report that the Defense Fund, as of April 30, stood at \$187,439.32, an increase of \$87,602.92 over last year, and as of the first of this month had a value of \$219,144.42. Included in this figure is one month's collection of the additional five-cent per capita which became effective May 1. This was accomplished without levying any assessments for the Defense Fund although we did levy assessments for the Wilkes-Barre and Brooklyn strike emergencies. I am sure this increased emergency buffer will have a helpful effect on the collective bargaining of our locals, and as it increases advantages should increase in proportion.

While it is true that we have suffered, because of the national administration's policy of Not-Too-Much Labor Welfare, it is my firm conviction that we can, as we have in the past, wind up the deliberations of this convention with a program looking toward the regaining of lost ground and a resumption of the upward trend which has been a predominant part of our Guild history . . . and march forward with our sister unions in the great, new unified American labor movement.

Akron Signs For \$120 Top Reporter Minimum

Akron, Ohio—A dues checkoff and a top minimum of \$129 are chief gains in the Akron Guild's new two-year contract with the Beacon-Journal, covering 85 editorial employees. Previous top figure was \$116.50.

A general increase of \$3 was applied to all reporter-photographer-editor wages except those exactly at the top minimum. The pay of others—copy runners, secretaries, wirephoto assistants, librarians—was increased by \$2.50.

All increases were applied to minimums.

The wage agreement is responsible at the end of the contract's first year. The dues agreement is for a voluntary quarterly check-off, to start with January 1.

Jim Turner, president of the Cleveland Guild, served as chief negotiator. Vice President Dick Dietz is local negotiating committee chairman.

"Majority" Reversed

Sharp Albany Debate Retains Contract Proposal Mandates

Whether contract proposals by locals must continue to embody mandatory provisions of the Guild's collective bargaining program provoked the Albany convention's liveliest and lengthiest debate. The issue came to the convention floor after being deliberated by a committee of seventy-two—the convention's largest—and after a majority of the delegates had participated in an open forum on collective bargaining problems on the opening day.

Crux of the issue was the objection of local officers to proposing goals which even the largest and strongest have not fully achieved; and a correlative issue was the large number of completed contracts which have failed of IEB approval.

There was stout defense of the collective bargaining program, however, and a fuller explanation than had been heretofore made of precisely what the "mandatory" provisions actually require.

A parliamentary twist brought a "majority" report to the convention floor, containing less signatures in support than were affixed to a second "minority" report. In the "minority" report, for example, were the committee's chairman, David Schick, Greater Philadelphia, and Rollin Everett, St. Louis, both members of the interim committee which throughout the past year has analyzed the status of bargaining procedure.

In the end, the convention voted down the majority report and approved that of the minority contingent. The former would have stricken from the constitution those sections which pertained to mandating proposals. The convention action leaves the constitution, as well as the program itself, substantially unchanged.

There had been a 30-20 vote in the committee to consolidate all bargaining policy into an advisory rather than mandatory program. The vote was on a motion by James Turner, Cleveland, and the result caused Schick to withdraw from a previously designated drafting committee, to align himself with the committee minority. Turner, Hale Champion, SPONG, James B. Egan, New York; Michael Mastrullo, Cincinnati, and Art Cullison, Akron, committee secretary, drafted the report which the convention ultimately rejected.

The minority report, adopted by Everett, Schick, Fred Jones, Toronto; Edwin W. Scott, Detroit; Don Hayes, San Antonio, and Richard Lane, Memphis, the last-named being committee vice chairman.

The difference between the committee vote and the 35-18 margin of signatures arose from two factors: (1) change of mind on the part of some who originally held with the majority, and (2) expression of views by committee members not present for the recorded vote.

The adopted report read: The undersigned members of your Collective Bargaining Committee recommend that this convention adopt a sound, strong Collective Bargaining Program founded on the work and progress of twenty-one previous conventions.

We wish to point out that under this program, as carefully brought up to date by an interim committee and re-examined by the convention at Los Angeles a year ago, the Guild again has made substantial gains and raised the welfare of its members to new levels.

However, in view of the rapid change in economic levels generally, through rising national productivity, shared in automatically by many organized workers and won by others, it behooves the Guild to strengthen both its program and its determination to achieve that program that our members may not lag in enjoying the prosperity and the economic security of which our nations are capable.

We must make it clear to publishers that we regard all newspaper workers as worthy of enjoying the fulfillment of these goals, and that we advance them with a determination for progress to their achievement.

The review of our program by two successive interim committees, composed of Guild leaders with varying and at times opposing points of view, has been painstaking. Some items previously required in all contract proposals have been removed to refine the program to those goals the committees believed should be proposed in any sound representation of our members. Each of the two com-

mittees have made virtually unanimous reports.

The program which we recommend to you is one which our bargainers can present to any publisher with soundness and conviction. It is a program which again calls for membership in the union by all who enjoy its representation, for the protection of the job security of those whom we represent, for establishment of adequate wages, welfare protections and other provisions essential to a sound contract.

We believe that no local affiliated with the American Newspaper Guild should propose to any publisher less than is contained in this program.

We believe that the Guild will and should recognize that goals are not attained easily or overnight. What we should ask of any local is an honest, militant effort to achieve maximum progress within the scope of its strength, and a result which will not be injurious to the Guild's bargaining position.

Judgment between conventions as to whether contracts negotiated fulfill this requirement must lie with the IEB, which is chosen by the members to carry out the policies of the union. When locals differ with the judgment of the IEB, they may appeal to the succeeding convention, or seek to change in the next referendum the membership of the IEB.

We recommend continued and accentuated efforts by the staff of ANG to see that bargainers for every local have been fully informed in advance of preparation of contract proposals, of the reasons and arguments for the various parts of the program.

We recommend to local officers and bargaining committees that they in turn fully inform their

memberships in this regard in order to strengthen the membership demand for the greatest possible fulfillment of our goals.

To implement these aims, your Committee calls on the Convention to:

1. Instruct the IEB to formulate a workable plan to provide collective bargaining assistance on a regular basis to the smaller locals which do not have paid officers.

2. Urge locals to step up their efforts to obtain the minimum wage goals of \$150 a week for experienced employees in key editorial, advertising and circulation classifications, and at least \$75 for all adult classifications.

3. Call on locals to redouble their efforts to obtain full union and job security, genuine and unqualified severance pay and adequate grievance machinery.

4. Urge that locals eliminate dual work, obtain the 35-hour week and higher overtime and holiday pay to eliminate the undue strain and speedup to which many of our members now are being subjected as a result of management efforts to operate with skeleton staffs.

5. Urge locals to resist contracts of longer than one-year without adequate interim reopenings.

6. Authorize studies by the Collective Bargaining Department on job content and operations in commercial departments covered by contracts.

7. Authorize the Collective Bargaining Department to make a survey on the ways in which Guild units can share in the general pattern of increases based on the nation's overall annual increase in productivity, and make such material available to all locals. Such survey also should include studies of wage rates paid in other professions and trades for comparable education and experience requirements.

8. Urge all locals to place primary emphasis on the securing of genuine severance pay, fully vested in the employee and his property whether he resigns or is dismissed. For the vast majority of our contracts severance pay still is only dismissal pay which can be withheld on certain types of dismissals and is forfeited completely if the employee resigns.

9. Again urge all locals to secure better protection against regulation of economy dismissals. Severality in dismissals should be considered only as the last step after other means of economy have been thoroughly explored and exhausted.

10. Repeat the strong warnings by the Los Angeles Convention against closed two-year contracts with small increases for the second year instead of reopenings.

The committee recommends the following changes in the Collective Bargaining Program.

Section 1. FORM, be amended by deleting the requirement that contracts be binding on successors and assigns of the publisher.

Section 12. PENSIONS, be amended by adding provision that pensions be fully vested, the section to read:

"Provision shall be made for establishment of an adequate fully vested pension plan thru negotiations."

Your committee recommends the following changes in the

Convention Recommendations on Collective Bargaining:

PROMOTIONS: A new section to be added as follows:

"28. PROMOTIONS: Locals should seek contract provisions guaranteeing that present employees will be given the first opportunity to try out for vacancies in higher classifications; that in case of promotion opportunities, where ability is comparable seniority will govern in the choice of employees for the higher position; that there be a fair trial period at the end of which the employee is confirmed in the position if he qualifies, and that there be an appropriate wage increase upon promotion, with future salary advancement regulated. Employees should be free to refuse promotion without penalty, and be free to return without prejudice to their previous classifications during the trial period."

23. PENSION, HEALTH AND WELFARE PLANS: In line with the recommendation above that the Collective Bargaining Program clause provide for a vested pension plan, your committee recommends that the first part of this Recommendation be amended as follows:

In drawing up proposals for a pension plan, locals should be guided by the IEB studies of model pensions and health programs. They should seek plans providing for full vesting. . . . (new part in bold type.)

The report was signed by Schick, Everett, Scott, Hayes, Lane, Jones, Donald Gillard, Detroit; Ben Sreer, Wire Services; Cleve Mathews, St. Louis; LeRoy Anderson, Kenosha; Robert M. Bruner, Terre Haute; Carroll Vertrees, Gary; Ray Lloyd, Rockford; Robert Dodsley, Sioux City; Stan Warner, Portland, Ore.; Tony Ingrassia, Milwaukee; Ronald Brinkman, Twin Cities; Frank E. Murray, Twin Cities; Elizabeth Elber, Greater Philadelphia; Billy F. Richards, New Orleans; Omer M. Sumpter, San Diego; Pat Kinta, Houston; Harry Elwood, Buffalo; John C. Carr, Boston; William Miller, Denver; Nabe Bozinnoff, Toronto; George Lambert, Seattle; Terry McGovern, Ottawa; Rozanna M. Sayre, Battle Creek; Justin McCarthy, Chicago; Ralph Nagge, Baltimore; Sophie Russey, Woonsocket; Charles A. Anesia, Pawtucket; James Shea, Salem, and Vern H. Fox, Sheboygan.

Employees Get Stock In Washington Post

Washington, D. C. — All employees of the Washington Post & Times-Herald with five or more continuous years of service have received shares of the company's stock, which has a value of \$60 per share.

The distribution marked the 22nd anniversary of the purchase of the newspaper enterprise by Mr. and Mrs. Eugene Meyer, and was extended also to employees of the Meyers' radio and TV stations here and in Florida.

Individual employees received from four to 20 shares each, the number depending on length of service and "responsibilities" of the job. Mr. Meyer, chairman of the board, estimated the total value of the distributed stock at about \$500,000.

One string is attached. Should an employee wish to dispose of his holdings within 30 years, the company retains the option to purchase it back.

Capital Welcome



NEW YORKERS CONFERENCE—M. Michael Potok (L) secretary-treasurer of the New York Guild is shown in conversation with New York State Attorney General Jacob K. Javits after the latter had addressed convention delegates. Javits later reported he had already begun preliminary inquiries to determine if the secret strike insurance held by newspaper publishers violated state insurance laws. The investigation was urged in a convention resolution on the Brooklyn Eagle strike.



THEY GREETED THE GUILD—Labor and government dignitaries who gave welcoming addresses on the opening day of the convention (L to r.): N. Y. State CIO Council President Louis Hollander, Rep. Leo W. O'Brien (D-N.Y.), a member of the Albany Guild, Albany Mayor Erastus Corning, 2nd, Governor Averell Harriman, and Joseph C. Killian, president of the Troy Area CIO Industrial Union Council. Not present when the picture was taken was Michael Mann, director of Region II, CIO, who also spoke.

Guild BOOKSHELF

SPEAK TRUTH TO POWER

American Friends Service Committee, Philadelphia, Pa. 72 pp. Paper 25c, board binding, \$1.00.

Our Quaker friends subtitle this pamphlet "A search for an alternative to violence" and "A study of international conflict." It is somewhat more. It contains in print, perhaps for the first time, a frank facing of the harsh facts of modern warfare. It provides a realistic appraisal of the effect of military policy on the national mind and purse. It assesses the dilemmas which confront the "free" world, in its search for both peace and freedom.

They make a good case, one upon which anyone interested in survival for himself, his family or his nation may well ponder and, perforce, act.

And it reaches a thought-com-

elling and well-nigh irresistible conclusion, that reliance on warfare is both evil and futile; that the "politics of time" cannot prevail against the "politics of eternity."

The "truth" that it speaks is that love endures and overcomes; that hatred destroys and is a continuing burden. And the writers seek to show that this essentially religious concept is not an unattainable ideal, but a practical and inescapable necessity, if mankind is to continue to inhabit this planet.

They make a good case, one upon which anyone interested in survival for himself, his family or his nation may well ponder and, perforce, act.

And it reaches a thought-com-

Convention Sees No Barrier To Guild's Financial Health

Although the Albany convention's finance committee, under the chairmanship of Milton J. Lapine, Cleveland, had extended discussion over a three-day period, it came to the convention's Thursday night session with a unanimous report.

Discussion on the convention floor was confined to queries as to the effect of abolishing the job of contracts analyst, and explanations from those who, while signing the report, dissented from certain parts thereof.

The report, as approved by the convention, follows:

The Finance Committee has adopted and recommends to the convention a budget that allows the American Newspaper Guild to carry out its projects program and still operate within the area of its projected income.

The committee also concerned itself with tightening the procedure in the use of the Defense Fund.

The budget recommended for the coming year totals \$422,165, and is \$5,525 less than the sum proposed to this convention by the IEB. It is a sum, however, that the Finance Committee believes is adequate to carry out the program adopted by the delegates.

The budget is based on an income estimate of \$422,349. If ANG expenditures are kept within the budget, there will be a surplus of \$184.

The income figure is based on: (a) Rejection of the IEB proposal that 5 cents per capita now going into the Defense Fund be diverted into the General Fund.

(b) Approval of an increase of 20 cents in the wire service per capita, effective August 1. The rejection of the IEB proposal reduced estimated income by \$10,575. The approval of a wire service per capita increase added \$2,450 of estimated income.

Your Finance Committee wishes to report that while the ANG is not in the best of all possible financial conditions—which means complete solvency with a ready future the Committee is certain that the Guild faces no insurmountable problems, no insurmountable barriers to economic good health.

The Guild's income for the past year was \$425,775.50. The Guild spent \$444,836.67.

In layman's language, that meant the Guild spent more than it took in by \$19,061.17. It had to take an equal amount out from under the mattress—the mattress called "Reserve Funds." That is how a "deficit" is made up.

Some of these under-the-mattress funds—our "reserves"—have been depleted by this deficit financing. The reserve set aside for severance pay for ANG employees is no longer a cash item. This particular reserve is filled with IOUs from the ANG.

The Finance Committee would be remiss in its obligation to this Convention if it glossed over the true condition of our union's affairs. We are in no grave danger this Committee found, but we have been moving in a direction that the Committee believes must be reversed.

With this year's deficit piled on top of last year's, our "red" figure now is \$24,230. That means our General Fund is completely exhausted and that we are into our Reserve Funds by that amount.

Organizing and Servicing
A budget of \$107,000 was proposed by the IEB. This was made up in part of \$70,000 for nine International Representatives, an increase of two. An item of \$30,000 in expenses was included. Your committee reduced the expense item by \$2,000. The Organizing and Servicing budget

that was approved totaled \$105,000.

Collective Bargaining
In an item of \$16,000 for Collective Bargaining, the Committee eliminated the position of contracts analyst, to reduce the budget by \$4,875, for the balance of the fiscal year.

