The Guild Reporter

OFFICIAL ORGAN of the AMERICAN NEWSPAPER GUILD

AFL-CIO CLC

23rd ANNUAL CONVENTION - TORONTO. JULY 9th. to 13th.

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Collis Replies To Critic Of Newsmen's Civic Rights

In a reply to columnist Dorothy Thompson's objections to the adoption of resolutions at the Toronto convention on public questions, ANG President Joseph F. Collis, reasserted the convention's stand that newspapermen, as citizens, have a right to participate in public affairs.

"Those who would deny newspapermen this right would infringe the very freedom of thought and speech they seek to protect," Collis wrote Miss Thompson.

In his letter, Collis also cited an editorial in the Toronto Star welcoming the ANG to that city but questioning whether the Guild had been "articulate enough" on public questions.

Miss Thompson, in her July 18 syndicated column, suggested that, by taking positions on public issues at its convention, the Guild was undertaking to "commit its writing members to supporting . . . political action," thereby "infringing their freedom of thought and speech."

"This is not so," Collis wrote her.

"The actions of which you complain were not promulgated by the 'Guild.' They were voted in public convention by 249 elected delegates representing newspaper men and women in 68 cities in the United States, Canada and Hawaii.

"The delegates' actions commit no Guild member—writing or otherwise—to support anything in the course of his work as a newspaperman, and the officers of the Guild would be the first to disavow them if they did. They do represent the thinking and desires, and proposed policies, of Guild members in their private lives as union members and citizens.

"To deny newspapermen this right would be to deny them the simple rights of citizenship . . . for we must not forget that newspapermen, as citizens, enjoy the same rights—and obligations—of citizenship as all other citizens, including the right to express themselves on public issues through representatives and organizations of their own choosing, just as you yourself do through the American Friends of the Middle East and other organizations of your choosing."

Collis then cited the editorial in the Star, which was made a

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HOSPITALITY HEADQUARTERS—Toronto's Royal York Hotel, largest structure in the British Commonwealth, provided ample accommodations—and efficient service—for the American Newspaper Guild's twenty-third convention, which also registered a new high in attendance. Sixty-nine locals and the wire services sent 249 delegates and nine alternates. An unofficial count of wives and children gave a total of 85. Some of the latter group were housed in nearby motels.

ANG Toronto Convention Was Largest, Smoothest

Toronto, Ont.—Meeting in an atmosphere reflecting undimmed prosperity in the newspaper industry and the Guild's own attainment of all-time high membership, the twenty-third annual convention swung through five days of discussion, committee debate and resolutions with earnest dispatch and a minimum of internal dissension.

Most controversial issue of the week—the discharge of an ANG staffer and her subsequent appeal to the International Executive Board and then to the convention—was thoroughly aired on the first business day, and disposed of along lines of strictly constitutional procedure. Thereafter, ANG officers said, they could recall no convention in recent years that proceeded more smoothly.

The convention chalked up a new record as to attendance. Sixty-nine locals, and the wire services, sent 249 delegates and nine alternates to the sessions, substantially higher than previous marks set at Washington and Boston. The Toronto Guild demonstrated its right to its status as the Guild's third largest local by taking the duties of host in jovial stride. The convention hotel, a 1,200-room affair, had no difficulty in serving not only the Guild convention but a second group, of Prudential insurance salesmen, simultaneously.

There was a notable absence of "politicking." This was an alternate year, in which no nominations for Guild office were scheduled, hence there was no need for out-of-hours corridor discussions of such topics as candidacies. But for the first time in more than two decades, there was no mention, nor need for mention, of a general delegate caucus. As a matter of fact, an informal poll of the "Pro-Guild Caucus" executive committee led to allocating the bank balance of that group toward furnishing of the Heywood Broun Room at Guild headquarters in Washington.

One parliamentary snag—also a traditional occurrence at ANG conventions—was Gordian-cut by the device of voting to expunge from the official record all previous references to the subject in question, a model dues schedule.

The tangle developed over the convention's only debate-provoking minority report, on the constitution.

Recommendations of the IEB had this year been sent to a great majority of the elected delegates well in advance of the convention, a convenience made possible by limiting the scope of the officers' report to the span of the fiscal year closing April 30.

Delegates were thus able to give unhurried and detailed examination to the points raised, and to consult with local views prior to arrival at Toronto. Committee chairmen at the convention itself reported that their own deliberations were greatly aided by the availability of data in advance, and that unnecessary explanations and discussion in committee were thus avoided.

Details of the actions taken are found elsewhere in this issue of the Guild Reporter, in the form of presentations by the three top officers, the recommendations of special panel sessions, the reports of convention committees and the adoption of resolutions.

Hospitality — Canadian Brand — Delights Palates Of Delegates

The twenty-third annual Guild convention was all but overwhelmed by the quality and extent of the welcoming hospitality of the Toronto Newspaper Guild.

The local's activities began on the Saturday prior to the convention opening, when TNG sponsored its first Headliners' Ball, carried throughout the week in the form of hospitality centers on several floors of the Royal York Hotel, expressed itself in two outings of the entire convention personnel, and finished at the Men's Press Club on the closing day, with the traditional farewell cocktail party.

The Guild local enlisted the willing services of the city's convention bureau, the city administration itself, cab and bus lines, the TransCanada Air Lines, the city's breweries, a privately-owned ranch, the Royal Canadian Yacht Club, a winery, the three daily newspapers, and the Royal York hotel management, each of these groups seemingly trying to outdo the rest in making the convention week memorable.

Perhaps the high spot of the program was a trip across the bay to an island where the Yacht Club had been taken over for the evening by the Mayor and City Council, with delegates, families and guests served with an elaborate buffet supper in the club house.

The big task of moving the crowd out of the hotel and across the bay was handled with typical dispatch. Fleets of chartered cabs swooped in to carry the crowd to the wharf, where the yacht club's own ferry boat boat made repeated trips to the island. To greet the guests at the club house, a palatial two-story structure flanked by balconies, were city officials and publishers' representatives.

Mayor Nathan Phillips presented them to the delegates, a dozen members of City Council

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Convention Upholds Board View After Hearing Jollos Appeal

Toronto, Ont.—After a four-hour evening hearing, the Toronto Convention voted to uphold the International Executive Board in its view that the discharge of Eva Jollos from her post as secretary of the IEB contracts committee was justified.

In an earlier vote—both came on the convention's opening day—the delegates decided to have the convention hear and decide the case, defeating a proposal from Miss Jollos that the matter be referred to arbitration.

Both points were decided on roll call counts, after vigorous debate. The vote for having the convention handle the case was 209 55/168 to 17 113/168. By a still wider margin, the delegates upheld the IEB action, after a complete airing of the details. The count on the vote to uphold was 226 82/84 to 146 58/84, with 3 28/84 recorded as abstaining.

Mis Jollos was dismissed by Executive Vice President William J. Farson last October 31, as Farson entered on his new office, after having served four years as ANG secretary-treasurer.

He reported on the discharge, and his reasons for taking the step, at a closed-door session of the IEB in November. Miss Jollos lodged an appeal, in which she was backed by the committee of ANG staff employes, with the board at its February meeting.

The IEB voted to review the case, appointed a subcommittee to hear testimony, and adopted its report at the May meeting. The vote was 10 to 5, upholding Farson's action as justified.

Miss Jollos appealed to the convention. She was listed by the Kenosha Guild as a delegate, on the strength of having been engaged by that local as an advisor.

The IEB at its preconvention meeting ruled that the credentials were invalid, and Miss Jollos, a member of the New York local, attended the Toronto sessions as an observer.

Delegates were supplied with a four-page mimeographed statement of her case.

Through the medium of Guild Reporter accounts of board meetings, statements by ANG officers and voluminous letters-to-the-editor, most of the details were already known to the 250 delegates.

Two additional points were made at the hearing. A portion consisting of seven paragraphs, deleted from the IEB committee report at the direction of the board, was read into the convention record. The deletion occurred when Miss Jollos, at the May board meeting, declined to waive her legal rights if the paragraphs were published.