Wire Service Administration
A proposed wire service administration budget of \$46,950 was increased to \$49,550 by adding \$1,600 for a wire service paper and an additional \$1,000 for regional conferences.

Research & Information
The Budget of this department was increased by \$1,250 to provide that amount for training conferences in line with a proposal by the Council of Councils. The new total was \$25,500 for the item.

This item was left as proposed by the IEB at \$40,770.

Executives
This item was accepted as proposed by the IEB as follows: Salaries of \$10,400 for the Executive Vice President and \$9,620 for the Secretary-Treasurer.

Other Expenses
This item was accepted as proposed by the IEB at \$69,100.

Defense Fund
The specter of a diminishing Defense Fund has hung over the deliberations of your Finance Committee.

This Committee was confronted with requests for four payments to locals for \$11,000 in debts incurred for reasons other than strikes. Three of these were referred to this convention by the IEB with the recommendation that they be charged to the Defense Fund. The fourth such plea was brought before this Committee directly by the Boston local after the IEB, by a seven-seventeen vote, had turned the local down.

After lengthy and detailed consideration of each of these cases, the Committee took the following action:

Approved the IEB recommendation to charge \$3,905.21 to the Defense Fund to pay the amount spent by ANG in the current fiscal year in defending bargaining rights in Portland, Ore.

Approved the IEB recommendation to charge \$3,111.46 to the Defense Fund to pay half of Washington's costs in fighting the Washington Post on "independent contractor" case.

Agreed that ANG should reimburse the Philadelphia local in the amount of \$2,000 for expenses

in the Atlantic City severance pay case, but to charge this expenditure to the General Fund.

Granted the request of the Boston local for financial assistance not to exceed \$2,000 in three lawsuits involving contract protection, this amount to be charged to the Defense Fund.

In approving these requests, the Committee listened to lengthy arguments about the national significance of each local case. We heard of vaguely stated commitments by ANG officers to local officers, giving the local officers the feeling they could proceed with ANG blessing and support. But through all the discussion, it appeared to the committee that there was cause for grave concern that future conventions might see an ever-lengthening line at the cashier's window as local after local pleaded national interest in its unpaid bills.

This Committee therefore recommends to the Convention that the ANG be definitely instructed to maintain its Defense Fund at the highest possible level, and we urge the IEB to spend Defense Fund money only for strikes or in clear and real emergencies which might lead to strikes. This Committee is of the opinion that in no case should a local be entitled to receive reimbursement from ANG for local expenditures unless it has formal approval of the IEB before such debts are incurred.

These approvals for cases in Washington, Philadelphia, Boston and Portland, Ore., do not in any way indicate that the Committee wishes to establish a precedent.

On the contrary, the Committee from the outset opposed the idea of a hit-and-miss method of deciding what local bills will be paid by ANG. The only reason the Committee approved these cases was that it felt the ANG officers had created a moral obligation we must meet, or had created a situation which we met by paying off.

In the Portland case there was a clear obligation of the ANG. In the Washington case, an ANG officer (in a letter which was produced for the Committee) gave what the local took for a "go-ahead-we're-behind-you" approval.

In the Philadelphia case, the Committee considered it a legitimate General Fund expense, and so disposed of it.

In the Boston case, the local is appealing three cases at the

(Continued on Page 11)

The Year's Budget

Adopted as part of the unanimous report of the Albany convention's finance committee was the following detailed budget:

	1955-56 Budget	Year Ending 4/30/55	Year Ending 4/30/56
1. PER CAPITA TAXES			
Director & Int. Reps.	\$24,000.00	\$24,001.60	\$24,400.00
CIO	1,200.00	1,200.00	1,200.00
CFL	1,200.00	1,200.00	1,200.00
IFU	207,900.00	\$25,300.10	\$26,000.00

2. ORGANIZING & SERVICING			
Salaries	\$70,000.00	\$69,664.50	\$74,360.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Expenses	28,000.00	\$3,905.21	\$4,000.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Miscellaneous Org. Expenses	100.00	100.00	100.00
	108,000.00	\$78,669.71	\$82,660.00

3. COLLECTIVE BARGAINING			
Salaries	\$ 8,000.00	\$ 8,147.50	\$ 8,400.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Expenses	2,000.00	2,000.00	2,000.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Miscellaneous	400.00	400.00	400.00
	\$13,400.00	\$13,547.50	\$14,800.00

4. WIRE SERVICE ADMINISTRATION			
Salaries	\$ 7,475.00	\$ 7,475.00	\$ 7,475.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Expenses	2,000.00	2,000.00	2,000.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Miscellaneous	1,000.00	1,000.00	1,000.00
	\$14,475.00	\$14,475.00	\$14,475.00

5. RESEARCH & INFORMATION			
Salaries	\$ 8,000.00	\$ 8,000.00	\$ 7,900.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Expenses	2,000.00	2,000.00	2,000.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Miscellaneous	1,000.00	1,000.00	1,000.00
	\$15,000.00	\$15,000.00	\$14,900.00

6. GUILD REPORTER			
Salaries	\$ 8,200.00	\$ 8,200.00	\$ 8,200.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Expenses	2,000.00	2,000.00	2,000.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Miscellaneous	1,000.00	1,000.00	1,000.00
	\$15,200.00	\$15,200.00	\$15,200.00

7. ADMINISTRATION			
Salaries	\$ 4,500.00	\$ 4,500.00	\$ 4,500.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Expenses	2,000.00	2,000.00	2,000.00
Director & Int. Reps.	2,000.00	2,000.00	2,000.00
Miscellaneous	1,000.00	1,000.00	1,000.00
	\$11,500.00	\$11,500.00	\$11,500.00

8. EXECUTIVES			
Salaries	\$20,000.00	\$20,000.00	\$20,000.00
Expenses	2,000.00	2,000.00	2,000.00
	\$22,000.00	\$22,000.00	\$22,000.00

9. OTHER EXPENSES			
Legal Fees	\$11,000.00	\$11,000.00	\$11,000.00
Travel	2,000.00	2,000.00	2,000.00
Contributions	1,000.00	1,000.00	1,000.00
Publicity	2,000.00	2,000.00	2,000.00
Brown Award Expenses	500.00	500.00	500.00
Delegates & Committees	3,000.00	3,000.00	3,000.00
IEB Meetings	11,000.00	11,000.00	11,000.00
Sec. Pay Provision	1,000.00	1,000.00	1,000.00
Philly Murray Foundation	1,000.00	1,000.00	1,000.00
1955 Conv. Exp. above Res.	2,000.00	2,000.00	2,000.00
1952 Convention	1,000.00	1,000.00	1,000.00
CIO Convention	1,000.00	1,000.00	1,000.00
	\$36,500.00	\$36,500.00	\$36,500.00

SUMMARY			
1. PER CAPITA TAXES	\$ 27,000.00	\$ 26,600.10	\$ 26,600.00
2. ORGANIZING & SERVICING	108,000.00	\$78,669.71	\$82,660.00
3. COLLECTIVE BARGAINING	13,400.00	\$13,547.50	\$14,800.00
4. WIRE SERVICE ADMINISTRATION	14,475.00	\$14,475.00	\$14,475.00
5. RESEARCH & INFORMATION	15,000.00	\$15,000.00	\$14,900.00
6. GUILD REPORTER	15,200.00	\$15,200.00	\$15,200.00
7. ADMINISTRATION	11,500.00	\$11,500.00	\$11,500.00
8. EXECUTIVES	22,000.00	\$22,000.00	\$22,000.00
9. OTHER EXPENSES	36,500.00	\$36,500.00	\$36,500.00
	\$200,175.00	\$198,592.31	\$200,175.00

The budget was based on the following estimated and actual income:
Actual Income for Period May 1, 1954-April 30, 1955 and Estimated Income for Period May 1, 1955-April 30, 1956

	Actual Income 5/1/54-4/30/55	Estimated Income 5/1/55-4/30/56
Regular Members		
Per Capita Taxes	\$301,124.50	\$302,500.00
Employed	391.50	1,000.00
Part-time	161.50	1,000.00
Associate	54.75	50.00
Initiation Fee	244.50	244.50
Initiation Fee	2,687.00	2,700.00
Reinstatement Fee	24.87	25.00
Total Income-Regular Members	\$305,099.42	\$305,500.00
Wire Service Members		
Per Capita Taxes	\$5,000.00	\$5,000.00
Part-time	5.00	5.00
Associate-Large	1,110.00	1,110.00
Initiation Fee	311.00	311.00
Reinstatement Fee	25.00	25.00
Total Income-Wire Service Members	\$6,451.00	\$6,451.00
Other Income	40.58	40.58
TOTAL INCOME	\$311,590.00	\$311,991.58

Albany Maps Expanded Organizing Program

The Albany convention left little doubt that it is the intent of the Guild delegates to push forward aggressively with a program designed to bring more members into the Guild. The report as brought to the convention floor by the committee chairman, Robert Buchanan, Ottawa, was debated vigorously and resulted in the convention's single roll call vote which deleted one recommendation; but the differences arose over methods, not objectives.

The committee sought to have created a special fund for organizing, for a one-year period only, by diverting 15 cents of each per capita from its present Defense Fund destination.

This met with protests from those who deemed the preservation and enlargement of the Defense Fund of paramount importance, and eventually that view won.

Without roll call voting, the convention also deleted a report reference to disposition of ANG's share of obligations for defending bargaining rights at Portland, Ore. The matter had already been handled by the finance committee, and the views of that committee prevailed.

To replace the section deleted by the roll call action, the convention adopted an amendment submitted by Sam B. Eubanks, SPONG, which would authorize the IEB to transfer up to \$25,000 from the Defense Fund to organizing, as a repayable loan to the General Fund.

The additional safeguard was included, that such sum go directly to sustaining organizational work designated by the IEB as essential, and the authority terminates August 1, 1956.

The report as amended and adopted read as follows:
The Organizing Committee believes that the Guild has reached a point in its history where it can either go forward—or, by standing still and failing to take advantage of the opportunities facing it, move backward into a minor position in the North American labor movement.

The Guild faces a great challenge and perhaps its greatest opportunity since the days of the Wagner Act and the mass movements which swept the CIO into being. Without question, the coming merger of organized labor in the United States and Canada is prepared to give the same kind of organizing attention to the white collar worker during the next few years that the CIO gave to the factory worker in the last two decades.

The Guild has an opportunity

... United

(Continued from Page 1)

dismissal of any employee who has admitted in an open hearing by a competent government agency or a court of competent jurisdiction that he was a member of the Communist Party within the six-month period preceding his dismissal.

We also recommend that the ANG and its locals need not resist the dismissal of any employee who has been finally adjudged by a court of competent jurisdiction to have been a member of the Communist Party within the six-month period preceding his dismissal.

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The 22nd ANG Convention At Albany — A C



Youngster. Jerry MacDonald, 18, Toronto, attending his first ANG Convention, was the youngest delegate representing a local at the Albany session.



Recognition. Empire State District Council President Thomas J. Murphy of Rochester (l.) presents a citation in recognition of past leadership to Walter Mordount, former president of the council and of the Albany Guild, now assistant press secretary to Governor Harriman. Current leader of the Albany local, Paul Vadnais, looks on.



High Note. Miss Estelle Palmer of Albany, aided by a male chorus, entertains the convention banquet with song. She is studying under John Seagle, directly behind her, who heads the music department at Trinity College, San Antonio, and directs Seagle Colony for operatic and concert singers at Schreiner Lake.



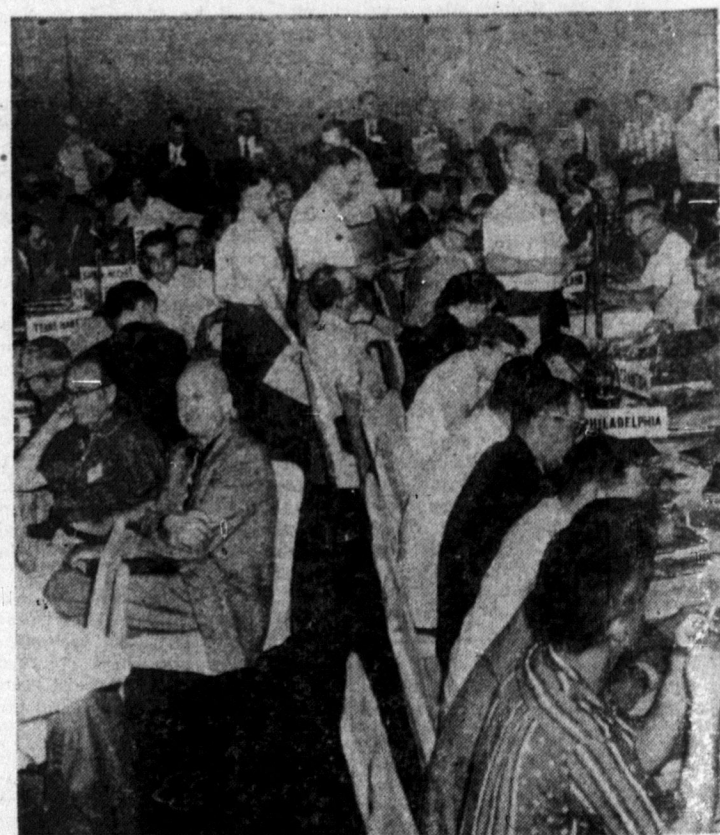
The Harriman Hospitality. Wives of delegates were guests at a tea given by Mrs. Averell Harriman at the Governor's Mansion. In the group (l. to r.) are Mrs. Hilda Meenes of Los Angeles, Mrs. Helen Semonski of Philadelphia, Mrs. Robert Holley of Chicago, Mrs. Harriman, Mrs. Keith Osborn of Houston, Mrs. Agnes Kearney and Mrs. Ed Healy of Albany, and Mrs. Marge Rahm of St. Louis.



Freshman Forum. Executive Vice President Ralph B. Novak tells first-time delegates how the convention gets things done and what to expect in the following week. Other speakers (l. to r.) were Secretary-Treasurer William J. Faxon, Research & Information Director Ellis T. Baker, and Region II Vice President Philip M. Price of Washington.

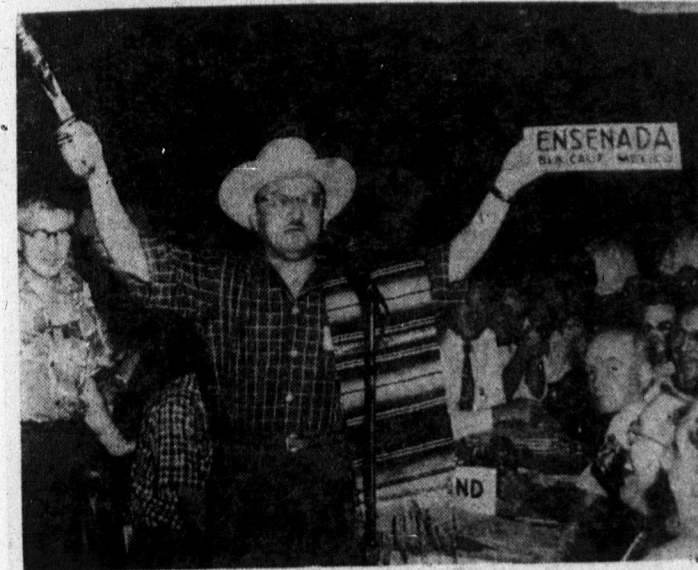


Kids, Unite! With a portrait of Heywood Brown as a backdrop, l. her companions to arise and have fun. Other members of the junior delegations are Robinson of Pittsburgh, and Saralea and Henry Snelling of Pueblo.