The other development was the voicing of Miss Jollos' view, for the first time, that the "sole reason" for letting her go was that she had actively supported Farson's opponent in last year's ANG referendum, former Executive Vice President Ralph B. Novak.

The reference to politics came when Miss Jollos noted that the IEB report stated that she had made no claim of "political persecution" during the IEB hearing. "I had not considered such a claim necessary," she wrote, adding, "The fact is that every effort has been made to deny that political activity was the real cause." From the start, she noted, "just cause" was based on other factors, hence the issue "must stand or fall on the propriety of the allegations" actually made against her.

The convention agreed to give Jollos proponents the needed time to present her case, with equal time for those siding with the IEB view.

ANG Vice President Ed Marciniak, Chicago, who had voted as a board member against upholding the committee report, chaired the discussions while Jollos adherents spoke, and Daniel A. McLaughlin, Elizabeth, chairman of the IEB subcommittee which heard the case for the board, directed the rebuttal session.

Both Miss Jollos and Executive Vice President Farson answered questions from the floor, in considerable detail. All the discussion was reported verbatim, for inclusion in the printed proceedings of the convention.

The decision of the convention to hear the case was based on constitutional precedent, and there were references to the possibility, also provided in the constitution, of the issue being further carried to a membership referendum.

Article XXI, Section 2, prescribes the method by which a local may submit such an issue to the IEB, and if properly seconded, take it to the membership for determination.

The Jollos appeal was in two parts, the first dealing with her dismissal, the second with claims for compensation she holds due her. Details of the second part were not submitted to the convention. The IEB had previously decided the claims were without merit.



UNANIMOUS CHOICE—Judges in the second annual Wilbur E. Bade Memorial Award agreed that Ray Henry, 1955 president of the Washington Guild local, merited the Guild's $500 cash award and an ANG citation to his local for volunteer work at the local level best exemplifying the ideals of the late director of organization and Guild Reporter editor. Henry, at the left, receives the award from ANG President Joseph F. Collis.

Henry, Washington, Is '56 Bade Winner

Toronto, Ont.—Ray Henry, past president of the Washington Guild is the winner of the ANG's 1956 Wilbur E. Bade Memorial Award for outstanding local leadership in the year ending last March 31.

Guild President Joseph F. Collis presented the award—a $500 check and a citation—on the opening day of the convention here. Washington Local President Arthur Riordan accepted a special citation for the local in recognition of Henry's achievement.

It was the second annual presentation of the Bade Award, established in 1954 by the Los Angeles convention in memory of the man who was ANG's first director of organization, editor of the Guild Reporter for many years and, at the time of his death in March 1954, executive secretary of the Twin Cities Guild. Last year's winner was Bill Burke of the Lansing Guild.

Judges for the 1956 award were Sam B. Eubanks of SFONG, Harold Chucker of Twin Cities and W. A. "Red" Copeland of Memphis.

While they were unanimous in their selection of Henry, the judges also gave special mention to Eugene Martin of the Waterbury Guild and Louis Cook of the Detroit Guild. Martin, they noted, was one of the organizers of the new Waterbury local and gave extraordinary service at personal sacrifice in leading negotiations for an initial contract. Cook, now local president, was chairman of the Free Press unit at the time of the Detroit lockout last year and organized the highly successful strike paper, The Detroit Reporter, in cooperation with the other newspaper unions.

The entry on behalf of Henry, a member of the Washington staff of the Associated Press, was submitted by the Post & Times-Herald unit of the Washington Guild, whose recent contract he helped negotiate, and was endorsed by the local's executive board.

During Henry's administration, the entry stated, the local, which had been operating at a deficit, increased its net worth from $954 to $6,578. This, it was noted, was largely as a result of the local's most profitable Front Page Ball, increased membership and administrative savings.

Six separate organizing drives during Henry's term brought the local's membership to 815—the highest good-standing figure in its history. A total of 336 were signed up or reinstated during a day-by-day "free rider" campaign.

In addition, the entry cited Henry's participation in the negotiation of 12 different contracts.

In accepting the award, Henry said he did so on behalf of "the Washington newspaper people who made it possible for me to win it."

"We could not have set the record we did," he said "without the help of many, many people."

Arthur F. Beers

Elizabeth, N. J. — Arthur F. Beers, 50, a charter member of the Elizabeth Guild and an editorial staffer of the Elizabeth Daily Journal for 25 years, died July 1 in St. Elizabeth's Hospital, following a short illness.

As a sports writer, he conducted a widely read column on dogs and served variously on the city and county staffs and on the sports desk. During World War II, he served in England in the U. S. medical corps. He was a member of the Roselle Baptist Church. His wife and mother survive.

. . . Civic Welcome

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in all, with the city clerk, whose office had arranged the details of the party. For the city newspaper managements, there were introduced Beland H. Honderich, editor-in-chief at the Star who had been the Toronto Guild's first president, and who was present for H. C. Hindmarsh, publisher; H. G. Kimber, president-publisher of the Globe and Mail, and J. D. MacFarlane, vice president and executive editor of the Telegram, representing John Bassett, Jr., publisher.

Five breweries in Toronto joined forces in making sure that no delegate interested in testing the full-bodied qualities of Canadian beer and ale found himself without the scientific means of doing so. During non-business hours, the TNG hospitality centers were widely patronized and appreciated, with the breweries — Molson's, La-Batt's, Carling's, Brading's and O'Keefe's—maintaining the supply.

For the opening reception the Toronto Guild transported the convention en masse to a ranch some 18 miles north of the city, by General Motor buses. A heavy thunderstorm which broke while the party was en route caused the only recorded mishap of the week. One bus skidded off the highway crown into the rough shoulder, and narrowly escaped overturning.

Former ANG Vice President Al Dipman, San Francisco, and Mrs. Louise Leo, New York, wife of a former ANG vice president, Victor Leo, were shaken up and bruised. The bus operator took them to a hospital for examination. Neither was seriously injured.

The thunderstorm, and almost daily showers which followed, without interfering with either convention business or pleasure, gave the ANG convention its second straight experience of meeting in tolerable weather conditions. For long years, Guild gatherings have been the signal for unprecedented hot weather in whatever city the Guild had selected. The jinx was broken at Albany last year.

Delegates' wives and families got special treatment from the host local. A trip by Trans-Canada plane over the city and Lake Ontario, visits to the Parkdale Winery and Molson's new brewery, and a park trip for youngsters, were among the scheduled attractions.

The convention expressed its thanks to the host local in a series of resolutions, and the members of the International Executive Board joined in presenting TNG President and Mrs. Fred Jones with an inscribed silver ice bucket, as a reminder of appreciation.

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Arbiter Upgrades 20 St. Louis Jobs

St. Louis, Mo.—Upgrading of jobs held by 20 Guild members at the Post-Dispatch was won by the Guild here in an arbitration award returned July 2. The arbitrator declined to upgrade jobs held by four.

The jobs of 15 bookkeeping machine operators were upgraded from a $77 top minimum to one of $86.50 in the same classification with secretaries. Four advertising rate clerks were moved from $86.50 to $94 top minimums. One accounts receivable clerk was moved from $70.50 to $77 top minimum.

The arbitrator left four jobs of circulation account clerks at the $77 top minimum, but stated the individuals had capabilities for more responsible jobs. All four are paid well above the minimum.

The award was by Dr. Werner Z. Hirsch of Washington University, who also gave full retroactivity to the effective date of the present contract, January 1, 1956.

Fruitful Year For Guild, Officers Report To Delegates

Toronto, Ont.—Past attainments and future objectives were outlined by Guild President Joseph F. Collis in his Monday morning address to the delegates at the 23rd annual ANG convention.

The year's attainments, Collis indicated, were achieved in the face of such obstacles as publisher resistance to Guild organizing, delays met in court actions by publishers to avoid contract enforcement, and a trend toward long-term contracts.

Despite these, it has been a prosperous year, the speaker said, with relocation of the ANG office, more efficient operation at all levels, new highs in membership and a more effective union.