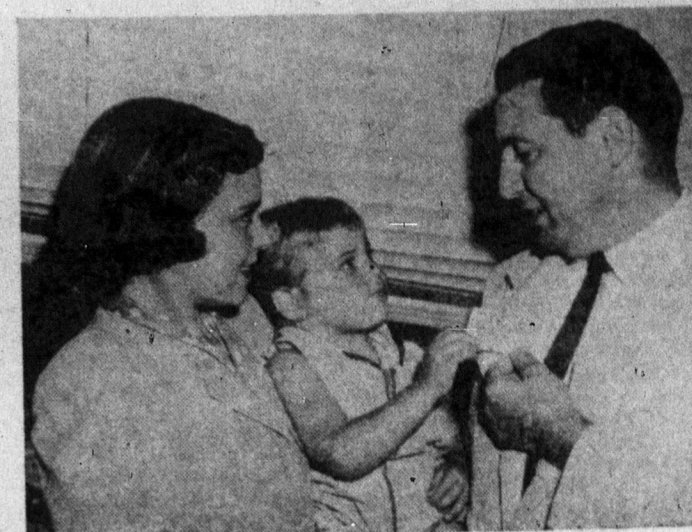


For those who weren't there, here's a view

Camera Record Of Sidelights And Personalities



¿Que Pasa? The delegate from Ensenada, M., "Miguel" Potok, rises to endorse a candidate. After that it was cerveza for the muchachos in the back room.



Family Affair. The Lippers — Mr. and Mrs. Joseph and daughter Laurel Ann, 2 1/2, — were among the many families who used the ANG convention as an occasion for a family trip. Joe, an AP man, is president of the Sacramento Guild.



Oldster. Ernie Bayton of Hammond was the oldest of the 231 delegates and alternates present. A veteran of many ANG conventions, he's 71.



It's Real. Haywood Hale Brown, son of ANG's first president, twirls his handle-bar to show they're genuine. The mustache, an asset to his acting career, began as the small, bank-clerk type, ended up as the deputy sheriff type, he told the convention banquet.

Diane Lushewitz of New York exhorts members of the junior delegations are Robinson of Pittsburgh, and Saralea



of what it was like during a general session.



Checking In. Delegates George Harris of Boston (r.) and Ken Cottrell of SFONG register with the girls of the ANG staff (l. to r.) Irma Bernstein, Helen Ross and Ruth Zwiaback.



Man's World? This gathering at the opening cocktail party shows that ANG activity is for the gals as well as the guys. The delegates (l. to r.) are Sophie Russey, Woonsocket; Mary Jean O'Toole, Pittsburgh; Marian Minus, New York; Kay Treadway, Albany; Mabel Riedel, Seattle-Tacoma, and Judy Markesich, St. Louis.

Human Rights Forum, Committee Attack Industry's Job Bias

Racial discrimination in the newspaper industry and how to combat it received greater convention attention than ever before at the Guild's Albany session—both at a Human Rights Forum which was part of the extra-convention activities and in the report of the convention's Human Rights Committee.

More than 60 delegates participated in the forum Monday evening. Speakers were Robert Elliott, Chicago Guild delegate employed on the Chicago Defender; Mrs. Elliott M. Herrick, former personnel director of the N. Y. Herald Tribune, and William R. Simms, assistant director of the National Urban League Fund. ANG Vice President at Large Robert C. Stafford of Cleveland, who is chairman of the IEB Human Rights Committee, served as moderator.

Elliott described his own experiences in seeking jobs on major dailies. The Negro who wants to land such a job, he said, is up against the refusal of editors to recognize experience on weekly newspapers. The Negro press, he noted, has only one daily, and there is little opportunity for the Negro to gain experience on small general circulation dailies.

"You have to start out by wanting to do something about it," said Mrs. Herrick, who contributed the employer's viewpoint to the discussion. As one personnel director who did want to do "something about it," Mrs. Herrick described her experiences at the Herald Tribune and, before that, with Todd Shipyard. Among the major problems she encountered, she said, were over-sensitiveness on the part of many Negro applicants and an unwillingness on the part of management to promote Negroes once they were hired.

Mr. Simms read reports of local Urban League chapters on the extent of Negro employment on newspapers and on the responses met to the League's attempts to combat discrimination. He concluded that not only are Negroes generally shut out of editorial employment, but that discrimination exists in all of the white collar jobs of the industry. He recommended that the Guild's fight against discrimination include cooperation with the Urban League, establishment of more local committees, insistence on the model fair employment clause in Guild contracts, and a program to educate Guild members themselves to the sound trade union principles behind racial integration of newspaper staffs.

Vice President Stafford reported that one problem faced by newspapers was the relative lack of qualified Negro job appli-

cants. Of some 3,000 job applications received, in 1954 by his own paper, the Cleveland Press, he noted, only about 10 were from Negroes.

Drawing from the information provided by the speakers and delegates who took part in the forum, as well as from the report of the ANG officers on the Guild's human rights activities, the Committee on Human Rights presented this report, adopted by the convention:

The Convention Committee on Human Rights reaffirms our "faith in fundamental human rights, in the dignity and worth of the human person, and in the equal rights of men and women, determined to promote social progress and better standards of life and larger freedom."

This statement of principles, taken from the United Nations Declaration on Human Rights, was recommended by the 1954 convention of the ANG for adoption by its member locals. At the same time, an ambitious program designed to implement these principles was presented. Locals were urged to embark on specific programs in one of these fields:

- Freedom of Opportunity.
- Freedom of the Press.
- Responsibility of the Press.
- Freedom of the Individual.

This report to the 1954 convention was supported unanimously and enthusiastically by the assembled delegates.

Unfortunately, the enthusiasm displayed at the convention failed to carry beyond. True, some locals did follow the convention recommendation to establish local Human Rights committees.

But there are scarcely a dozen such committees among nearly 100 locals.

Only 26 locals complied with the convention's request for semi-annual reports to ANG on the status of their human rights activities. (The National Wire Service Council conducted a similar poll which brought 56 replies or about 33 percent.)

Every year, the convention

vows to defend vigorously the rights of human beings wherever they are infringed upon. And every year, this committee must report that only a handful of locals has endeavored to keep this vow.

This committee thinks it is time to make up our minds. Do we, as the Guild, believe in the fundamental rights of human beings or don't we believe in them? Are we merely content to pay lip service to them?

Your committee cannot bring itself to believe that the spirit of Heywood Brown—the champion of the underdog—is entirely lost and that Guild members are no longer concerned whenever an individual suffers injustice.

We think Guild members have shown they are concerned. They gave evidence of it in their response to the convention forum on human rights June 27. Nowhere else have we seen such determination to recognize, confront and solve a serious problem in human relations.

We think the problem can be solved best if we attack it in the same manner in which we have successfully attacked our economic problems—through united action.

Individual efforts to end racial discrimination and to insure a free and responsible press are worthy. But they do not and cannot produce the results that are brought by joining with each other in united support of a common cause.

Heywood Brown was a giant. But even he could not stand alone in his continuing fight for the underdog. He saw the strength of unity and he helped to form the Guild.

The least we owe Heywood

Brown is an earnest effort to carry on his life-long battle for individual rights and liberties.

Your committee recommends that these efforts be concentrated in the area of job opportunity, where the need for protection of human rights is most pressing and most obvious.

As the IEB pointed out in its report to the convention, racial discrimination is rampant in the newspaper industry—not only in editorial departments, but in all other departments.

Publishers deny that they practice discrimination in hiring their employees and some of them complain that they receive few or no applications for jobs from qualified Negroes and other minority race groups. The answer, of course, is in the history of oppression these minorities have experienced. Feeling the need for immediate economic security for themselves and their families, many capable Negro journalists have turned to other work or resigned themselves to lower paying jobs on Negro weeklies.

Their discouragement is understandable, but if the fight to end discrimination on newspaper staffs is to be won, their persistence is necessary. We urge them to continue to apply for jobs on general circulation dailies, and to apply again and again until they are successful.

The recent decision of the Supreme Court on desegregation in schools has created a climate in which progress in the fight for equal job opportunities can be expected.

To take advantage of this refreshing atmosphere, the committee urges those locals that have not done so to form Human Rights Committees. Locals in the South, particularly, should concentrate on the questions of how desegregation will affect the training of Negroes for careers in journalism and how these trained men and women can be smoothly assimilated into the industry.

The committee deems it imperative that questionnaires sent to locals by the ANG be filled in and returned promptly. These

questionnaires are designed to obtain information on all kinds of discrimination. After ANG has this information, it will be in a position to explore means of ending the discriminatory practices.

The committee also supports these recommendations made in the Officers' Report:

1. That the ANG take the lead by negotiating and enforcing the model non-discrimination clause in its national contracts.
2. That locals negotiate and enforce the model non-discrimination clause in all their contracts.
3. That the Department of Research & Information prepare a suggested step-by-step procedure, including ammunition, for the guidance of locals in their campaigns to end discrimination.
4. That locals report promptly to the ANG any vacancies or prospective vacancies so that it might alert unemployed candidates, from its lists, which include job-seekers who are not members of minority groups as well as many whites.
5. That the Guild maintain close liaison with and give assistance when possible to legitimate organizations already working in support of the principles stated herein.

The committee recommends, in addition:

1. That the IEB and the Department of Research and Information be commended for arranging the convention Human Rights Forum, the first of its kind at an ANG convention. The speakers invited gave from their experiences a wealth of information of value to the committee and other convention delegates.
2. That copies of the report of this committee be distributed to all members of the Guild, to all schools and departments of journalism and to Negro weekly newspapers.

Ed O'Connor, SPONG, Chairman; George E. Hinkle, New York; Secretary; Robert E. Glynn, Boston; J. Harley Murray, NWAC; Louis Silver, Memphis; Michael Andrews, New York; Marian Mims, New York; Tracy Snelling, Pueblo; Robert C. Stafford, Cleveland.

Convention Retains Cumberland Charter
Cumberland, Maryland, a Guild local whose members have not paid dues for nearly two years and who have not responded to mail inquiries from the ANG office as to their status and intentions, nevertheless remains a chartered local. At the Albany convention last week, the delegates voted down a motion to accept the report of the Charter Revocation Committee to which the situation had been referred, and which would have lifted the charter.

Objections arose because no international representative had been sent to Cumberland, and after the committee report had been rejected, several New York, Washington and Baltimore spokesmen volunteered to visit the local, in behalf of revival action.

Revocation of the charter for Cumberland had actually been voted at the 1953 Boston convention, but soon thereafter a dues remittance covering the required minimum of seven members was received at ANG, and revocation was not executed.

Joseph P. Murphy, New York, was chairman of this year's committee, and serving with him were Charles Weber, Detroit; Kenneth Cottrell, SPONG, and Harvey Wing, SPONG.

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231 Are Seated At Convention
A total of 226 delegates and 11 alternates was accredited at the 1955 Guild convention, it was reported by Charles E. Dawson, Portland, Me., chairman of the credential committee.

The number did not constitute a high record for the series of 22 such gatherings in Guild history, though it might have been difficult to make the point when the convention hall was converted on Wednesday night into a crowded banquet set-up.

The credential committee offered a recommendation that delegates next year be asked to remit their registration fees to the ANG office in advance, instead of the prevailing custom of payment at the convention city.

Besides Dawson, this year's committee included Dan McLaughlin, Elizabeth; Jess Brown, Los Angeles; Ed Johnson, New York; Joseph Kane, Greater Philadelphia; Ed Mahoney, Washington; Irwin Bauer, Cincinnati; Stark Borden, Lima; Margaret Brink, Portland, Me.; William Brooks,

Los Angeles; David B. Carlson, San Diego; John Carmichael, Twin Cities; William Cunningham, Wilkes-Barre; Charles Dineen, Buffalo; Paul Freye, Sacramento; John Finnegan, Twin Cities; Ray Henry, Washington; Robert Holley, Chicago; Michael Jay, SPONG; Ed Johnson, New York; Matt Kramer, Portland, Ore.; Victor Leo, New York; Charles Leveroni, Boston; Joseph Lipper, Sacramento; William K. Loch, Youngstown; Douglas Lovelace, SPONG; Paul Lyman, Albany; Thomas J. Murphy, New York; Thomas J. Murphy, Rochester; Ed O'Connor, SPONG; Guy Peck, Elizabeth; Andrew Kapp, New York; Teresa Reese, Chicago; Mabel Riedel, Seattle; Tacoma; Leon Roettger, Columbus; Beatrice Robinson, Pittsburgh; William Rogers, Stockton; John Sabin, St. Louis; Jerry Sullivan, NWAC; Frank Suroff, St. Louis; Ronald Thompson, Toronto; T. J. McBreen, Baltimore; Albert Viola, Scranton; Charles Weber, Detroit; and Craig Wilson, Akron.

The following members of the Committee wish to record their dissent:

1. From the position of the majority on approval of reimbursement for (a) fifty per cent of legal costs of the Greater Philadelphia Newspaper Guild in the Atlantic City severance pay case, and (b) for 1/3 or \$2,000, whichever is lesser, to the Boston Newspaper Guild for legal expenses.
2. From the recommendation to retain five cents per capita in the Defense Fund instead of returning to General Fund.
3. From the proposal to increase Wire Service per capita from \$2.70 to \$2.90.
4. William Brooks, Jr., John Carmichael, John Finnegan, Paul Freye, Mabel Riedel, John Sabin and Frank Suroff.

Wilkes-Barre Appeal
A two-paragraph report to the Albany convention was sufficient to record the findings of the Appeals Committee as to the case of Jay Hughes, Wilkes-Barre, who dissented from a disciplinary action by his local.

The report was submitted for adoption by George E. Hutchinson, Los Angeles, in behalf of his committee, which included Kenneth Cottrell, SPONG; William M. Davy, Cleveland; Charles Weber, Detroit; and Harvey Wing, SPONG. It was approved by the convention by voice vote.

Attached to the report of the committee for the information of delegates were copies of the appeal letter Hughes sent to the convention, and a report from the IEB Appeals Committee which had considered the case during the year.

Hughes was fined by the local for violation of the overtime provision of the Guild contract, after he had been given notice of the violation. The IEB had sustained the local's position, and the convention took the same view.

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... Finance Outlook

(Continued from Page 6)

cost of \$6,500. The local has a deficit this year of \$2,000. It asked for 1/3 of the cost of these appeals, with a maximum of \$3,000 assistance.

The Committee feels that to a degree it is locking the barn door after the horse is stolen, but it hastens to add that there are several hundred horses still left in the stable.

On the basis of proposals from the IEB, the Committee recommends that:

1. The amounts of \$2,000.94 and \$988.93 listed as owing to the ANG from Indianapolis and Sabine-Neches be written off.
2. The amounts of \$5.83 and \$34 listed as owing to the ANG from Grand Rapids and Joliet be written off.
3. The amount of \$3,905.21 spent by ANG in the current fiscal year in our efforts to defend our bargaining rights in Portland, Ore., be charged to the Defense Fund.
4. ANG pay half of the Washington local's costs in the Washington Post circulation case, or \$3,111.46 and that it be charged to the Defense Fund.
5. ANG pay 50% of the legal costs in the Philadelphia local's Atlantic City severance pay case, said sum not to exceed \$2,000 and that it be taken from the General Fund.
6. The convention approve the IEB-proposed life insurance program for locals. This is a non-compulsory program without cost except where adopted by the local.
7. The recommended IEB strike benefit policy for Wire Service members - at - large be adopted. This would place wire service members of this category in the same position as wire service members attached to locals.