His address in full was as follows:

Return of the American Newspaper Guild to Toronto for its annual convention is a gratifying experience. It is proof that this union, despite vicious attacks by its enemies, is in business to stay, and to expand its membership and its influence.

I remember the first Guild convention in Toronto in 1938. To me one of the greatest experiences of that convention was to meet the founder of this union, Heywood Broun.

He was, as often happened, involved in a poker game. Beside him was the inseparable glass, his shoes were off and President Broun was in one of his characteristic relaxing moods.

But Broun was deadly serious about the American Newspaper Guild. During the five days of the convention he always was on the job, guiding the convention and lending his advice to the committees considering the union's future.

During the merger convention of the AFL and CIO in New York in December, the top officers in the Guild were fortunate in being able to obtain a conference with A. R. Mosher, president of the Canadian Congress of Labour, Donald MacDonald, CCL secretary-treasurer, and Joseph MacKenzie, CCL director of organization.

At least one of the CCL officials expressed unhappiness that the Guild had not organized more of its jurisdiction in Canada. We who represented the Guild agreed with him, but pointed to the record of where we had attempted but failed. We reached a mutual assistance agreement which I am confident will benefit both of us as time progresses.

The American Newspaper Guild now has more members than ever in Canada, one of our fastest growing locals is here in Toronto. The members of our host local are to be congratulated upon the excellent organizing job they have done. I hope during this convention they inspire some of the delegates from some of our laggard locals whose membership has been virtually frozen for some time.

Quite a few of our locals could use the zip and verve which characterize our Toronto local. It has done great things in a comparatively few years and we on the international level look forward to its continued expansion.

This last year has been one of accomplishment. Your union moved into new international headquarters in Washington, the membership expanded to new highs, pay and working conditions reached new levels and the union's financial problem was solved.

All these gains were made despite continued and intensified opposition from publishers. In this connection, this union gets more free advice on how it should be operated than any other union I know.

We are constantly being advised how to become professionals; how to do this and how to do that. But all the advice comes from persons who contribute nothing toward the financial stability of the Newspaper Guild. They have their selfish axes to grind. We recognize these axes as the ones which have been unsuccessfully used in an attempt to chop this union apart. We recognize these axes as the ones which always are being used by publishers in an attempt to frustrate the Guild in its expansion.

General Motors, Ford Motors, basic steel and other industrial giants of the country may grant the union shop as evidence of their belief in good labor relations. But what happens with the Newspaper Guild? Stories about granting of the union shop are something the publishers don't read in their own newspapers. They continue their archaic opposition to the Guild and any form of Guild shop.

Another form of publishers' irresponsibility toward their collective bargaining agreements is shown in the procession of publishers to the courts to avoid arbitration of grievances. Arbitration proceedings are being emasculated by the way publishers, especially in New York City, are hot-footing it to the courts to escape arbitration.

In case after case, publishers, when grievances over interpretation of the contract arise, circumvent the arbitration sections of their contracts by instituting proceedings in the courts. These proceedings generally are in actions instituted to get a court ruling that the matter in dispute is not arbitrable.

Such conduct obviously threatens the foundations of peaceful settlement of grievances. Such a pattern of publisher irresponsibility cannot be continued indefinitely. The tendency of publishers to hurry to the courts to solve their grievances rather than go through arbitration is another manifestation of the publishers' determination to ignore and openly fight the American Newspaper Guild.

But that's the kind of treatment to which we have become accustomed. And despite it, over the years we have grown and flourished.

Based upon the fighting experience of the past, this union looks confidently to the future, determined to achieve its just goals.

On a cold morning last December collective bargaining broke down in Detroit. All members of our Detroit local employed on three newspapers there were forced out of work as the publishers fought one of the craft unions.

Most of our members remained out of work for the duration in a demonstration of labor unity which has been one of the best in the newspaper industry. This came, by coincidence, while the American Federation of Labor and the Congress of Industrial Organizations were meeting in New York City to merge.

Out of the Detroit impasse came the Detroit Reporter, a daily newspaper published by the workers who had been forced out of their jobs. This paper became an instantaneous success. Its growth was restrained only by the difficulties in obtaining supplies of newsprint adequate to meet the demand.

The Detroit lockout brought benefits to all the unions involved; good wage increases and substantial improvements in working conditions. It was a good example of labor unity founded upon the principles which brought the two great labor federations into a single body.

Financially, this last year was one of the best in the union's history. We showed an increase in the net worth of our general fund of $20,920. This was done despite the fact that five cents from the general fund was diverted into the defense fund.

The books showed an overall surplus — including the defense fund—of $245,000—an increase during the year of $87,940.

Membership all-time highs were reached during seven of the 12 months of the year. In April the dues-paying membership of 27,941 represented an increase of 921 over the membership standing of the preceding April.

The Defense Fund ended the year with an increase in value of $67,000. Payments for emergencies amounted to $48,852, including the costs of the Detroit lockout. This was the first year since 1952-53 that there was no assessment on the general membership for emergency purposes.

Headquarters of the Guild now are located in Washington in the new building of the International Union of Electrical Workers. We are within five minutes walking distance of the new headquarters of the AFL-CIO.

The advantages of such a position are obvious. They will become more apparent as members of the ANG staff have a chance to get acquainted with the key personnel of other unions with headquarters in Washington.

Principally, though, we have provided much better working quarters for our employes. I don't know how many of you have had the opportunity to be in both headquarters, but those to whom I have talked have praised the moving of this union to Washington. We invite you when you are in Washington to come to the union's headquarters and see for yourself.

We have in Washington facilities for a more efficient operation. Our employes cooperated in this transfer so there was little or no disruption with the union's business.

Located in the new headquarters will be the Heywood Broun Room, a conference room and library in memory of our founder and first president. Convention after convention we have talked about a memorial to the founder of this union. We have considered memorial homes in New Jersey and on Long Island, but always they were not feasible.

Time is slipping by. President Broun's books have been donated to the Library of Congress by his widow. Other articles which should be preserved by the union are going out of reach so they never may be retrieved.

It is important that something be done to gather the Broun mementoes in one place. Some persons believe that the room is not an elaborate enough memorial to Broun. With them we agree. The founder of our union deserves something better. But time is of the essence in this situation and we must do something now and consider something more elaborate later. We hope that enough locals undertake the sponsorship of the Broun Room at this convention that its fulfillment will be assured before adjournment on Friday.

In collective bargaining the year started with comparatively modest increases. But as the months progressed the money and concessions obtained from the publishers became bigger and better.

Several contracts added provisions for pensions either by incorporating existing plans into the contract or negotiating initial plans. The jointly-administered pension plan seems to be increasing in favor although initial contributions by the employer remain modest.

One of the largest unions in the AFL-CIO is now engaged in a struggle against a five-year contract. The Guild too has had its struggle against long-term contracts and the officers are recommending that contracts beyond two years be restricted by constitutional amendment.

Certain changes in collective bargaining procedures also are recommended for adoption. Executive Vice-President Farson will discuss these recommendations in greater detail this afternoon. These changes, for the most part, are intended to bring the negotiations closer to the help of the international union. The international is eager and willing to lend its help to local ngotiating committees.

Often the trouble comes simply from lack of information. Negotiators, weary after hours of argument and debate, hesitate or fail to write detailed reports to the international of the progress of negotiations. Among other things, we are trying to bridge this gap in lack of information so that all locals can get the benefit of the judgment of the contracts committee. You pay your dues for these services, you may as well get some benefit from them.

Last year's convention in Albany paved the way, the chair believes, for the creation of a wire service local. Some progress in fulfilling the wishes of the Albany convention in this respect have been made. Further progress will be necessary and one of the objectives of the convention in Toronto should be to expedite the wishes of wire service people that they be allowed to set up their own local.

The Albany convention empowered the president to appoint a committee to consider the plan of the Cleveland local for a paid president. The committee members were scattered from Portland, Maine, to San Francisco. Through cooperation, however it was possible for the committee to meet in Washington in May. The committee met again in Toronto. The preliminary report of the committee is contained in the constitution section of the Officers' Report; its final report is being distributed separately.

This convention, the chair believes, should take a stand on the cowardly attack made by a person of evil mind upon one of our members, Victor Riesel. You all probably know the details.

We cannot, from the standpoint of brother unionists or from the view of the freedom of the press, allow this dastardly crime to go unrecognized and unchallenged.

Time will not permit me to go into details of all phases of operation of your union during the last year. Your International Executive Board has tried diligently to give you a complete report. Everything in it is important.

Now that we have moved to new heights, we should start conditioning our members for better things to come.

I don't mean we will attain these objectives immediately, but we should start our members thinking in the right direction and moving toward the larger goals.

One of these should be a higher wage goal. Some of our people who don't know the facts, will start terming this a dream. Well, they should wake up. In one Guild contract we already have $200 a week in one classification.

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BIG THREE AND FRIEND—ANG Executive Vice President William J. Farson, President Joseph F. Collis and Secretary-treasurer Charles A. Perlik, Jr., hear from Toronto Guildswoman Ruth Reed, at the local's hospitality desk, what is in store for delegates and their families at the twenty-third annual Guild convention. The host local outdid itself in providing for the welfare and entertainment of the convention's record-breaking crowd.

Problems And Accomplishments Reviewed For Convention

Toronto, Ont.—Basic aims and ideals of the American Newspaper Guild have remained constant since the Toronto convention of 1938 laid the groundwork for democratic control of the union, Executive Vice President William J. Farson told the 1956 delegates in his opening day presentation.

Farson had been a member of the International Executive Board at the earlier Toronto gathering, he recalled, and then, as now, there were unsuccessful attempts to divert the union from its fundamental business of insuring better wages and working conditions for its membership.

Among past year developments, he noted, have been a new administration directing top Guild business, an improved status in the Guild's position in the labor movement by its relocation of offices at Washington, and an improvement in expediting the preparation of reports for convention delegates.

Farson's report in full:

This twenty-third annual convention of the American Newspaper Guild is somewhat of a reunion for me. It was here in Toronto, eighteen years ago, that the seeds were sown in the fight for international control of the Guild by the rank and file which bore fruit in the 1941 referendum.

There have been many changes in the ANG between the two Toronto conventions but our basic aims and ideals have remained constant. To those who would try to divide us along geographic lines our answer today—as it was in 1938—is continued joint organizing and collective bargaining gains on both sides of our mutual border.

During the past year there have been several new beginnings for the Guild. A new administration was elected. Our international office was moved from New York to Washington. We inaugured a policy of putting the Officers' Report on a fiscal year basis, making it possible to get it into the hands of delegates prior to the convention. We believe this will assist delegates to be better informed and prepared for the deliberations of the committees and the convention.

The move to Washington, seat of the United States government and the labor movement, has not only given us an international headquarters of which we can be proud, but it has put us squarely in the middle of the labor movement. In recent years there had been a feeling in labor circles that ANG had held itself aloof and did not care to participate in the labor movement on a national level. About the only time the rest of labor heard from us was when we wanted something. Now that we have moved to Washington, day-to-day contacts have not only enhanced the Guild's prestige, but also have assisted us in our organizing and other problems. And we in turn have stepped up our contribution to the labor movement through participation of officers and staff in a wide variety of AFL-CIO activities, particularly in the Labor Press and the Industrial Union Department.

We have established in the new headquarters a library and conference room in memory of the Guild's founder and first president, Heywood Broun. I would like to state that your officers are gratified by the response to our appeal for assistance in providing a long-needed place for conferences and research. While we understand that the Heywood Broun Room is not the last word in tribute befitting the stature and accomplishments of the Guild's founder, it is a tangible evidence of our affection and esteem.

We take pride in reporting to you the progress made under the stewardship of the present officers. Dues-paying membership as of April 1 reached a new record high, increasing by more than 900 over the same period last year. This compares with a loss of 137 members reported to last year's convention. And the climb to new heights is continuing. On May 1 we had more than 28,000 dues-paying members. Part of this gain is due to new units in Paterson, Philadelphia and Washington, additions to existing departments in New York, Reno and Ottawa, and to the new locals in Rutland and Hawaii. It is of interest to note that the delegate from Hawaii holds the record for distance traveled to this or any previous Guild convention—some 12,000 miles round trip.

I think it significant that the membership gain was made during the time we were restoring the Guild to financial health by slashing the total deficit by close to $21,000. It is also noteworthy that no vital services were sacrificed in bringing about this stability.

The soundness of our present fiscal policies is also demonstrated by the fact that our "Million Dollar Defense Fund" has reached the one-quarter mark, despite the Detroit lockout and without the necessity of levying an assessment—making this our first non-assessment year since fiscal 1952-53. With the realization of this goal we have completed the first step in setting up a fund which will adequately protect us in strikes and lockouts as well as afford protection to our future collective bargaining position.

However, at a time when the industry was reporting an all-time high in advertising revenue of $3,070,000,000—13.9 per cent above the previous high of 1954—too many of our members were getting increases of $2 or less in the second year of two-year contracts. If the present effort of some publishers to extend contracts even beyond a two-year term is successful it will negate our ability to correct this situation. Therefore, your officers are recommending that the ANG constitution be amended to prohibit contracts of more than two years without permission of the IEB, thus assuring locals the opportunity to bargain regularly for a fair share of the industry's increased income.

We are also recommending certain constitutional changes to implement closer cooperation between the Contracts Committee and the local bargaining committees. We have no desire to encroach upon local autonomy; on the contrary, these recommendations are made in a spirit of helpfulness in situations involving potentially dangerous deviations from the Collective Bargaining Program—a program which Guild locals themselves, through their convention delegates, have devised and refined from convention to convention as a guide for their negotiations.

Because of an increased interest in pensions, both by publishers and by our members, I believe this convention's Collective Bargaining Committee should have a thorough discussion of pensions and their effect on our contracts. It seems to me some guides might be laid down to insure all members adequate, or at least equal, protection so that no one group shall gain at the expense of another.

The secretary-treasurer and I thought that the efficiency of the ANG administration could be improved by better distribution of the work load. We put this theory into practice by having Chuck take over the chairmanship of the IEB Contracts Committee and supervision of the Collective Bargaining Department. While this did not relieve me of my constitutional responsibility, it has made for a more orderly and efficient operation.

In organizing, our most pressing and promising challenge lies in that segment of our jurisdiction already organized but not affiliated with ANG. Needless to say, this problem will receive major emphasis during the next year. We already have had some success in this field in the affiliation of federally-chartered locals in Richmond, California and Washington, D.C. In this phase of our organizing we have had excellent assistance and cooperation from the AFL-CIO. Now that we are back on a sound financial footing, it is our intention to increase the size of our organizing staff as money and competent manpower become available.

It becomes ever more apparent that, with few exceptions, publisher resistance to organizing is being stepped up and tactics are roughening as more unfavorable decisions are handed down by the National Labor Relations Board. A case in point is our present involvement in Jacksonville, where we demanded recognition for an outside circulation department on January 17. We have spent some $3400 up to the present but have not succeeded in having a date set for an election. To answer this challenge we ask this convention to call on locals to push the four-point organizing program with increased vigor. This program, which has been reemphasized in succeeding conventions since it was first propounded in 1950, is designed to bring new members into the Guild in the following order—free riders, new departments, new units and new locals. We also ask that locals be urged to participate more actively in COPE—the successor to PAC—so that more equitable laws covering organizing may be enacted. The recent repeal of the Louisiana right-to-work law is a dramatic demonstration of the effectiveness of intensive political activity on the part of organized labor.

The convention last year set up the machinery whereby the IEB may grant a charter to a wire service local in 1957. In 1952 I said:

"I do not see how we can, in good conscience, continue the present operation. It is unfair to the wire service members, locals which do not have wire service employes in their membership, and to the ANG officers who are required to furnish services and to work with wire service committees under the present loose rules."