Secretary - Treasurer Farson presented a vacation claim of the Executive Vice President amounting to about \$2,000. The accrued vacation goes back to 1947. The Committee recommended that such vacation be taken at time-off rather than in cash. Arbitrations and Litigation

The Committee felt that ANG must develop a formal policy as to its responsibilities in arbitration and law suits instituted by locals but clearly having nationwide significance.

Very often such actions are costly and beyond the financial capabilities of the local to underwrite completely.

Without a helping hand from the ANG, some locals may be forced to forfeit cases which would otherwise have served as precedents for Guild actions elsewhere.

A recommendation was made that, in the next year, the appropriate committee of the IEB:

1. Study the overall problem of ANG-local cost-sharing in legal actions of more than purely local interest.
2. Determine the feasibility of budgeting General Fund money for meeting ANG responsibilities under any cost-sharing plan that may be developed.
3. Report back to the 1956 convention.

A proposal for an ANG scholarship plan was referred to the IEB without recommendation.

Constitution changes required by this Committee's proposals have been submitted to the Constitution Committee.

Milton Lapine, Chairman; Forrest Allen, Drafting Chairman; Roberta Bailey, Philadelphia; Wes Bartholmes, Washington; Irwin Bauer, Cincinnati; Stark Borden, Lima; Margaret Brink, Portland, Me.; William Brooks,

Jr., Twin Cities; Jess Brown, Los Angeles; David B. Carlson, San Diego; John Carmichael, Twin Cities; William Cunningham, Wilkes-Barre; Charles Dineen, Buffalo; Paul Freye, Sacramento; John Finnegan, Twin Cities; Ray Henry, Washington; Robert Holley, Chicago; Michael Jay, SPONG; Ed Johnson, New York; Matt Kramer, Portland, Ore.; Victor Leo, New York; Charles Leveroni, Boston; Joseph Lipper, Sacramento; William K. Loch, Youngstown; Douglas Lovelace, SPONG; Paul Lyman, Albany; Thomas J. Murphy, New York; Thomas J. Murphy, Rochester; Ed O'Connor, SPONG; Guy Peck, Elizabeth; Andrew Kapp, New York; Teresa Reese, Chicago; Mabel Riedel, Seattle; Tacoma; Leon Roettger, Columbus; Beatrice Robinson, Pittsburgh; William Rogers, Stockton; John Sabin, St. Louis; Jerry Sullivan, NWAC; Frank Suroff, St. Louis; Ronald Thompson, Toronto; T. J. McBreen, Baltimore; Albert Viola, Scranton; Charles Weber, Detroit; and Craig Wilson, Akron.

The following members of the Committee wish to record their dissent:

1. From the position of the majority on approval of reimbursement for (a) fifty per cent of legal costs of the Greater Philadelphia Newspaper Guild in the Atlantic City severance pay case, and (b) for 1/3 or \$2,000, whichever is lesser, to the Boston Newspaper Guild for legal expenses.
2. From the recommendation to retain five cents per capita in the Defense Fund instead of returning to General Fund.
3. From the proposal to increase Wire Service per capita from \$2.70 to \$2.90.
4. William Brooks, Jr., John Carmichael, John Finnegan, Paul Freye, Mabel Riedel, John Sabin and Frank Suroff.

The Committee members who have indicated dissent from certain sections do not have a minority report.

Convention Rejects Wilkes-Barre Appeal
A two-paragraph report to the Albany convention was sufficient to record the findings of the Appeals Committee as to the case of Jay Hughes, Wilkes-Barre, who dissented from a disciplinary action by his local.

The report was submitted for adoption by George E. Hutchinson, Los Angeles, in behalf of his committee, which included Kenneth Cottrell, SPONG; William M. Davy, Cleveland; Charles Weber, Detroit; and Harvey Wing, SPONG. It was approved by the convention by voice vote.

Attached to the report of the committee for the information of delegates were copies of the appeal letter Hughes sent to the convention, and a report from the IEB Appeals Committee which had considered the case during the year.

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My Turkin
Hy Turkin, member of the Daily News unit of the New Guild, died this week at University Hospital, after a long illness. He was 40 years old.

Co-editor of the "Official Baseball Encyclopedia", on the second edition of which he had been working, he was the author of "The 1955 Baseball Almanac," first in what had been planned as an annual publication.

He had been writing sports for the News for 20 years.

Harold C. Burr
Harold C. Burr, member of the Brooklyn Eagle Guild unit which went on strike in January, was found dead at his Manhattan home this week, presumably from a heart attack.

Burr had written sports for the New York Post before joining the Eagle staff, and was a free lance fiction writer and author of news features. He was unmarried. His family life-traced directly to Aaron Burr.

Lansing Guild Leader Wins First Annual Bade Award

The first annual Wilbur E. Bade memorial award was presented to William Burke, Jr., of Lansing, Mich., in a ceremony which highlighted the Albany convention's banquet.

Burke, a delegate to the convention from the Lansing Guild, received a \$500 check and a scroll citing the outstanding local leadership which won him the award. As president of his local, he also was given a citation to the Lansing Guild in recognition of the achievement.

The presentation was made by Frank Murray, president of the Twin Cities Guild, the home local of Wilbur E. Bade, in whose memory the award was established by the Los Angeles convention. The local underwrote the first year's award.

Bade died suddenly early last year while serving as executive secretary of the Twin Cities Guild. Before that, he had been editor of the Guild Reporter for seven years and was the ANG's first director of organization.

Purpose of the award, to encourage the development of Guild leadership at the grass roots by stimulating participation in local activities and rewarding achievement, grows from Bade's personal efforts to develop such leadership during his long service with the Guild.

Burke's entry, submitted by his local, was chosen from among 18 individual officers, committee members and teams of local members. Judges were Gervase Love, assistant editor of the CIO News; Herbert Monk of St. Louis; and John Biddison, first secretary of the Twin Cities Guild—all of them personal friends of Bade's.

Biddison, summing up the judges' thinking, wrote the IEB: "We of the committee deliberately tried to measure the odds against prospects of success in

a given undertaking and to put a premium on vision and valor along with work."

The entry submitted by the Lansing Guild in Burke's behalf, read by Murray at the presentation ceremony, said:

"During 1954, the Lansing Newspaper Guild, one of the oldest in the Midwest, underwent quite a change.

"Lansing Local Number 24 turned from a semi-social organization into one that sounded and acted like a labor union.

"One man was primarily responsible for this change—William Burke, Jr., who served as president of Local Number 24.

"The Lansing Guild had become somewhat complacent 20 years after it was organized March 20, 1934. Its plight mirrored the problems facing many small locals with paternalistic managements. Why get excited, members asked; nobody has ever been fired here.

"Aware of this attitude, Burke went to work. For the first time in years, he brought the Lansing local into compliance with Taft-Hartley provisions so the National Labor Relations Board could be used if the need should arise.

"He followed each step outlined by ANG in preparing for contract negotiations, whereas in the past the national organization had been more or less sidestepped in negotiations.

"Following national provisions in every way, he won for the Lansing local its first ANG-approved contract in several years."

The entry also cited Burke's leadership in:

- Revitalizing the local administration through a system of committees.
- Establishing a credit union for all employees at the Lansing State Journal, his paper.
- Organizing the Lansing Labor News and negotiating the unit's initial contract.
- Organizing the Central Michigan District Council, composed of five small out-state locals.
- Preparing an ambitious education program sponsored by the council in cooperation with the



WELL DONE—William Burke, Jr. (r.), president of the Lansing Guild and its delegate to Albany, is the winner of the ANG's first annual Wilbur E. Bade Memorial Award for outstanding local Guild leadership. He is shown receiving the citation and check for \$500 from Frank Murray, president of the Twin Cities Guild, Bade's home local. The presentation was made at the convention banquet.

Workers Education department of the Continuing Education Department at Michigan State College.

"William Burke, Jr." the entry concluded, "exemplifies the spirit and willingness to work for the good of the small local—abilities that are so badly needed in the American Newspaper Guild today."

Before announcing the winner of the award, Murray cited the accomplishments of five other entries, which with Burke's comprised the finalists considered by the judges. They were:

Clevo Mathews and Jack Mathews of St. Louis (not related), who worked together as Post-Dispatch unit chairman and stewards' council chairman, respectively, to revitalize the steward system at the paper and bring it to peak performance, while still finding time for other individual Guild activities.

The Toronto Organizing Committee, whose efforts helped add 365 members to the Toronto local's rolls in a single year, the equivalent of one a day, and brought the local from ninth to fourth place in the number of members.

Robert Van Wagoner of Buffalo, who headed the organizing drive which brought the Buffalo local its first commercial unit, and served as chief negotiator for half a dozen contracts in the Buffalo area and as president of the POI council.

Douglas C. Lovelace, who served as chairman of the AP unit of the San Francisco-Oakland Guild, was active in the Wire Service Council and in community affairs, served on the arbitration board for the city-wide wage and hour contract negotiating and as a delegate to the state CIO conference.

Robert H. Buchanan, president of the Ottawa Guild, who helped win the first consolidated contract for the Citizens unit after 15 months of negotiating which took the local into conciliation, and who was also active in organizing and developing young leaders of the local.

It'll Be St. Louis For '57 Convention

The Guild's 1957 convention will be held in St. Louis, Mo. That was the last order of business decided before the Albany session adjourned.

ANG convention sites are chosen two years in advance to allow adequate time for the selection and reservation of convention hotel headquarters, Toronto, the 1956 convention site, was selected at the Los Angeles convention last year.

The San Jose Guild also entered a bid for the 1957 convention, but St. Louis was favored 95 to 41 on a show of hands. San Jose delegate John E. George then moved to make the choice unanimous, announcing, however, that his local would be back next year with a bid for 1958.

The 1957 session will mark the 20th anniversary of the historic St. Louis convention of 1937, when the Guild affiliated the CIO. St. Louis' central location also appealed to some delegates.

And, as one delegate pointed out, St. Louis is noted as a brewery town. But THAT wouldn't influence a Guild member's vote.

WELCOME TO THE GUILD—Provisional officers of the recently formed Rutland (Vt.) Guild, now awaiting a charter, saw union democracy in action as guests at the Albany convention. Here ANG President Joseph F. Collins welcomes Rutland President George Sparo (r) and Treasurer John Shaller (l) to the Guild and the convention.

Human Rights Forum, Committee Attack Industry's Job Bias

Racial discrimination in the newspaper industry and how to combat it received greater convention attention than ever before at the Guild's Albany session—both at a Human Rights Forum which was part of the extra-convention activities and in the report of the convention's Human Rights Committee.

More than 60 delegates participated in the forum Monday evening. Speakers were Robert Elliott, Chicago Guild delegate employed on the Chicago Defender; Mrs. Elliott M. Herrick, former personnel director of the N. Y. Herald Tribune, and William R. Simms, assistant director of the National Urban League Fund. ANG Vice President at Large Robert C. Stafford of Cleveland, who is chairman of the IEB Human Rights Committee, served as moderator.

Elliott described his own experiences in seeking jobs on major dailies. The Negro who wants to land such a job, he said, is up against the refusal of editors to recognize experience on weekly newspapers. The Negro press, he noted, has only one opportunity for the Negro to gain experience on small general circulation dailies.

"You have to start out by wanting to do something about it," said Mrs. Herrick, who contributed the employer's viewpoint to the discussion. As one person director who did want to do "something about it," Mrs. Herrick described her experiences at the Herald Tribune and, before that, with Todd Shipyards. Among the major problems she encountered, she said, were over-sensitiveness on the part of many Negro applicants and an unwillingness on the part of management to promote Negroes once they were hired.

Mr. Simms read reports of local Urban League chapters on the extent of Negro employment on newspapers and on the responses met to the League's attempts to combat discrimination. He concluded that not only are Negroes generally shut out of editorial employment, but that discrimination exists in all of the white collar jobs of the industry. He recommended that the Guild's fight against discrimination include cooperation with the Urban League, establishment of more local committees, insistence on the model fair employment clause in Guild contracts, and a program to educate Guild members themselves to the sound trade union principles behind racial integration of newspaper staffs.

Vice President Stafford reported that one problem faced by newspapers was the relative lack of qualified Negro job appli-

cants. Of some 3,000 job applications received in 1954 by his own paper, the Cleveland Press, he noted, only about 10 were from Negroes.

Drawing from the information provided by the speakers and delegates who took part in the forum, as well as from the report of the ANG officers on the Guild's human rights activities, the Committee on Human Rights presented this report, adopted by the convention:

The Convention Committee on Human Rights reaffirms our "faith in fundamental human rights, in the dignity and worth of the human person, and in the equal rights of men and women, determined to promote social progress and better standards of life and larger freedom."

This statement of principles, taken from the United Nations Declaration on Human Rights, was recommended by the 1954 convention of the ANG for adoption by its member locals. At the same time, an ambitious program designed to implement these principles was presented. Locals were urged to embark on specific programs in one of these fields:

- Freedom of Opportunity.
- Freedom of the Press.
- Responsibility of the Press.
- Freedom of the Individual.

This report to the 1954 convention was supported unanimously and enthusiastically by the assembled delegates. Unfortunately, the enthusiasm displayed at the convention failed to carry beyond. True, some locals did follow the convention recommendation to establish local Human Rights committees.

But there are scarcely a dozen such committees among nearly 100 locals.

Only 26 locals complied with the convention's request for semi-annual reports to ANG on the status of their human rights activities. (The National Wire Service Council conducted a similar poll which brought 56 replies or about 33 percent.)

Every year, the convention

vows to defend vigorously the human rights of human beings wherever they are infringed upon.

And every year, this committee must report that only a handful of locals has endeavored to keep this vow.

This committee thinks it is time to make up our minds.

Do we, as the Guild, believe in the fundamental rights of human beings or don't we believe in them? Are we merely content to pay lip service to them?

Your committee cannot bring itself to believe that the spirit of Heywood Brown—the champion of the underdog—is entirely lost and that Guild members are no longer concerned whenever an individual suffers injustice.

We think Guild members have shown they are concerned.

They gave evidence of it in their response to the convention forum on human rights June 27. Nowhere else have we seen such determination to recognize, confront and solve a serious problem in human relations.

We think the problem can be solved best if we attack it in the same manner in which we have successfully attacked our economic problems—through united action.

Individual efforts to end racial discrimination and to insure a free and responsible press are worthy. But they do not and cannot produce the results that are brought by joining with each other in united support of a common cause.

Heywood Brown was a giant. But even he could not stand alone in his continuing fight for the underdog. He saw the strength of unity and he helped to form the Guild.

The least we owe Heywood

is to keep his name alive.

Conventions

Cumbers

not paid

ed to mail

ANG office

intention, nevertheless remains

chartered local. At the Albany

convention last week, the dele-

gates voted down a motion to ac-

cept the report of the Charter

Revocation Committee to which

the situation had been referred,

and which would have lifted the

charter.

Objections arose because no in-

ternational representative had

been sent to Cumberland, and af-

ter the committee report had

been rejected, several New York,

Washington and Baltimore

spokesmen volunteered to visit

the local, in behalf of revival

of the charter.