I am now more convinced than ever that our claim to being the most democratic of unions has a hollow ring so long as we deny our wire service members the right of a local. I will lend every effort to the realization of a wire service local.

While the wire service set-up has all the trimmings of a local such as president, secretary and treasurer, plus an executive board called the Wire Service Council, it does not have the administrative responsibility of a local. The responsibility for administration is vested in the ANG officers. This is a source of conflict, and should be changed.

Although there has been some dissension over our stewardship, I think this is a healthy condition. Everything that has been accomplished during the past year is the result of a united effort on the part of the officers and staff to give to our members a Guild of which they can be proud. I want to assure you that your officers and staff will continue to work together during the year ahead toward the realization of an ever higher standard of accomplishment.

Secretary-Treasurer Perlik Reports

Toronto, Ont.—Reduction of an operating deficit which loomed ominously a year ago, the attainment of a quarter-million-dollar goal for the international defense fund, and healthy statistics in both membership numbers and good-standing percentages were reviewed in the convention report of Charles A. Perlik, Jr., ANG secretary-treasurer.

Speaking as the Guild's "housekeeper," Perlik gave details on the financing of the relocation move for Guild headquarters from New York to Washington, reported on the extension of interest-bearing deposits for surplus defense cash and commended to the convention for study the conservatively-computed budget for the current fiscal year.

Perlik further noted that membership gains, in steady volume throughout the year, formed the basis for the enviable financial record achieved.

His address was as follows:

My gray-haired colleagues began their reports by recalling that this year's convention brings them back to the scene of an earlier convention. I'd like to join them in recalling that I've been to Toronto before, too—and nothing gives me greater pleasure than this opportunity to address my first convention as an ANG officer in the city of so many fine memories and even finer friends.

If the rest of the convention will indulge me for a moment, I'd like to further salute my Canadian friends. Holding this year's convention here is additional evidence of the growing role Canada plays in the affairs of the Guild. Year by year this vigorous country has contributed ever-growing membership peaks, abundant economic gains for newspapermen and women, influence and prestige to the cause and purpose of the Guild, and valuable and wise counsel to our internal deliberations. While Toronto is our host city, I know it won't mind if I embrace the whole Canadian delegation with the paraphrased words of an American-educated Englishman of some repute—This is your finest hour—and it was good of you to ask us to share it.

Among the duties for which the Guild's Secretary-Treasurer is known is his role as the Guild's housekeeper. He's known, of course, as a lot of other things, too—depending upon which side of an expense voucher you meet him. But the housekeeping duties got special attention this past year, seeing as we changed houses.

I can report that the physical relocation is just about complete. All but two employes have now moved their families to Washington, and their transfer will be completed shortly after the close of the convention.

We have just about emptied the last packing box. The remainder awaits completion of the Heywood Broun Room so that we can finally set up our working areas for maximum efficiency and appearance.

As the ultimate employers of the people who work for the Guild, I know you will be pleased to hear that our improved financial position enabled us to apply generous and liberal expense conditions to all aspects of personnel movement. As your Officers' Report records, not a single instance of employe dissatisfaction with the arrangements made for the re-location has come to the attention of the IEB.

In my opinion, our employes more than repaid us for the considerations we could provide. We were indeed fortunate to have their overall cooperation in keeping expenses to a minimum, and more importantly, to have their enthusiastic help and assistance in disposing of valueless material in New York, packing for the actual move and setting up the new headquarters.

Already a surprisingly large number of Guild members have been through the new headquarters. It pleases us that most of those who spend part of their vacation in the Washington area take the time to look over the site of their union's international government. I think all who have been there, and particularly those who knew our old quarters at 99 University Place, are pleasantly impressed with the comfort, the convenience and the new spirit that pervades the new quarters. I hope all of you will soon come down and see for yourselves.

While I have dwelt on our new headquarters as a better place to keep house, I hope you won't lose sight of the fact that these advantages come to us as incidentals to the purpose of the move. Executive Vice President Farson has already underlined the primary purpose: to put the Guild in closer touch with the labor figures of growing influence and prestige. We can see nothing but good coming from this proximity, a relationship that can never be achieved by mail or long-distance telephone.

The move cost money—quite a bit of it, when viewed in terms of our overall financial capacity.

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Special Interests Stressed In Panel Reports

Toronto, Ont.—Pooling their experiences at the grass roots level of Guild affairs, members of the special panels and councils meeting at Toronto for two days in advance of the convention opening, submitted varied findings and recommendations to the convention proper.

Interests along both craft and geographical organization lines were expressed in the reports, which were received and referred to indicated convention committees for further study.

The texts of the reports follow:

Conference Of Councils

The Conference of Councils of the 1956 American Newspaper Guild convention was composed of representatives of eight district councils, which list as affiliates 72 Guild locals. Five new locals joined the ranks of district council during the past year, and councils remain active in programs to widen representation in their districts by increasing number of affiliates.

The Empire State District Council added Newburgh-Beacon; the New England District Council added Waterbury and Rutland; and the Southern District Council added Jacksonville and Houston.

The constitutional purposes of district councils, as stated in the constitution of the American Newspaper Guild, are to foster exchanges of information among councils and locals, and to furnish mutual aid to members and locals in carrying our regular functions.

The Conference of Councils, after deliberating at length on matters of the reports from delegates and recommendations of ANG officers concerning the proposed new programs of the union, makes the following report:

The Conference recommends new emphasis on bolstering attendance at and interest in district council meetings by arranging to have officers of other district councils attend council meetings, and by inviting officers or members of local newspaper craft unions or other AFL-CIO leaders to be district council guests at meetings. One local requires each of its officers to attend at least one district council meeting per year.

As a result of stimulating reports and discussions on the subject, the Conference of Councils also recommends that district councils undertake to establish themselves, their member locals and the ANG as important new co-operative forces in the labor movement by engaging in widespread public relations programs among all unions.

This activity should spread beyond the normal activity of furnishing news reports of council activities to the Guild Reporter. Strenuous effort should be made to have ANG members appointed to union council public relations committees on city, county, state and national levels. ANG members should actively assist other unions in obtaining proper publicity in all media. ANG members may also assist members of other unions in answering editorial critics.

The Conference also suggests that officers of district councils attempt to furnish not only officers of other district councils but all 72 affiliated locals with copies of proceedings of district council sessions. Results of this expanded exchange should be reported on at the 1957 conference meeting.

The Conference of Councils recommends that the ANG program of regional training institutes, as preserved in 1955 through the efforts of the Conference, be continued in the 1956-57 fiscal year, with host district councils contributing $100, if possible, toward ANG's expense in continuing this program.

The Conference of Councils again recommends that ANG stress the importance of political action activities. With this view, the Conference reaffirms its acceptance, as representative of district councils, of leadership in the political action program—by urging that Councils bring the program to locals, appoint political action chairmen and call for regular reports at meetings. The Conference also recommends that district councils set the system of this function, with special emphasis on registration and voting, education and fund-raising.

It is further recommended that locals not now affiliated with district councils investigate now with any district council delegate signing this report the possibility of affiliation with a district council. This recommendation is made in the light of evidence of increased interest in council activities, and in an earnest desire to extend the additional benefits of leadership training and information exchange offered through participation in council activities.

The Conference of Councils pauses to pay tributes to the late Charles E. Dawson of Portland, Maine, who at the time of his death late last year was president of the New England District Council, and a local, district council, and international union leader of thoughtful integrity. He was a man who did much to make our organization a better union and his absence from the halls of these sessions is keenly felt.

The report is signed by Bob Van Wagoner, POI, Chairman; Sam McGuire, POI, Secretary; Doug Adams, Midwest; James J. O'Neill, Jr., New England; Dan McLaughlin, Mid-Atlantic; Vern H. Fox, Midwest; Thomas J. Murphy, Empire State; E. R. I. Cawdron, Canadian; Willard Yarbrough, Southern; and Charles Goodman, California-Nevada.