Revocation of the charter

Cumberland had actually been

voted at the 1953 Boston con-

vention, but soon thereafter a dues

remittance covering the required

minimum of seven members was

received at ANG, and revocation

was not executed.

Joseph P. Murphy, New York,

was chairman of this year's com-

mittee, and serving with him

were Charles Weber, Detroit;

Ed Mahoney, SPONG, and

Kenneth Cottrell, SPONG, and

Harvey Wing, SPONG.

Brown is an earnest effort to carry on his life-long battle for individual rights and liberties.

Your committee recommends that these efforts be concentrated in the area of job opportunity, where the need for protection of human rights is most pressing and most obvious.

As the IEB pointed out in its report to the convention, racial discrimination is rampant in the newspaper industry—not only in editorial departments, but in all other departments.

Publishers deny that they practice discrimination in hiring their employees and some of them complain that they receive few or no applications for jobs

from Negroes. They claim that they have no need for Negroes.

Other members of the committee, however, believe that the need for Negroes is not only in the editorial departments, but in all other departments.

The committee also supports these recommendations made in the Officers' Report:

1. That the ANG take the lead by negotiating and enforcing the model no-discrimination clause in its national contracts.

2. That locals negotiate and enforce the model no-discrimination clause in all their contracts.

3. That the Department of Research & Information prepare questionnaires are designed to obtain information on all kinds of discrimination. After ANG has this information, it will be in a position to explore means of ending the discriminatory practices.

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3. That the Department of Research & Information prepare

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The committee also supports these recommendations made in the Officers' Report:

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Human Rights Forum, Committee Attack Industry's Job Bias

Racial discrimination in the newspaper industry and how to combat it received greater convention attention than ever before at the Guild's Albany session—both at a Human Rights Forum which was part of the extra-convention activities and in the report of the convention's Human Rights Committee.

More than 60 delegates participated in the forum Monday evening. Speakers were Robert Elliott, Chicago Guild delegate employed on the Chicago Defender; Mrs. Eliore M. Herrick, former personnel director of the N. Y. Herald Tribune, and William R. Simms, assistant director of the National Urban League Fund. ANG Vice President at Large Robert C. Stafford of Cleveland, who is chairman of the IEB Human Rights Committee, served as moderator.

Elliott described his own experiences in seeking jobs on major dailies. The Negro who wants to land such a job, he said, is up against the refusal of editors to recognize experience on weekly newspapers. The Negro press, he noted, has only one daily, and there is little opportunity for the Negro to gain experience on small general circulation dailies.

"You have to start out by wanting to do something about it," said Mrs. Herrick, who contributed the employer's viewpoint to the discussion. As one personnel director who did want to do "something about it," Mrs. Herrick described her experiences at the Herald Tribune and, before that, with Todd Shipyards. Among the major problems she encountered, she said, were over-sensitiveness on the part of many Negro applicants and an unwillingness on the part of management to promote Negroes once they were hired.

Mr. Simms read reports of local Urban League chapters on the extent of Negro employment on newspapers and on the responses met to the League's attempts to combat discrimination. He concluded that not only are Negroes generally shut out of editorial employment, but that discrimination exists in all of the white collar jobs of the industry. He recommended that the Guild's fight against discrimination include cooperation with the Urban League, establishment of more local committees, insistence on the model fair employment clause in Guild contracts, and a program to educate Guild members themselves to the sound trade union principles behind racial integration of newspaper staffs.

Vice President Stafford reported that one problem faced by newspapers was the relative lack of qualified Negro job appli-

cants. Of some 3,000 job applications received in 1954 by his own paper, the Cleveland Press, he noted, only about 10 were from Negroes.

Drawing from the information provided by the speakers and delegates who took part in the forum, as well as from the report of the ANG officers on the Guild's human rights activities, the Committee on Human Rights presented this report, adopted by the convention:

The Convention Committee on Human Rights reaffirms our "faith in fundamental human rights, in the dignity and worth of the human person, and in the equal rights of men and women, determined to promote social progress and better standards of life and larger freedom."

This statement of principles, taken from the United Nations Declaration on Human Rights, was recommended by the 1954 convention of the ANG for adoption by its member locals. At the same time, an ambitious program designed to implement these principles was presented. Locals were urged to embark on specific programs in one of these fields:

- Freedom of Opportunity.
- Freedom of the Press.
- Responsibility of the Press.
- Freedom of the Individual.

This report to the 1954 convention was supported unanimously and enthusiastically by the assembled delegates.

Unfortunately, the enthusiasm displayed at the convention failed to carry beyond. True, some locals did follow the convention recommendation to establish local Human Rights committees.

But there are scarcely a dozen such committees among nearly 100 locals.

Only 26 locals complied with the convention's request for semi-annual reports to ANG on the status of their human rights activities. (The National Wire Service Council conducted a similar poll which brought 56 replies or about 33 percent.)

Every year, the convention

votes to defend vigorously the human rights of human beings wherever they are infringed upon.

And every year, this committee must report that only a handful of locals has endeavored to keep this vow.

This committee thinks it is time to make up our minds.

Do we, as the Guild, believe in the fundamental rights of human beings or don't we believe in them? Are we merely content to pay lip service to them?

Your committee cannot bring itself to believe that the split of Heywood Brown—the champion of the underdog—is entirely lost and that Guild members are no longer concerned whenever an individual suffers injustice.

We think Guild members have shown they are concerned.

They gave evidence of it in their response to the convention forum on human rights June 27. Nowhere else have we seen such determination to recognize, confront and solve a serious problem in human relations.

We think the problem can be solved best if we attack it in the same manner in which we have successfully attacked our economic problems—through united action.

Individual efforts to end racial discrimination and to insure a free and responsible press are worthy. But they do not and cannot produce the results that are brought by joining with each other in united support of a common cause.

Heywood Brown was a giant. But even he could not stand alone in his continuing fight for the strength of unity and he helped to form the Guild.

The least we owe Heywood

Brown is an earnest effort to carry on his life-long battle for individual rights and liberties.

Your committee recommends that these efforts be concentrated in the area of job opportunity, where the need for protection of human rights is most pressing and most obvious.

As the IEB pointed out in its report to the convention, racial discrimination is rampant in the newspaper industry—not only in editorial departments, but in all other departments.

Publishers deny that they practice discrimination in hiring their employees and some of them complain that they receive few or no applications for jobs from qualified Negroes and other minority race groups.

The answer, of course, is in the history of oppression these minorities have experienced. Feeling the need for immediate economic security for themselves and their families, many capable Negro journalists have turned to other work or resigned themselves to lower paying jobs on Negro weeklies.

Their discouragement is understandable, but if the fight to end discrimination on newspaper staffs is to be won, their persistence is necessary. We urge them to continue to apply for jobs on general circulation dailies, and to apply again and again until they are successful.

The recent decision of the Supreme Court on desegregation in schools has created a climate in which progress in the fight for equal job opportunities can be expected.

To take advantage of this refreshing atmosphere, the committee urges these locals that have not done so to form Human Rights Committees. Locals in the South, particularly, should concentrate on the questions of how desegregation will affect the training of Negroes for careers in journalism and how these trained men and women can be smoothly assimilated into the industry.

The committee deems it imperative that questionnaires sent to locals by the ANG be filled in and returned promptly. These

questionnaires are designed to obtain information on all kinds of discrimination. After ANG has this information, it will be in a position to explore means of ending the discriminatory practices.

The committee also supports these recommendations made in the Officers' Report:

1. That the ANG take the lead by negotiating and enforcing the model no-discrimination clause in its national contracts.
2. That locals negotiate and enforce the model no-discrimination clause in all their contracts.
3. That the Department of Research & Information prepare a suggested step-by-step procedure, including ammunition, for the guidance of locals in their campaigns to end discrimination.
4. That locals report promptly to the ANG any vacancies or prospective vacancies so that it might alert unemployed candidates, from its lists, which include job-seekers who are not members of minority groups as well as many who are.
5. That the Guild maintain close liaison with and give assistance when possible to legitimate organizations already working in support of the principles stated herein.

The committee recommends, in addition:

1. That the IEB and the Department of Research and Information be commended for arranging the convention Human Rights Forum, the first of its kind at an ANG convention. The speakers invited gave them a wealth of information of value to the committee and other convention delegates. In view of its success, it is suggested that the Board consider a similar panel on human rights at the next and succeeding conventions.
2. That copies of the report of this committee be distributed to schools and departments of journalism and to Negro weekly newspapers.
3. That the committee be commended for its report on the desegregation of the press, which was a landmark in the history of the industry.

Ed O'Connor, SPONG, Chairman; George McNickle, New York; Secretary; Robert E. Glynn, Boston; J. Harley Murray, NWSC; Louis Silver, Memphis; Michael Andrews, New York; Marian Minus, New York; Tracy Shelling, Pueblo; Robert C. Stafford, Cleveland.

Without a helping hand from the ANG, some locals may be forced to forfeit cases which would otherwise have served as precedents for Guild actions elsewhere.

A recommendation was made that, in the next year, the appropriate committee of the IEB: 1. Study the overall problem of ANG-local cost-sharing in legal actions of more than purely local interest.

2. Determine the feasibility of budgeting General Fund money for meeting ANG responsibilities under any cost-sharing plan that may be developed.

3. Report back to the 1956 convention.

A proposal for an ANG scholarship plan was referred to the IEB without recommendation.

Constitution changes required by this Committee's proposals have been submitted to the Constitution Committee.

Milton Lapine, Chairman; Forrest Allen, Drafting Chairman; Robert Bailey, Philadelphia; Wes Barthelme, Washington; Irwin Bauer, Cincinnati; Stuart Borden, Lima; Margaret Brink, Portland, Me.; William Brooks,

Jr., Twin Cities; Jess Brown, Los Angeles; David B. Carlson, San Diego; John Carmichael, Twin Cities; William Cunningham, Wilkes-Barre; Charles Di-nen, Buffalo; Paul Frey, Sacramento; John Finnegan, Twin Cities; Ray Henry, Washington; Robert Holley, Chicago; Michael Jay, SPONG; Ed Johnson, New York; Matt Kramer, Portland, Ore.; Victor Lee, New York; Charles Leveroni, Boston; Joseph Lipper, Sacramento; William R. Loh, Youngstown; Douglas Lovelice, SPONG; Paul Lyman, Albany; Thomas J. Murphy, Rochester; Ed O'Connor, SPONG; Guy Peck, Elizabeth; Andrew Rapp, New York; Teresa Reese, Chicago; Mabel Riedel, Seattle-Tacoma; Leon Reister, Columbus; Beatrice Robinson, Pittsburgh; William Rogers, Stockton; John Sabin, St. Louis; Jerry Sullivan, NWSC; Frank Suroff, St. Louis; Ronald Thompson, Toronto; T. J. McBreen, Baltimore; Albert Viola, Scranton; Charles Weber, Detroit, and Craig Wilson, Akron.

The following members of the Committee wish to record their dissent:

1. From the position of the majority on approval of reimbursement for (a) fifty per cent of legal costs of the Greater Philadelphia Newspaper Guild in the Atlantic City severance pay case, said sum not to exceed \$2,000 and that it be taken from the General Fund.
2. The convention approve the IEB-proposed life insurance program for locals. This is a non-compulsory program without cost except where adopted by the local.
3. The recommended IEB strike benefit policy for Wire Service members - at - large be adopted. This would place wire service members of this category in the same position as wire service members attached to locals.
4. From the proposal to increase Wire Service per capita from \$2.70 to \$2.90.
5. William Brooks, Jr., John Carmichael, John Finnegan, Paul Frey, Mabel Riedel, John Sabin and Frank Suroff.

The Committee members who have indicated dissent from certain sections do not have a minority report.

Constitution Rejected

Wilkes-Barre Appeal

A two-paragraph report to the Albany convention was sufficient to record the findings of the Appeals Committee as to the case of Jay Hughes, Wilkes-Barre, who dissented from a disciplinary action by his local.

The report was submitted for adoption by George E. Hutchinson, Los Angeles, in behalf of his committee, which included Kenneth Cottrell, SPONG; William M. Davy, Cleveland; Charles Weber, Detroit; and Harvey Wing, SPONG. It was approved by the convention by voice vote.

Attached to the report of the committee for the information of delegates were copies of the appeal letter Hughes sent to the convention, and a report from the IEB Appeals Committee which had considered the case during the year.

Hughes was fined by the local for violation of the overtime provisions of the Guild contract, after he had been given notice of the violation. The IEB had sustained the local's position, and the convention took the same view.

An appeal presented by Delegate George A. Harris, Boston, in behalf of John O'Malley, elected by Boston as a delegate but not financed for the trip to Albany, was adjudicated to the satisfaction of the parties, and was withdrawn.

30

Hy Turkin

Hy Turkin, member of the Daily News unit of the New York Guild, died this week at University Hospital, after a long illness. He was 40 years old.

Co-editor of the "Official Baseball Encyclopedia", on the second edition of which he had been working, he was the author of "The 1955 Baseball Almanac", first in what had been planned as an annual publication.

He had been writing sports for the News for 20 years.

Harold C. Burr

Harold C. Burr, member of the Brooklyn Eagle Guild unit which went on strike in January, was found dead at his Manhattan home this week, presumably from a heart attack.

Burr had written sports for the New York Post before joining the Eagle staff, and was a free lance fiction writer and author of news features. He was unmarried. His family line traced directly to Aaron Burr.

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It'll Be St. Louis

For '57 Convention

The Guild's 1957 convention will be held in St. Louis, Mo. That was the last order of business decided before the Albany session adjourned.

ANG convention sites are chosen two years in advance to allow adequate time for the selection and reservation of convention hotel headquarters. Toronto, the 1956 convention site, was selected at the Los Angeles convention last year.

The San Jose Guild also entered a bid for the 1957 convention, but St. Louis was favored 95 to 41 on a show of hands. San Jose delegate John E. George then moved to make the choice unanimous, announcing, however, that his local would be back next year with a bid for 1958.

The 1957 session will mark the 20th anniversary of the historic St. Louis convention of 1937, when the Guild affiliated the CIO. St. Louis' central location also appealed to some delegates.

And, as one delegate pointed out, St. Louis is noted as a brewery town. But THAT wouldn't influence a Guild member's vote.

231 Are Seated

At Convention

A total of 220 delegates and 11 alternates was accredited at the 1955 Guild convention, it was reported by Charles E. Dawson, Portland, Me., chairman of the credentials committee.

The number did not constitute a high record for the series of 22 such gatherings in Guild history, though it might have been difficult to make the point when the convention hall was converted on Wednesday night into a crowded banquet set-up.

The credentials committee offered a recommendation that delegates next year be asked to remit their registration fees to the ANG office in advance, instead of the prevailing custom of payment at the convention city.

Besides Dawson, this year's committee included Dan McLaughlin, Elizabeth; Jess Brown, Los Angeles; Ed Johnson, New York; Joseph Kane, Greater Philadelphia; Ed Mahoney, SPONG; Robert Patton, Wilkes-Barre;

... Finance Outlook

(Continued from Page 6)

cost of \$6,500. The local has a deficit this year of \$2,000. It asked for 1/3 of the cost of these appeals, with a maximum of \$2,000 assistance.

The Committee feels that to a degree it is locking the barn door after the horse is stolen, but it hastens to add that there are several hundred horses still left in the stable.