Wire Service Council

During the last twelve months the wire services have continued their unspectacular but steady growth in Guild membership. The Guild has signed contracts with the three major services setting top minimums of $142.50 or $141.50 in 11 cities, cities where more than a half of the members of ANG are employed.

We have labored to chart the details of a plan for a proposed wire service local for submission to the IEB and our membership.

But, probably, of the most immediate interest to you, for the first time since we can remember, the wire services are not bringing any problem or controversial issue into this convention.

Felix Wold, President; Francis X. Brennan, Leonard Milliman, Robert Liles, James Scott, J. Harley Murray, John A. Goldsmith and Robert Ford.

Circulation Panel

The second meeting of the circulation panel was held July 7 and 8, 1956. Sidney Meenes, LANG, was re-elected chairman. David Carlsson, SDNG, was again named secretary.

Because of the diversity in classifications on various newspapers for similar circulation jobs, it is the feeling of this panel that for intelligent collective bargaining and knowledge of the various circulation set-ups within the Guild locals, that a detailed survey of titles and respective duties should be compiled.

Therefore, we recommend:

That the convention instruct the ANG to update and revise where necessary the Inside and Outside Circulation Department Survey adopted at the St. Louis Circulation Conference to include job content for each circulation classification and title.

The increasing management tendency to convert part of their operation to an independent contractor system has continued during the past year, with a consequent loss of job opportunities, employe benefits and Guild membership.

Therefore, we further recommend:

That all locals continue constantly alert to the consequences of such conversion to prevent such losses.

The panel further recommends:

1. That a pre-convention panel on circulation at all further conventions be held and that all locals be so notified and urged to participate.

2. That locals where members are now furnishing cash bonds make sure the members' equity in the bond is secured.

3. That the convention again re-emphasize that part of the collective bargaining program that establishes parity in wages and recognition of experience in the key classifications.

4. That the convention thank the Guild Reporter for carrying more news of interest to circulation people.

Sidney R. Meenes, L.A., Chairman; David Carlsson, San Diego, Secretary; John Carmichael, Twin Cities; Michael Mastrullo, Cincinnati; Thomas L. Crownover, San Diego; P. E. Kintz, Houston; Ray Lockler, Houston; Robert J. Braun, Milwaukee; Nada Bozinoff, Toronto; Jess P. Brown, Los Angeles; and W. L. Norton, Los Angeles.

Scripps-Howard Council

Delegates to the Scripps-Howard Chain Council from Denver, Cincinnati, Columbus, San Francisco, Cleveland, Houston and Memphis, discussed pension plans now in effect and those expected in the near future negotiations.

The Scripps-Howard Council in conformity with the American Newspaper Guild policy, long has sought pensions as a goal of collective bargaining and commends those locals in the Council who have already established pensions, or language in their contracts for future establishment of pensions.

The Council plans to concentrate its efforts during the next round of negotiations, on pensions, job security, on basis of seniority, Guild shop, shorter work week, company paid health and welfare plans, and increased inter-union cooperation with other newspaper crafts.

The Council elected Ernie Rapley of San Francisco, Chairman, Ken Rankin, Cleveland, Vice Chairman, and Pat Kintz, Houston, Secretary.

The new officers pledged their

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Hearst Chain Council

The Hearst Chain Council, in its annual pre-convention meeting, has assessed the results of the Hearst Memo negotiations, and surveyed the state of contract enforcement in light of management's policies as stated at the bargaining table.

Noting that over the years since its inception, the gains have been consistent and continuing, rather than spectacular, the Council pointed out that Hearst unit contracts, by and large, have been and still remain the best group of contracts in ANG. Furthermore, concessions won in Hearst negotiations have created a favorable bargaining atmosphere for other locals.

The Council notes that there is a growing predilection on the part of management to harden its attitude toward contract administration; and feels members can be of help by strengthening local resistance to infringements and through continued national bargaining.

Chairman Dave Welty was instructed to obtain clarification of the leave of absence section of the new memo, and immediately submit the entire Memo to the units for ratification.

The Council reiterated its position that Memo negotiations have a favorable influence on the rest of ANG, and that ANG should help in financing bargaining sessions. However, it decided to make no request for funds at this time, but will continue with its own financing as it did in the just-completed negotiations.

Various local delegates reported on bargain and contract enforcement of the past year.

The Council took special note of the Pittsburgh settlement, which included a provision for four weeks vacation after 25 years employment, the first member of the Council to achieve that goal.

On the other hand, the Council noted that Milwaukee continues to be the only Hearst local without night differential.

Wage settlements were uniformly higher than a year ago.

In the area of payroll information, Boston reported that it had won an NLRB decision forcing management to supply full data.

It was the consensus of delegates that the subject of pensions had received such impetus that a break-through is imminent.

Dave Welty, Pittsburgh, was re-elected chairman of the Council. Tony Ingrassia was elected first vice chairman, George Lambert, Seattle, second vice chairman and George Harris, Boston, secretary.

David L. Welty, Pittsburgh, Chairman; Geo. W. Lambert, Seattle-Tacoma; Harry C. Burkhalter, San Antonio; Tony Ingrassia, Milwaukee; Jess P. Brown, Los Angeles; John C. Minihan, Pittsburgh; George P. Dwyer, Boston; Robert J. Braun, Milwaukee; Edwin W. Scott, Detroit; Frances D'Hondt, Detroit; George W. Kearney, Albany; Helen M. Minear, Pittsburgh; Betty L. Salisbury, Detroit; Al Dipman, SFONG; James Gallagher, Albany, and George Harris, Boston.

Advertising Panel

The Advertising Panel recommends that an intensified program of organizing (primarily free riders) in advertising departments be mapped and undertaken, and to accomplish this program, the panel makes the following recommendations:

1. The ANG will seek a revision of the Wage and Hour Law to bring advertising sales people under full coverage.

2. The convention adopt a firm policy in the collective bargaining program insisting that all advertising department employes be covered by the hours and overtime provisions of contacts.

3. That we direct ANG to conduct a survey of all eligible free riders by departments and notify all locals of the results.

4. The ANG should continue and expand the collection of data on fringe benefits such as commissions, bonuses, and other payments that are customary or understood in the advertising departments now under contract. The panel reminds all locals with organized advertising departments, who have not reported all such information to the ANG, to do so at once.

5. The ANG Research and Information Department should undertake the preparation of special organizational materials based on information gained from departments already organized and whatever other data is deemed significant, for the use of locals, and International Representatives in attempting the organization of advertising department not now covered by ANG contracts.

6. Locals with unorganized advertising departments should make every effort to undertake organizing campaigns.

7. The panel recommends that an Advertising Panel be included among the pre-convention meetings at St. Louis in 1957, and that all locals be notified in advance so that representatives can come fully prepared.

John Wright, Boston, Chairman; Ray Massingale, SFONG; Aldo Colautti, Pittsburgh; Robert E. Guiles, SFONG; Kenneth J. Rankin, Cleveland; and Paul Gustafson, Milwaukee.

Organizing Maintains Its Vital Guild Role

Toronto, Ont.—Organizing both at the local level and through the enlargement of the international staff were stressed in the report of the convention organizing committee. The committee noted the logic of the affiliation with the Guild of presently AFL-chartered locals within the Guild's jurisdiction, and urged that staff representatives be freed as far as possible for organizing rather than servicing projects.

There was committee concurrence with the IEB recommendations as to financial adjustments with two locals, and as to extending the services of full-time local employes, by local mergers or the formation of suitable "servicing districts."

The committee report read as follows:

At this period in its history, the Guild finds itself representing the greatest number of North American newspaper employees in its 23-year history. As it has throughout that period, the Guild exists for those members. As it grows in strength so it grows in its ability to preserve their security and extend the benefits of collective bargaining.

For a union, strength means numbers. Its present peak should show the Guild that the upward climb means greater strength today; tomorrows' increases add strength proportionately.

This means organizing—bringing into the Guild the thousands who need it and which it needs.

In this era of merger of the great labor forces of both our countries, it is to be expected that the greatest current potential arises from the united house of labor. An estimated 3,000 newspaper people in our jurisdiction are now organized in federally-chartered locals of the United States and in Canadian CLC-affiliated groups. The ANG is the natural instrument through which they should express their collective bargaining programs.

In addition to its own program of organizing, ANG should realize the benefits inherent in its newly-strengthened alliances. The AFL-CIO and CLC form reservoirs of fraternal aid which should be pursued.

Organizing is and must remain basically a selling job. Selling a principle, an ideal of unionism means man-to-man salesmanship. The local must remain a key factor in our organizing program, because of the personal relationship at that level which the wealthiest international establishment and most elaborate policy statements by a convention cannot accomplish. The committee urges that locals keep constantly in mind the fundamental need for organization at the rank-and-file pen-on-card level. Locals are urged to stress active and alert organizing committees as a basic part of their structures.

The committee reaffirms the 1951 convention's four-point priority program of organizing, expressed by each succeeding convention: free riders, new departments, new units and new locals.

The ANG's staff of International Representatives should be able to concentrate its efforts on organizing, as previous conventions and long-established policy have asserted. In this regard, locals whose administration can effectively handle servicing problems without calling on IR time are helping to free our limited field staff.

The policy of staffing long-range projects where potential and organizing climate warrant has been examined by the committee. It finds this approach a sound one and urges that it be continued. It also acknowledges and approves the principle that "targets of opportunity" should receive staffing (to the temporary suspension of these long-range projects, if necessary) as they present themselves.

The committee approves the officers' proposal to add an additional IR to the staff in the near future. And to assure extension of this expansion, as circumstances warrant, your committee recommends:

1. A further increase in the number of International Representatives as funds become available.

2. The addition of one International Representative for each 1,000 additional regular per capitas. The base to be used will be the 23,245 average regular monthly per capitas received during the year ended April 30, 1955.

The committee concurs in the following write-off recommendations:

1. The amount of $849.47 owed to the Organizing and Servicing Department by the Jamestown local for servicing be written off the books.

2. The amount of $4,719.20 spent in Portland, Oregon, in defending our bargaining rights, be charged to the Defense Fund.

New avenues of inter-union cooperation have been opened to the Guild with the merger of the AFL and CIO last winter and with the move of the Guild to Washington this spring.

It is noted by the committee that the Guild has already begun to integrate itself more fully with its sister organizations. The two-way avenues of these relationships should enable us to help other workers and to receive aid from their groups.

The American Newspaper Guild, always opposed to the pirating tactics of raiding in the labor movement, has moved out of the "resolutionary" phase of inter-union cooperation. Last December, it renewed the AFL-CIO No Raiding Agreement and a parallel agreement in Canada.

Then, only three months later, ANG was found in violation of the agreement after our Twin Cities local intervened in decertification proceedings involving the Minneapolis Star and Tribune clerical employes. This move was taken after the employes concerned sought Guild membership. They have since left the labor movement entirely.

This case, in the committee's view, shows that the basically no-raiding agreement will be made even more effective after the pending review of the document by the AFL-CIO. The committee urges that specific representation on this case and the issue arising from it be made by the ANG.

We are convinced that a mature labor movement can tackle any of its problems with intelligent and integrity. The same wealth of trade union knowledge which built this vitally-needed agreement can iron out any of its kinks.

ANG officers are requested to continue efforts to congregate officers of the newspaper trade unions to seek solutions to common problems of the industry. This includes jurisdictional, bargaining and strike matters.

Reaffirming our strong agreement with the no-raiding principle, the committee recommends that the convention endorse the action of the IEB and officers in signing the agreements.

The committee has considered the report of the IEB on the problem of servicing in locals not now employing executive secretaries.

The committee notes the IEB conclusion that the successful installation of a monolithic ANG-wide servicing plan, or a uniform and Guild-wide system of per capita-supported servicing districts, is not feasible at this time.

Local leadership and membership support of any proposed scheme to obtain full-time servicing staffs is an essential ingredient, the committee feels. It urges that the ANG and locals stimulate discussion and thinking within the specific circumstances of each situation. It urges wide dissemination of the four general possibilities advanced by the IEB:

1. The employment of a permanent executive secretary by one local after it has arranged to "rent out" his services to neighboring locals. The latter would guarantee to buy a minimum amount of his services. Such an arrangement also could provide for "rental" of the executive secretary for contract enforcement, free-rider campaigns and other organizing work.

2. Making a similar arrangement with a local that already has an executive secretary.

3. Consolidation of two or more locals to make one large enough to hire an executive secretary. The distance and or travel time between some separate locals now is less than that between the headquarters and the farthest unit in at least some other locals.

4. Formation of a servicing district in which per capitas would pay part or all of the cost of a district executive secretary and the member locals would pay any balance—such as his expenses—when receiving his services.

The committee considered the experience of ANG-subsidized experiences in Denver (now supported entirely by the local) and Baltimore (where the ANG subsidy has now been reduced). The committee commends the ANG and locals concerned.

It recommends that the IEB be authorized to grant temporary subsidies for such plans as outlined in the four points above when funds are available and, in the IEB's judgment, the circumstances warrant it. The committee emphasizes, however, that the burden of demonstrating the probability of success must fall upon the cooperating locals.

Locals or groups of locals who feel their circumstances warrant detailed consideration of such a plan are urged to confer with ANG officers.

We recognize that there is as yet no solution to the servicing needs of small, isolated locals. Continued study should be made of this admittedly difficult problem. Locals should be encouraged to explore other means of meeting their difficulties, such as aid from other unions.

The committee recommends the convention continue the 1955 convention's authorization to add such servicing International Representatives to the ANG payroll as locals are willing to pay for.

The work of the New York local secretary-treasurer, Moe Potoker, in restoring Cumberland to its status as an operating local is commended.

Robert Buchanan, Toronto, Chairman; Fred Holley, Hampton Roads, Secretary; Frank Anderson, Pittsburgh; Joe Anderson, Jr., Twin Cities; Mitzi Bales, Washington; Nada Bozinoff, Toronto; Tom Brannigan, Chicago; Jack Broudy, Boston; Robert Bruner, Terre Haute; Cletus Bucknmeyer, Toledo; John Carmichael, Twin Cities; Thomas Crownover, San Diego; Chris Cunningham, Jr., Albany; Wm. Davy, Cleveland; Richard Dietz, Akron; Ben Dworkin, Ottawa; Fred Fletcher, SFONG; Alfred Franceschetti, New York; Martin Goldman, York; Charles Goodman, San Jose; Fred Cassin, Elizabeth; Harry Farrar, Denver; David Bittan, Philadelphia; Julius Goodman, Jr., Detroit; Eugene Grove, Jr., Columbus; Paul Gustafson, Milwaukee; Hugh Harrison, Seattle-Tacoma; Ralph Hyman, Toronto; Carlton Ihde, Chicago; Arthur Kay, Bakersfield; Richard Lane, Memphis; Emma Lawhead, Cincinnati; Ray Lockler, Houston; Jerry MacDonald, Toronto; Joseph Martin, Greater Philadelphia; Sidney Meenes, Los Angeles; Harold Miller, New York; Al Nash, Rochester; Peter Reilly, Canadian W.S.; Helen Steinberg, St. Louis; John Thompson, Boston; Kathleen Treadway, Albany; Edna Vice, SFONG; J. Lynn Wykoff, Portland, Oregon; Joseph Kane, Philadelphia; Anthony Stella, New York, and J. Harley Murray, NWSC.



LIFE-LINE STRATEGY—The Guild's vital organizing program, which has brought membership to an all-time high point, was reviewed in detail by the large committee headed by Bob Buchanan, Toronto. It recommended extending methods proven effective, discussed jurisdictional policy and the allocation of staffers to specific projects, in organizing and servicing areas.