On the basis of proposals from the IEB, the Committee recommends that:

1. The amounts of \$2,000.94 and \$888.93 listed as owing to the ANG from Indianapolis and Sabine-Neches be written off.
2. The amounts of \$5.83 and \$34 listed as owing to the ANG from Grand Rapids and Joliet be written off.
3. The amount of \$3,905.21 spent by ANG in the current fiscal year in our efforts to defend our bargaining rights in Portland, Ore., be charged to the Defense Fund.
4. ANG pay half of the Washington local's costs in the Washington Post circulation case, or \$3,111.45 and that it be charged to the Defense Fund.
5. ANG pay 50% of the legal costs in the Philadelphia local's Atlantic City severance pay case, said sum not to exceed \$2,000 and that it be taken from the General Fund.
6. The convention approve the IEB-proposed life insurance program for locals. This is a non-compulsory program without cost except where adopted by the local.
7. The recommended IEB strike benefit policy for Wire Service members - at - large be adopted. This would place wire service members of this category in the same position as wire service members attached to locals.
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Lansing Guild Leader Wins First Annual Bade Award

The first annual Wilbur E. Bade memorial award was presented to William Burke, Jr., of Lansing, Mich., in a ceremony which highlighted the Albany convention's banquet.

Burke, a delegate to the convention from the Lansing Guild, received a \$500 check and a scroll citing the outstanding local leadership which won him the award. As president of his local, he also was given a citation to the Lansing Guild in recognition of the achievement.

The presentation was made by Frank Murray, president of the Twin Cities Guild, the home local of Wilbur E. Bade, in whose memory the award was established by the Los Angeles convention. The local underwrote the first year's award.

Bade died suddenly early last year while serving as executive secretary of the Twin Cities Guild. Before that, he had been editor of the Guild Reporter for seven years and was the ANG's first director of organization.

Purpose of the award, to encourage the development of Guild leadership at the grass roots by stimulating participation in local activities and rewarding achievement, grows from Bade's personal efforts to develop such leadership during his long service with the Guild.

Burke's entry, submitted by his local, was chosen from among 18 individual officers, committee members and teams of local members. Judges were Gervase Love, assistant editor of the CIO News; Herbert Monk, St. Louis, and John Biddison, first secretary of the Twin Cities Guild—all of them personal friends of Bade's.

Biddison, summing up the judges' thinking, wrote the IEB: "We of the committee deliberately tried to measure the odds against prospects of success in a given undertaking and to put a premium on vision and valor along with work."

The entry submitted by the Lansing Guild in Burke's behalf, read by Murray at the presentation ceremony, said:

"During 1954, the Lansing Newspaper Guild, one of the oldest in the Midwest, underwent quite a change.

"Lansing Local Number 24 turned from a semi-social organization into one that sounded and acted like a labor union.

"One man was primarily responsible for this change—William Burke, Jr., who served as president of Local Number 24.

"The Lansing Guild had become somewhat complacent 20 years after it was organized March 20, 1934. Its plight mirrored the problems facing many small locals with paternalistic management. Why get excited, members asked; nobody has ever been fired here.

"Aware of this attitude, Burke went to work. For the first time in years, he brought the Lansing local into compliance with Taft-Hartley provisions as the National Labor Relations Board could be used if the need should arise.

"He followed each step outlined by ANG in preparing for contract negotiations, whereas in the past the national organization had been more or less side-stepped in negotiations.

"Following national provisions in every way, he won for the Lansing local its first ANG-approved contract in several years."

The entry also cited Burke's leadership in:

- Revitalizing the local administration through a system of committees.
- Establishing a credit union for all employees at the Lansing State Journal, his paper.
- Organizing the Lansing Labor News and negotiating the unit's initial contract.
- Organizing the Central Michigan District Council, composed of five small out-state locals.
- Preparing an ambitious education program sponsored by the council in cooperation with the Workers Education department of the Continuing Education Department at Michigan State College.

"William Burke, Jr.," the entry concluded, "exemplifies the spirit and willingness to work for the good of the small local—abilities that are so badly needed in the American Newspaper Guild today."

Before announcing the winner of the award, Murray cited the accomplishments of five other entries, which with Burke's comprised the finalists considered by the judges. They were:

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WELL DONE—William Burke, Jr. (r.), president of the Lansing Guild and its delegate to Albany, is the winner of the ANG's first annual Wilbur E. Bade Memorial Award for outstanding local Guild leadership. He is shown receiving the citation and check for \$500 from Frank Murray, president of the Twin Cities Guild, Bade's home local. The presentation was made at the convention banquet.

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Constitution Action Advances Bid For WS Local

Constitutional changes voted by the Albany convention were few, comparatively, but it was in the convention adoption of a minority report that there came the decision to give wire service Guildsmen their first step toward a long-sought goal, a "local" of their own.

Fourteen committee members had signed the majority report which opposed granting a charter to a wire service local, presented to the convention by the chairman, Donald Schram, Detroit. By the time the minority report reached the mimeographing stage, it had acquired fifteen signers.

Debate on the point was opened by Robert Farrington, a wire service council delegate, who had first signed the minority recommendation.

Briefly, the minority report called for a referendum among wire service membership, and application, after January 1, 1957, for a charter from the IEB, which was authorized to issue a charter within its discretion. Constitutional changes which would become necessary upon issuance of such a charter were listed.

The adoption of the minority report was by voice vote, and followed defeat of an amendment which would have made the proposed referendum an expression of the entire Guild membership, rather than of the wire service members.

The various reports were as follows:

First Report of Constitution Committee

Your Constitution Committee has approved and recommends to the convention the following amendments to the ANG Constitution:

Matter to be deleted in parenthesis. ()

New matter in boldface type.

Article XVIII, Section 2(c)

"If units of a chain of papers agree, with the approval of (through) their Locals, to enter a collective bargaining program, such a program shall be binding on those Locals until the negotiations are declared concluded by the IEB."

No further change in the section.

Article XVII, Section 2(a)

Monthly dues as specified in Section 1(a) of this Article shall be fixed and collected by the respective Locals, and shall not be more than ten dollars nor less than one dollar and fifty cents for employed members, except that the monthly dues of full-time employed members earning less than \$30 a week may be fixed by the Local at not less than five percent of the weekly salary of such members. Locals chartered after June 30, 1949, shall fix and maintain dues rates not less than those provided in the Model Dues Schedule set forth in Section 2(g) hereinafter. Dues shall be not less than ten cents a month for unemployed members. . . (no further change in Section 2(a)).

Section 2(d). The IEB shall apply the model dues scale (established in the manual) for members-at-large.

Section 2(g). The Model Dues Schedule shall be:

Weekly Salary	Monthly Dues
\$20.00 per week or less	\$1.50
\$20.00 to \$24.99	2.00
\$25.00 to \$29.99	2.50
\$30.00 to \$34.99	3.00
\$35.00 to \$39.99	3.50
\$40.00 to \$44.99	4.00
\$45.00 to \$49.99	4.50
\$50.00 to \$54.99	5.00
\$55.00 to \$59.99	5.50
\$60.00 to \$64.99	6.00
\$65.00 to \$69.99	6.50
\$70.00 to \$74.99	7.00
\$75.00 to \$79.99	7.50
\$80.00 to \$84.99	8.00
\$85.00 to \$89.99	8.50
\$90.00 to \$94.99	9.00
\$95.00 and over	9.50
Associate members annual	1.00

The footnote should be dropped

from Article X of the Model Local By-Laws.

Article X, Section 6(a). A member, etc. (no change)

Section 6(b). (All New) Members elected to full-time office in the American Newspaper Guild shall retain membership in their home Locals. Members appointed to the ANG staff may elect to retain membership in their home Locals or in the local in whose area they are assigned but in either case shall pay dues at the rate set in the Model Dues Schedule.

Article V, Section 3(f) (By action of the 1954 convention)

The (8) elected members of the National Wire Service Council shall be seated as delegates at the (1955) Convention of the ANG. No such delegate shall represent his Local. Each delegate shall be entitled to one vote. The expenses of such delegates shall (not) be borne by (any local) the ANG. The IEB shall furnish credentials. Such delegates shall be seated as herein provided notwithstanding the provisions of Article IV, Section 1; Article V, Sections 3 (a), (b), (c), (d), (e), 4, 7, 10. (This provision shall apply only to the 1955 Convention.)

Article VIII, Section 8(b). In the event of a contest by referendum

ballot for Local officers or delegates to any Convention, the names of all nominees for each office shall be placed on the ballot either by slate or in alphabetical order. Each candidate (shall) may be identified on the ballot by his unit.

Article VIII, Section 14. No Branch shall make contracts or (of) incur liabilities for the ANG

unless authorized in writing by the IEB. The ANG shall not be liable under such contracts unless they were so authorized.

Article XVIII, Section 4(d). The settlement of grievances

shall be subject to ratification by the Local's governing body, and shall be subject successively to appeal to the Local membership, the IEB and the ANG Convention.

Article X, Section 6—Second sentence—If he is employed in the area of one local but assigned permanently in the area of another, he shall belong to both Locals but shall pay dues only to the (second) local which negotiates his contract effective July 1, 1957.

The Constitution Committee substituted for a new proposed Article X a reaffirmation of the policy statement of the Boston convention in reference to wire service administration (as set forth in Appendix B in the 1953 proceedings) with the following amendment:

"The National Wire Service administrator and one assistant wire service administrator shall be chosen by the National Wire Service Council subject to the approval of the IEB."

A wire service paper shall be published monthly. The editor of the paper shall be selected by an editorial board of the Wire Service Council with the approval and consent of the full council.

The purpose of the wire service paper shall be to promote in every legitimate way the Guild in the wire services and the policies of the ANG as established in convention or in referendum."

The Constitution Committee rejected a proposal sponsored by the Wire Service Council to authorize the IEB to charter a Wire Service Local.

Donald Schram, Detroit, Chairman; Margaret Allison, Bay City, Secretary; Arthur C. Atwell, Los Angeles; C. J. Beaucier, Toronto; Edward Easton, Jr., New York; George A. Harris, Boston; Edward J. Healy, Albany; Adolph Johnson, Twin Cities; Bill Norton, Los Angeles; Adolph J. Rahm, St. Louis; Leroy Steen, Memphis; Fred Thompson, Toronto; James B. Woods, St. Louis, and John Wright, Boston.

The second report was rejected in favor of a minority report, which read as follows:

Article VIII of the Constitution be amended as follows:

Add to Section 1:

except as provided in Sec. 2.

Sec. 2. The IEB may, in its discretion and upon application of the National Wire Service Council, made after a national wire service referendum and not before Jan. 1, 1957, charter a local with jurisdiction over the employees of national press services and associations, news photo and feature agencies.

Renumber all subsequent sections of Article VIII and add to Section 7 (formerly Sec. 6):

This section shall not apply to any local chartered under Sec. 2.

Section 8 (formerly Sec. 7):

This section shall not apply to any local chartered under Sec. 2.

Upon chartering of a local under Article VIII, Section 2, the following shall be deleted from the Constitution:

Article V, Section 3(f)

Article XVII, Section 2(b)

Article XVIII, Section 6(b)

Robert Farrington (NWSC); J. Everett Holmes (Albany); Ron

York; Joseph P. Murphy, New York; Arthur Rosenstock, New York; J. Edward Klein, Philadelphia; F. Gilman Spencer, Philadelphia; J. Frances Haygood, Portland, Me.; Adolph J. Rahm, St. Louis; James B. Woods, St. Louis; Joe Rosenthal, SPONG; Harvey Wing, SPONG; Al Bryant, Toledo; C. Joseph Beaucier, Toronto; Frederick Thompson, Toronto, and Adolph Johnson, Twin Cities.

The first report was adopted as presented, section by section.

Second Report of Constitution Committee

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The first report was adopted as presented, section by section.

Third Report of the Constitution Committee

The Constitution Committee unanimously approved the recommendation of the IEB and the Toronto Newspaper Guild that no change be made in Article II, Section 1, the Heywood Brown eligibility clause in the ANG Constitution.

It considered and rejected a resolution of the Baltimore Local proposing a sub-section to this clause.

It considered and rejected an amendment sponsored by the New York delegates mandating the ANG and its locals not to resist the discharge of confessed or convicted communist subversives.

This third report was signed by all members of the committee and was adopted by a voice vote.

Fourth Report of Constitution Committee

Your committee approves the following amendment:

Article XVII, Section 6(b). The per capita tax for wire service members covered by contract between their employer and the American Newspaper Guild shall be (\$2.50) \$2.75 for every monthly dues payment of at least \$5.00.

Effective September 1, 1954 August 1, 1955 the per capita tax shall be (\$2.50) \$2.90 (and effective November 1, 1954 it shall be \$2.70). In the case of employees earning less than \$50 a week, the per capita tax shall be the amount represented by the model dues schedule.

Your committee referred to the IEB for re-drafting and submission to next year's constitution committee a section specifically authorizing payment of life insurance premiums for members from local funds.

Donald Schram, Chairman, Margaret Allison, Secretary, for the committee.

The fourth report was adopted by voice vote, section by section.

ICFTU EXHIBIT—Free world labor was given a boost by this convention exhibit of the International Confederation of Free Trade Unions. Looking on (l. to r.) are ICFTU Representative Herb Lane, ANG President Joseph Collis, and delegates Sophie Russey of Woonsocket and Frances Gallagher of Boston.



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... Novak Vs. Farson

(Continued from Page 1)

the state offered Mabel Riedel, Seattle-Tacoma; Frank E. Murray, Twin Cities; William Burke, Lansing; Thomas Buckley, Pawtucket, and James Egan, New York.

The Farson supporters opposed this slate with one of their own, headed by Milton J. Lapine, Cleveland, as chairman; J. Edward Klein, Greater Philadelphia, as vice chairman, and Joe Rosenthal, SPONG, as treasurer. With them were nominated John H. Thompson, Boston, Region 1; Ray Henry, Washington, Region 2; Leon Rostgen, Columbus, Region 3; Art Atwell, Los Angeles, Region 4; Rosenstock, New York, Region 5; Charles Dale, Canadian Wire Services, Region 6. The at-large nominees were Irwin Bauer, Cincinnati; Ron Samonaki, Greater Philadelphia; Egan, New York; Dan McLaughlin, Elizabeth; David Welty, Pittsburgh, and Chester Swegan, Lima.

Rosenstock and Egan, finding themselves on both slates, sought to disqualify the support of the Novak-Brooks contingent, but their protests were over-ruled. It was decided that the steering committee would be chosen by a division of the house, with voting for one or the other group.

The Farson-Lapine slate was chosen by a vote of 115 to 71, and Lapine assumed the chair, while Weber turned over his records and treasury balance—\$191—to Rosenthal.

Thus Farson and his supporting group of nominees named on Friday fell heir to the machinery of the "pro-Guild" caucus, an organization which since 1951 has had no part, as such, in the election of candidates for Guild office.

The Novak forces laid immediate plans for forming their own campaign organization, independent of the caucus headed by Lapine.

The original "pro-Guild" caucus was a holdover from 1941, when tight political action had been necessary to unseat left-wing elements in top offices of the Guild. In the mid-forties it had functioned as a steering organization in a number of campaigns, but soon a real caucus, centering for the most part among opponents of former Executive Vice President Sam B. Eubanks, came into being with the name "Free Guild Caucus."

By 1951, at Pittsburgh, both Free-Guilders and Pro-Guilders found themselves in accord as to aims, and at the 1952 Portland Convention effected a formal merger of leadership, retaining the original "Pro-Guild" name.

In 1953, at Boston, the caucus leadership found itself divided between the rival candidacies of Joseph F. Collis and Harry Martin for the ANG presidency, and voted to support neither, as an organization. Two loosely constructed campaign committees carried on without caucus aid, with Collis winning narrowly over Martin.

At last week's caucus session, both Farson and Novak made statements of their candidacy for the executive vice presidency, and Farson detailed his objections to Novak's administration, with Novak replying, adding that he is running on his Guild record.

When nominations were made next day on the floor of the convention, it was possible to discern, through nominating and seconding speeches, where the division lay as to Novak and Farson slates lay.

Charles A. Perlik, Jr., Buffalo, an international representative, is running for the job which Farson

will vacate as of October 31, with Farson's backing. The Novak candidate for the secretary-treasurer is Justin F. McCarthy, Chicago, a former member of the staff of international representatives.

The Novak candidates for the vice presidencies are Woods, St. Louis; John Finnegan, Twin Cities; Ed Marchink, Chicago; Robert Van Wagoner, Buffalo; Dawson, Portland, Me. and Miss Riedel, Seattle-Tacoma.

The Farson group includes Art Cullison, Akron; Harvey Wing, SPONG; McLaughlin, Elizabeth; Welty, Pittsburgh; Wilfred Alexander, New York; and Douglas Lovelace, SPONG.

Vice presidential candidacies in which the Farson-Novak split is not a factor are the fourth regional contest between Fred D. Fletcher and Al Dipman, both of San Francisco-Oakland; and the bid for reelection by Felix B. Wold, Detroit. None of these three desired to be "bracketed" for campaign purposes.

There were unopposed nominations, with consequent declaration of election, for five of the officers, headed by Collis as president. Vice presidents in Regions 1, 2, 5 and 6 were also elected, in Thompson, Richard Lane, Memphis, succeeding Philip H. Price, Washington; Rosenstock, succeeding Victor Leo, New York; and Beaucier, respectively, Thompson and Beaucier were re-elected.

Of the nominees for at-large places, only Stafford, Marchink and Wold are currently members of the IEB. Of present regional vice presidents, only Dipman is involved in a contest for reelection.

The board to be elected in the referendum in September will have six members now holding office, since either Farson or Novak will continue on the IEB. The outcome of the contests will determine whether the personnel of the board will include as many as nine newcomers, the potential high figure.

Price, of Region 2; Adolph J. Rahm, Region 3, and Leo, Region 5, did not seek another term, among the regional group. Those of the at-large vice presidents who end terms October 31 are Roberta Bailey, Greater Philadelphia; Edward Easton, Jr., New York; and Paul A. Frey, Sacramento. All retiring vice presidents were the subject of resolutions of appreciation for their services, unanimously adopted by the convention.

The largest group of wire serv-

Name Election Group For Felix Wold, Detroit

A wire service committee has been organized to elect Felix Wold, Detroit AP to a third term on the International Executive Board of the American Newspaper Guild.

Directing the committee's nationwide work will be steering committee chairman Richard Smith, of Cleveland, a member of the 1954 and 1955 AP National Committees.

Other steering committee members are Joe E. Wilson, UP, San Francisco, secretary-treasurer of the National Wire Service Council; Jerry Sullivan, Kansas City, AP delegate, NWSC; J. Harley Murray, Washington, INS-IMP; Central Press Vice President, NWSC; Benson Sene, Los Angeles, UP-NEA vice president, NWSC; and Max Fine, New York, INS-IMP-CP delegate, NWSC.

Wire Services Make Strides Toward Autonomy As Convention Approves Council's Program

By JOE R. WILSON
San Francisco Guild

Albany, N. Y.—The ANG convention approved all recommendations submitted to it by the National Wire Service Council. With but one exception, the approval came through various committee actions, and the end results constituted a definite step forward in the long campaign of wire service men for revision of the organizational status they have occupied in the Guild.

The approved "package" included the following points:

1. The convention granted the Wire Service Council authority to name the wire service administrator and his assistant, with the selections subject to approval of the IEB.

2. Authority was granted for the IEB to charter a wire service local at its discretion, following a thorough study of the plan and a referendum among wire service employees, as to whether they want a local of their own. Application for the local would be made by the Wire Service Council to the IEB, and not before Jan. 1, 1957.

3. Members of the National Council will be delegated to the convention on a permanent basis. Hereafter, the authority to have wire service delegates at the convention has been on a one-year basis, subject to renewal or rejection at each convention.

4. The per capita paid to ANG by wire service Guildsmen was increased 20 cents from \$2.70 to \$2.90 a month. The additional money will be used to help pay overall ANG expenses. The Council had recommended a 50-cent increase, but accepted the Finance Committee recommendation that the 20-cent increase would be more acceptable to the locals.

5. The Wire Service budget for the fiscal year was increased to provide \$1,500 to reestablish WIREPORT, the wire service union publication, and the allocation for the four regional conferences was increased from the IEB recommendation of \$2,000 to \$3,000 to permit more delegates to attend the conferences.

All points on the wire service program were contained in majority committee reports and adopted on the convention floor without opposition with the exception of the proposal to institute study and possible charter of a wire service local. That proposal passed by voice vote after nearly an hour of debate.

The largest group of wire serv-

ice Guildsmen in the history of ANG conventions was present at Albany. Seven of the eight council members attended as official delegates. Another 14 wire service employees were sent to the convention by their locals, including

ANG President Calls For Probe Of Brooklyn Eagle Closing

(Continued from Page 2)

to join in the common bond of unionism for our mutual benefit. In collective bargaining, we continue to progress, in some areas significantly.

Most wage settlements during the year have been \$3.50 a week or more and half of our newspaper contracts now provide minimums of \$110 or more a week in key classifications.

Conditions also continue to improve. The three-week vacation for Guild members now is virtually universal.

This should not imply, however, that collective bargaining has been easy. The contrary is more often true.

It is imperative that you delegates gather all the information here that you can for your locals. It is important you study the servicing plan for locals which has been considered by the IEB.

The interim committee authorized by last year's convention has studied the Guild's collective bargaining position and has come out with the recommendation that the Guild share in the

increased productivity of the industry each year.

And, when job descriptions are discussed, the newspaper industry has its own Babel. In some cases, one type of job has five or six different job titles. We think this situation should be clarified.

Experience likewise has taught us our Guild members should receive their severance pay every time they earn it and that incompetent publisher imposters should not use their employees' money to continue in business.

We should get our severance pay set aside regularly in the name of the persons who earn it.

How do we stand in membership? What are we doing in organizing?

Dues paying membership during the last fiscal year averaged 27,148 and reached an all-time peak of 27,202 on July 1.

The number of locals was increased to 96 as employees of the British Columbia in New Westminster, B. C., and the Republican-American in Waterbury, Conn., were chartered.

We had a noteworthy year in expanding our local in Toronto,

and, if present plans and preparations bear fruit, the Toronto local may become the Guild's second largest in membership.

The organizing program hampered out at the Pittsburgh convention has proved its worth. But the International Executive Board feels it needs implementing with increased personnel.

There still are persons in the newspaper business — reporters with years of service—who are being paid \$60 a week and less. They are working 48 hours or more hours a week without overtime because publishers compel them to sign work cards in violation of the Wage and Hours Law.

One request which came to your president during the past two months from an unorganized newspaper, said experienced newsmen are being paid less than dishwashers.

To bring these persons the benefits of unionism this year will need more money and personnel.

Now the money can be obtained through abandoning the union's practice of diverting five cents from the General Fund to the Defense Fund. This will allow us to add three international representatives—to bring our staff to 12.

And, for each 1,000 additional dues paying members obtained, an international representative would be added.

This increased personnel will help us bring unionism to thousands crying to the Guild for organization. Unity between the CIO and AFL will help.

The opportunity for expansion is here. This convention must work out the way we can seize it best.

We have had a relatively good year in political action.

Our PAC quota was raised and exceeded. On many fronts from the Atlantic to the Pacific our members have been active in the public service . . . you have agreed to let an outsider determine the wage in reopenings, and new contract clauses in some of the other arbitrations. We are happy to see this development . . . because the Guild in so many ways is a leader with regard to the philosophy that they use in arbitration.

"We also feel that there is a grave danger of doing it too often, that there is a grave danger of giving up, when wage arbitration is frequent, your inalienable rights to barter and to negotiate for your jobs. It is a decision you have to make just as the publisher has to make . . . which is the lesser of two evils—strikes, arbitration, or acceptance of an offer which doesn't quite meet your demands. I am happy that you have to make that decision rather than anybody in the Arbitration Association."

Mr. Murphy also praised the Guild's concern with protecting the job rights of employees, reporting that an AAA survey showed 50 percent of the Guild's arbitration cases in a year had been concerned with job security.

"I think the reason for this, perhaps, is that the Guild has, from the very beginning, recognized the proprietary right of a person to a job, and in its early endeavors to protect that right, has developed certain types of clauses . . . relied on . . . to protect the individual job rights of each and every person whose position merits defense."

"Some people tell me there is a philosophical connection with the 'guaranteed wage' in your severance pay. I don't see it directly, but certainly the same

fundamental problems are involved, that you people have endeavored to give protection to the person who might lose his job through other means."

Mr. Murphy, who had attended the convention collective bargaining forum the day before, offered some suggestions for breaking down management resistance to arbitration, a matter that had been discussed in the forum.

"There is no full answer to the question (what to do when the Publisher refuses to arbitrate)," he said. "But I should say we have an educational program designed to bring a knowledge of arbitration to the public, to management, and to labor, and . . . approaching one employer or another, we have been able to bring to them a knowledge of the fact that arbitration is an American democratic way of settling disputes, and if they are going to preach it in their editorials and in their other comments then it is something that should be practiced . . . and we invite anyone with such problems to let us know."

After cautioning the Guild to avoid any misuse of the arbitration process, a practice which he said was increasing employer opposition to arbitration generally, Mr. Murphy praised the Guild's Collective Bargaining Manual section on grievance procedure.

To implement this program, the IEB suggests the Research

and Information Department prepare a step-by-step procedure to guide locals to eliminate discrimination in their localities, particularly in newspaper contracts where there are Guild contracts.

Referred to this convention is what to do, if anything, about communists. Your officers do not consider this matter one of the important issues of the convention. We long ago faced the Red threat and conquered it.

Communists who hold Guild membership were put into the industry by the publishers. They, the publishers, are to blame for any Red influences in the newspaper industry.

The Los Angeles convention declared "it to be the policy of the American Newspaper Guild to hold ineligible for membership in the Guild any proven or admitted member of the Communist Party or any person who consistently adhered to the policies and actions of the Communist Party or any similar subversive organization."

The convention instructed the IEB in the interim to prepare the necessary constitutional changes to put this declaration into effect.

The executive board has done its assigned chore.

A lot of water has flowed down the Hudson River since this union met last summer in Los Angeles. The junior senator from Wisconsin has been cut down to his proper size in votes—about four.

The hysteria which aroused the nation has subsided somewhat.

A proposed constitution for the new United States labor federation contains safeguards which would forbid any leftist group from retaining control of any labor organization.

Our union members have had months to debate the issue to decide what, if anything, the union should do. There are some groups who think the Guild should not protect communists. There are others who feel the Constitution now contains adequate safeguards against the union being captured by the Reds.

This is a matter which should be debated in the collective bargaining committee and in its proper perspective. It is the opinion of your president and many delegates to whom I have talked that the communist issue is one of the less important issues of this convention.

The union has larger and more important problems to solve. We have handled the communists in the past; we face the future with the confidence of successful experience.

We have been saddened during the year by the deaths of those who have contributed to the growth and strength of this union.

They include: Robert Greenock, an international representative; Fred Martin, executive secretary of Seattle-Tacoma; Owen "Pop" Cowling, whom many of met at the Portland convention; Wilbert Taylor, a Wilkes-Barre striker; and Gabriel Roletti, a Los Angeles member who was a delegate to preceding conventions.

The union wishes to extend its thanks to those members who have contributed so much in various phases of Guild activities during the year, whose efforts, in so many cases, constituted sacrifices.

Where, then, do we go from here?

You delegates will provide the answers this week.

The newspaper business is flourishing.

Advertising in 52 cities in the first quarter was up more than

55 million lines over the comparable period of last year and the April linage was up 4.5 per cent. Newspaper usage is higher as newspaper circulation increases in both advertising and circulation.

The Hearst Corporation, to quote one group, had net income in the first quarter of \$384,000 against a comparable last year's loss of \$572,000.

Some elements in the newspaper industry get their returns very easily. The national advertising agencies send their accounts and their bills for 15 per cent commission. There's never any argument. The publishers are willing to risk breaking the law to pay these demands.

Newsprint is sold at prices fixed by the monopolistic newspaper manufacturers. While our Guild members in Los Angeles were contributing some of their hard-earned dollars to keep the Daily News alive, the newspaper manufacturer was collecting his tribute at the price he fixed.

But when a labor union asks for its just share of contributing to the prosperity of the publishers, what happens? Months of abuse, all kinds of rebuffs and even strikes are forced on our members.

It's time the publishers woke up.

Around Albany, for example, you can find Guild members in important government agencies who are earning ten to 15 thousand dollars a year—about four.

And, as far as we can determine, all Guild members who lost their jobs after the Nashua strike are now earning 50 percent more than the paper paid them.

For example: One is now a letter carrier with a base pay of about \$30 a week. He was a sportswriter at \$50 a week. He recently refused another newspaper job because the hours were too long and the pay inadequate.

A second, a proofreader at \$50 a week, is now a successful life insurance salesman working for one of the largest agencies in the community.

A third, another \$50 a week proofreader, is running his own food market at a good profit.

A fourth, a circulation clerk at \$22 a week, now is a stenographer for an automobile agency at nearly \$50 a week.

A fifth, an advertising salesman at \$46 a week, soon discovered he could earn much more as a carpenter.

Good labor relations are imperative to a prosperous industry. Three weeks ago the Ford Motor Company adopted the guaranteed annual wage for its employees.

And what happened?

The following appeared in last Tuesday's newspaper, and I quote:

"Ford Motor Company announced it broke daily production records three times last week, passing 10 thousand cars and trucks for four consecutive days for the first time in its history. Ford said its car-truck output last Tuesday topped the 12-thousand mark for the first time in 52 years with a total of 10,208."

Good labor relations pay in production and profits. What's good for Ford certainly should be good for Hearst and others.

You delegates represent intelligent and capable people.

These people deserve more pay and better working conditions.

This industry is in condition to give them.

Let's start right now to build further this union to bring our members higher pay and better working conditions.

Through adoption of a unanimous report of the Research and Information Committee, the Albany convention stressed the need for a detailed study of economic and other factors involved in the establishment and sustenance of new daily newspapers.

Specifically, the IEB is charged with appointment of a committee to draft a research program designed to collect all available data for such purpose, and to support the study with funds as available.

Additionally, by approval of the finance committee program, the convention rejected a proposal submitted in the Officers' Reports that the three-year program of training institutes by the department be dropped in the interests of economy.

The finance committee budgeted funds sufficient for eight one-man-directed institutes during the fiscal year.

The text of the Research and Information report follows:

The committee, fully aware of financial problems of the American Newspaper Guild, still views with misgivings the extent to which the recommended budget for the Research and Information Department has been reduced.

The department should be permitted to continue all essential education programs and publications necessary to preserve and build the strength of the Guild.

The committee, in particular, disapproves of the International Executive Board's recommendation that Leadership Training Institutes be eliminated this year as an economy measure.

Instead, the committee endorses the report of the Conference of Councils and recommends that the Leadership Training Institutes be continued. For the sake of economy, the committee believes the Institutes, as a temporary measure, be conducted on a one-man basis, and that the Finance Committee be requested to allocate the necessary funds.

The committee further recommends that the district councils be urged to continue the practice of contributing funds to help pay the costs of the Leadership Training Institutes.

The committee further recognizes the budgetary problem of the Information and Research Department faces in carrying out recommendations of the twenty-first annual convention at Los Angeles to publish and distribute a stewards' manual, and to replace "As Simple As ANG," now out of print.

These two special projects, together with the department's regular publications and literature, are certain to be more costly than the proposed budget.

The committee therefore recommends that the convention grant authority to ANG to sell to local publications released through the Research and Information Department. It is contemplated that the price per copy to locals for the ANG Constitution, steward's handbook, and the booklet replacing "As Simple As ANG" will be approximately one-half of the actual production cost.

Following its own discussion of the May decision of the IEB to consolidate the Research and Information Department, the committee met in joint session with the Guild Reporter Committee.

The two committees jointly recommended that neither of the two departments nor the positions of Editor of the Guild Reporter and Director of Research and Information be consolidated by action of the IEB.

The committee believes maintenance of the Guild Reporter as a separate department and the constitutional power that the

Guilds to publish Page One books but also realizes that locals already publishing successful Page One editions may be loathe to share their advertising revenue by participating in a national pool. The committee considers Page One books, balls, Gridiron dinners and other Guild-sponsored public functions among the best methods of promoting ANG.

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At its post-convention session last Saturday the International Executive Board reconsidered its action in May, as to merging of Guild Reporter and Research and Information responsibilities, and rescinded its motion.

R & I Report Asks Guild Study Of Press Expansion Problems

Through adoption of a unanimous report of the Research and Information Committee, the Albany convention stressed the need for a detailed study of economic and other factors involved in the establishment and sustenance of new daily newspapers.

Specifically, the IEB is charged with appointment of a committee to draft a research program designed to collect all available data for such purpose, and to support the study with funds as available.

Additionally, by approval of the finance committee program, the convention rejected a proposal submitted in the Officers' Reports that the three-year program of training institutes by the department be dropped in the interests of economy.

The finance committee budgeted funds sufficient for eight one-man-directed institutes during the fiscal year.

The text of the Research and Information report follows:

The committee, fully aware of financial problems of the American Newspaper Guild, still views with misgivings the extent to which the recommended budget for the Research and Information Department has been reduced.

The department should be permitted to continue all essential education programs and publications necessary to preserve and build the strength of the Guild.

The committee, in particular, disapproves of the International Executive Board's recommendation that Leadership Training Institutes be eliminated this year as an economy measure.

Instead, the committee endorses the report of the Conference of Councils and recommends that the Leadership Training Institutes be continued. For the sake of economy, the committee believes the Institutes, as a temporary measure, be conducted on a one-man basis, and that the Finance Committee be requested to allocate the necessary funds.

The committee further recommends that the district councils be urged to continue the practice of contributing funds to help pay the costs of the Leadership Training Institutes.

The committee further recognizes the budgetary problem of the Information and Research Department faces in carrying out recommendations of the twenty-first annual convention at Los Angeles to publish and distribute a stewards' manual, and to replace "As Simple As ANG," now out of print.

These two special projects, together with the department's regular publications and literature, are certain to be more costly than the proposed budget.

The committee therefore recommends that the convention grant authority to ANG to sell to local publications released through the Research and Information Department. It is contemplated that the price per copy to locals for the ANG Constitution, steward's handbook, and the booklet replacing "As Simple As ANG" will be approximately one-half of the actual production cost.

Following its own discussion of the May decision of the IEB to consolidate the Research and Information Department, the committee met in joint session with the Guild Reporter Committee.

The two committees jointly recommended that neither of the two departments nor the positions of Editor of the Guild Reporter and Director of Research and Information be consolidated by action of the IEB.

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THE GUILD REPORTER

CHARLES E. CRISSEY, Editor

Published by the American Newspaper Guild (CIO-CCL)
 Guild Reporter deadline at 99 University Place, New York 3, N. Y.; letters, features and ads the Friday preceding publication date; news, Tuesday preceding publication; news bulletins, Wednesday preceding publication.
 Published the second and fourth Fridays of each month. Single copy is 15c. Yearly \$3.00.
 Acceptance for mailing at the special rates of postage provided for in the Act of February 26, 1935.

ANG INTERNATIONAL OFFICERS

PRESIDENT: Joseph F. Collis
EXECUTIVE VICE PRESIDENT: Ralph B. Nevak
SECRETARY-TREASURER: William J. Farrow
 International Headquarters, 99 University Place, New York 3, N. Y.
REGIONAL VICE PRESIDENTS: 1—John H. Thompson, 42 Windsor Road, No. Quincy, Mass. 2—Philip Price, 12 W. Custis Ave., Alexandria, Va. 3—Adolph J. Rahm, 1336 Midland Drive, University City 14, Mo. 4—Al Dipman, 416 Milton Ave., San Bruno, Calif. 5—Victor Lee, 3904 Clarendon Road, Brooklyn, N. Y. 6—Joseph Beaulieu, 150 Indian Road, Toronto 9, Canada.
AT-LARGE VICE PRESIDENTS: Roberta Bailey, 130 Drexel Road, Ardmore, Pa.; Edward Easton, Jr., 2 East 12th St., New York 3, N. Y.; Paul A. Freye, 3853 Cresta Way, Sacramento 21, Calif.; Ed Marcinjak, 21 West Superior, Chicago 10, Ill.; Robert C. Stafford, Box 156, West Richfield, Ohio; Felix B. Wolf, 335 E. Lewiston, Ferndale 20, Mich.
DIRECTOR OF ORGANIZATION: J. William Blatz
DIRECTOR OF RESEARCH AND INFORMATION: Ellis T. Baker, III
INTERNATIONAL REPRESENTATIVES: Edna Berger, Kenneth R. Byrd, Joseph L. Campo, Joseph G. Colangelo, Joseph E. Garland, Ray Mann, Chas. A. Perlik, Jr., Ray Pitt, III (Asst. Wire Service Administrator), Maxwell E. H. Pyle, Stephen Ripley (Wire Service Administrator).

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AFTER a nominating convention like that of last week in Albany, and before the campaign shooting gets under way, seems an opportune time for the editor of the Guild Reporter to state his convictions as to the place of this publication in relation to the campaign.

Most simply put, it is the view here that the Guild Reporter, in such circumstances, belongs solely to the membership of the Guild, and that its function is to carry to the member-voters news and views of the opposing sides in the bid for Guild office, with neither group favored nor neglected.

Put in another way, here is a chance for a test of objectivity, that somewhat elusive quality the absence of which in the commercial press our Guild has been known to deplore.

This is not to say that the editor personally has no preference in this contest, which sees as top opponents two Guild officers with whom he has closely worked for a dozen years. The editor fully intends—and hopes that 20-odd thousands of other members in good standing will do likewise—to exercise his privilege of Guild citizenship by casting his lone ballot, for the candidates of his choice.

It is rather that the editor will not consciously use the position he holds to further the candidacies of one group to the detriment of the other. That may not be an easy standard to maintain, but it will be attempted, honestly and fairly.

To succeed, the editor is going to need help from both camps, in the form of news coverage as complete as the campaign activities warrant. He will need stories, pictures, biographies,—a grist of material which he himself cannot initiate, and the volume of which he cannot control. What he can guarantee is that copy submitted will get equal treatment as it flows in.

The ANG constitution places on the Guild Reporter the duty of promoting "in every legitimate way the policies of the ANG as established in Convention or in a referendum, and to confine its editorial policies to that specific program."

To this occupant of what some have described as an editorial hot spot, that definition presupposes both the integrity and independence of the Guild Reporter at a time when the entire membership is involved in making a choice.

And as to the final results, come tabulation time September

30, may those with the most votes also be the individuals best fitted to further the Guild's best interests.

THERE was a refreshing note at the Albany convention in the attitude of the delegates toward the sometimes moot business of political action. Perhaps there are still members of the Guild who cling to the notion that Guildsmen, because they are newsmen obligated to report impartially for their employers, ought to eschew participation in things political.

That theory, incidentally, is implicit in the point of view of United Press management in defending their discharge of Theodore Polumbaum, whose case ANG is furthering.

But there was noticeable at Albany the growing belief that while a union, and the Guild specifically, ought not to dabble in partisanship, it has a stake in politics; and there's a vast difference between the two.

Politics, of course, is the conduct of public business. Partisanship deals with the mechanics of electing candidates, through party organization. It's difficult to see how a literate citizen can escape the duty and opportunity of active interest in politics. And it's more difficult for a Guild member or any other trade union member to escape the pocket-book effect of public legislation directed at his union and its freedom of action.

Willy-nilly, the Guild is in politics, the sort of politics in which like-likeners among us can engage as fully and freely as New-Fair Dealers. And the Albany attitude seemed to accept that fact as established.

Greensboro Names Slate Of Officers

Greensboro, N. C.—Dorothy Ann Benjamin, who has been president of the Greensboro Guild since last December, filling the unexpired term of Jackson Burgess, has been elected to a full term by the local membership.

Others named are: Vice President, Guy E. Munger, returned from a scholastic year as a Nieman Fellow at Harvard; treasurer, Jim Henderson, a reelection; and secretary, Barton Hickman, succeeding Bradley Long. Members of the executive committee are Doris Dale Reynolds, Burgess and Bill Weaver. The new terms of office start July 1.

Washington ROUNDUP

By WILLARD SHELTON
 Washington Guild

THERE IS A TERRIBLE TEMPTATION to think of this Administration as merely whimsical, a kind of temporary joke, from which we shall be rescued, at any moment, by Dwight David Eisenhower's suddenly arising in anger at his "advisers" and acting as a well-informed President of the United States. One must resist the temptation, with full integrity, because Mr. Eisenhower is the man to whom the keys of power have been handed. One must resist it, too, because in the field of foreign policy the President is far better than the worst of either the Republican or Democratic parties—and because in the field of domestic policy Mr. Eisenhower, one may be sure, will never, never "arise."

I am not terribly interested in "scandal," the improprieties and lies of which various Eisenhower subordinates may be guilty. But "scandal," one must confess, is the stuff out of which "cases" are built by patient—and politically hostile—congressional inquisitors. Dixon-Yates was a scandal, in that sense, and the President must be prepared to endure continued sniping about it.

The improprieties and deceptions practiced by Eisenhower subordinates are not the heart of the Dixon-Yates matter. The heart of it is that the President has been successfully utilized to cut down the Tennessee Valley Authority.

The campaign against TVA succeeded. The issue was a simple one: Would TVA be allowed federal money to build a new steam-generating plant to serve the needs of Memphis, Tenn., or would it not? The answer is Not.

Dixon-Yates, as of the moment of this writing, appeared to be dead. But the territory of Memphis was subtracted from the TVA area. The City of Memphis was compelled to say that rather than take Dixon-Yates private-utility power, it would build its own power plant and cancel its exclusive services contract with TVA. Eisenhower, who carried Tennessee in 1952 on his promise to "maintain" TVA, has been effectively used to whittle down the people and the land that TVA serves.

Does the President reveal any sign of "arising" in indignation at the close, circle of advisers who tried to conceal facts from congressional committees and who pushed the Dixon-Yates force play on him? Not that anyone can decipher.

It may prove, in the long run, that Eisenhower's victory in whittling down TVA will become an empty one. I don't know of anything that would keep the City of Memphis, in the long-range future, under a different Administration, from signing a new contract with TVA and tying its municipal plant back into the TVA system. But we can't expect such a glad event under Eisenhower, even in a presumptive second term.

THE PRESIDENT'S "SHORT LIST" of must legislation for Congress, following the Independence Day weekend, had elements of interest for those hoping for an Eisenhower's "arising." Republican leaders tumbled out of the White House saying that their boss insisted on five bills—a compulsory military reserves bill, the "atoms for peace" merchant ship, a housing bill, a school construction bill, and a highway bill. This list was remarkable for what it included and what it omitted.

The reserves bill and the highway-construction bill were both, basically, military measures. Eisen-

hower's personal interest in good broad concrete roads is that of a General who saw the autobahns in Germany and thinks that it is desirable for the federal government to spend money for "inter-state"—that is, military—highways assisting national defense.

The "atoms for peace" merchant ship was strictly a gimmick. It has been dear to the President's heart, for some reason, and even Sen. Knowland, the Republican leader who challenges his GOP President on many things, stood ready to fight for it. But Democrats on the Joint Congressional Committee on Atomic Energy knew that the "merchant ship" label was a misnomer, that the ship would be a mere propaganda weapon costing \$40 or \$50 million and never able to function economically as a passenger-and-cargo vessel. So did Republicans on the Joint Committee, such as Rep. W. Sterling Cole of New York who led the original fight against it, until they discovered that they had better "support" Eisenhower if they wanted him to run next year.

The only two domestic issues covered in Eisenhower's fore-shortened must list were school construction and a housing bill. There was a housing bill pending in the House and a school-construction bill pending in a House committee that represented Democratic improvements on the President's proposals. But in demanding action the President did not send his liaison men to Capitol Hill to say that he would accept compromises for results.

THREE MATTERS were noticeably missing from Eisenhower's must list.

He didn't say a word about Democratic drives to expand the Social Security system, which the House was predicted ready to pass but which the Senate would block, at least this year.

He didn't list among must legislation anything at all on public health, even the health reinsurance plan he has advocated.

He didn't list minimum wages, and in his news conference on July 6 he stubbornly stuck to his advocacy of 90 cents an hour as the new standard, even though many Republicans in Congress had already joined Northern Democrats in saying that \$1 an hour was justified.

THE PRESIDENT HAS TRIED to define his Administration many times, calling it moderate but progressive or progressively moderate and defining it, at other times, as conservative on economic matters but liberal toward people.

There wasn't much liberalism toward people in his attitude on minimum wages, his abandonment of any health program, his talk about schools and housing in the abstract rather than in terms of the bills that might, with his help, get through this session.

The subject is fascinating partly because Walter Lippmann, who has a sure finger on the public pulse, has confessed that a Democratic Congress has helped Eisenhower in foreign policy and suggests, further, than in a presumptive second term Eisenhower needs a Democratic Congress again—this time to help him push through the broad, expensive federal highway, school, hospital and other "general welfare" programs that Ike himself does not yet know the country needs.

Maybe Mr. Lippmann knows something that I don't know. I haven't seen any sign that in a second four years the President would throw out the rascals around him and plump for a welfare government, depending on Democrats in Congress to sustain him.



ENTREE—The signing of a new two-year contract with the Union-Tribune was the main dish at a dinner given by the San Diego Guild's Executive Board, with management representatives as guests. The agreement brings the local's entire jurisdiction under a single contract for the first time. Seated Sumpter. Standing (l. to r.) are Guildsmen Joe Evans, Jack Rivers, Tom Crownover and William Lee, Union-Tribune Labor Relations Manager James H. Smith, and Guildsmen Glenn Dodd, Glenn Moon, Bill Owens, George Schuman and Jack Lovett.

Photo by Ted Lau, San Diego Guild