Concurrence With Reservations In Endorsement Of No-Raiding Agreement

Counsel has advised that the present No-Raiding Agreement, since it has never before been approved by the Convention, is not constitutionally binding on any local, although ANG may be held legally responsible under the Agreement for the actions of a local. The endorsement recommended by the committee will make the Agreement constitutionally binding on all locals, and we concur in this belated ratification. However, we feel that future such agreements should be ratified before they become binding on our autonomous locals or on the international. We suggest ways be sought, before the present agreement expires at the end of 1957, to secure such ratification without unduly hampering or delaying ANG participation. In effect we ask that the contract, before it is signed, be approved by the membership.

John Carmichael, Twin Cities; Joe Anderson, Jr., Twin Cities; Mitzi Bales, Washington; Joe Martin, Greater Philadelphia; Alan Nash, Rochester; Paul Gustafson, Milwaukee; and Carlton H. Ihde, Chicago.

among ourselves

Don MacMillan, executive secretary of the Denver Guild, elected to directorship of Powell Publishing Co., which puts out the Colorado Labor Advocate, weekly for organized labor.

Richard K. O'Malley, former IEB member, named Denver AP bureau chief, after holding similar posts in Moscow and Cyprus. Denver is his home city, from which he was named to the International Executive Board in 1947.

George L. Brown, Denver Post reporter, is a candidate for the State Senate on the Democratic ticket. He has served a year in the State house of representatives, first Denver Guildsman to take public office.

Mr. and Mrs. George A. Harris, returning from the Toronto convention, injured in an automobile crash near Bainbridge, N Y. Harris, a Boston delegate, suffered neck and arm injuries and Mrs. Harris was badly shaken up, in a collision in which a second car ran into the rear of the Harris vehicle. Both cars were damaged.

Mr. and Mrs. Magnus Bredenbek celebrated their 53rd wedding anniversary July 5, on the eve of Mr. Bredenbek's departure for Toronto, where he was a member of the New York delegation at the convention. A copy editor on the New York Journal-American, he was, at 73, the senior delegate at the ANG sessions.

Knotty Business of Contracts Gets Delegate Attention

Toronto, Ont.—Writing into the constitution a ban against contracts of more than two years duration, without express consent of the International Executive Board, the collective bargaining committee of the convention concurred with the recommendations of the IEB in this respect, while preserving intact the highly-prized autonomy of locals in their collective bargaining.

Other matters touched on in the complete report, by the convention, cover the subjects of union jurisdiction over newly-adopted processes, changes in requirements for acceptable pension plans, with some revision of language in discrimination and transfer clauses.

The committee report in full follows:

The collective bargaining program of the American Newspaper Guild is moving into new problems of great complexity. On the one hand, new industrial methods of newspaper production are bringing jurisdictional problems into ever sharper focus. On the other, there is emerging a management shift toward long term contracts that has many earmarks of not only being industry-wide, but being in fact part of a concerted effort of all employers to tie trade unions to contracts of great duration.

The American Newspaper Guild must be prepared to meet the challenges of these changing times. Despite gains in total membership, there are disturbing facets in the record of the past year. These must be recognized and candidly admitted. Any forward planning should be based solidly on frank and objective study of the immediate past.

Guild contracts in the past year have not reflected gains in proportion to the tremendous gains in the profit productivity of the newspaper industry. Guild gains in such things as hours, overtime, vacations, job security, severance pay and pensions have been apparent, but moderate in their measure.

Four week vacations were obtained on a few more newspapers. The work-week was also reduced below 40 hours in 12 more newspapers, with a definite trend towards reduced work-weeks indicated.

It appears certain that the 30 hour week will be achieved in our jurisdiction.

There was some decline in the number of contracts on which the IEB with held approval. There were 48 newspaper contracts disapproved on June 10, 1955. On May 1, 1956, there were 41 such disapproved contracts. As a result of newspapers going out of business two contracts were lost during the year—both in New York City. These were the Brooklyn Eagle and Our World. Offsetting these were additions of new contracts for the Philadelphia Daily News, the Toronto Globe and Mail, the New York Times restaurant department and Washington Labor.

But the most serious challenges to the Guild were in the fields of jurisdiction and term of contract.

JURISDICTIONAL QUESTIONS

Challenges to the Guild's jurisdiction from various quarters confronted several locals in the past year with the result that this problem could become one of major concern.

Most of the jurisdictional problems now facing us stem from the impending introduction of news processes in our industry. Other unions, in claiming the work resulting from these new processes, have in some instances pressed claims that encroached on the work being done by Guild members.

There has been a measure of nibbling at the Guild's jurisdiction through the efforts of some publishers to achieve economizing by contracting out work to so-called "independent contractors." The Guild is resisting these efforts with vigor. In one instance, in Portland, Oregon, an effort to remove the circulation department employes from the Guild's jurisdiction is being contested in the courts. In New York City, an arbitrator ruled that the company had no right to fire 14 messengers and turn their work over to an "independent contractor."

A direct conflict with another union occurred in Columbus, Ohio, where a Teamsters' Union local has sought to take over certain circulation department employes involved in a combination of two newspaper plants.

The new printing methods being introduced are presenting problems of separating fairly and properly that work which falls in the Guild's jurisdiction from that which falls into the sphere of other unions in the industry. Our objective must be neither to give up any work which is properly performed by employes in the Guild's jurisdiction nor to seek to gain work at the expense of fellows unionists who may be displaced by new processes.

Because the traditional jurisdiction of the Guild has not been encompassed in all Guild local contracts, there cannot be set down rules which cover all situations. However, in general, it should be our aim to:

1. Continue the jurisdiction which we now exercise, including jurisdiction over any increased work within that jurisdiction, whether it results from increased business in the industry or new processes in the Guild's area;

2. Seek jurisdiction over any new work of a type now performed by persons in our sphere unless another union asserts a proper claim that such work results from a change in methods which has deprived such union of work, in which case such claim should be fairly considered;

3. Not to infringe on the jurisdiction of other unions even though there has been a change in the nature of the work by introduction of new methods.

The Guild from its beginning has sought to avoid jurisdictional conflict with other unions in the industry. It still earnestly seeks to do so.

The Guild, as always, stands ready to meet with representatives of the other unions in the industry to resolve any disputes tha many arise over jurisdictional claims. It is our belief that such meetings would be the most expeditious and satisfactory method of settling any conflicts of this nature.

Toward that end, we recommend that top officers of the ANG make every effort to arrange meetings with the top officers of other unions in the industry. Should such efforts prove fruitless, we recommend that the matter be referred to AFL-CIO President George Meany so that he may lend his efforts to solution of disputes that threaten us.

The Committee recommends the incluston in the Collective Bargaining Program of the ANG of the following provision:

All contract proposals shall provide adequate protection for maintenance of Guild jurisdiction over work properly within Guild jurisdiction.

The committee further recommends inclusion of the following provision in the Convention Recomendations on Collective Bargaining:

Locals should consult ANG promptly at any time a question of possible infringement on Guild jurisdiction arises, whether it be within the plant or through contracting out of work.

CONTRACTS OF LONG DURATION

The trend toward contracts covering periods of more than a year is alarming. Today there are 104 contracts for a period of two years or more. In the period of the officers' report 50 contracts were negotiated—38 of them were for two or more years. Of these long-term document, only 12 provide for a wage-reopener.

"An analysis of some 75 contracts," ANG officers report, "indicates that the average wage increase in the second year has averaged somewhat higher when obtained through a reopening clause than when obtained through a deferred increase."

Your committee believes that this trend must be reversed. The move must be to contracts of one-year duration. Great caution must be exercised in the entertaining of any management proposals for contracts for longer than a year.

To negotiate a contract every year may be tough. But not to negotiate every year may mean gradual death by hardening of the union arteries.

The Committee has made one constitutional change to combat this program, and this is mentioned later in this report.

PENSIONS

It was impressively evident that the question of pensions in Guild contracts was a matter of primary concern to most of the members of your committee. An afternoon was devoted by the committee to a full discussion of the manifold aspects of the pensions negotiating problem.

On the basis of the long debate on pensions, your committee adopted by its first unanimous vote the following recommendations of the officers' report:

1. That the ANG Research and Information Department be instructed to explore the field of pensions consultants, with an aim toward retaining such an expert as technical adviser in the Guild's program.

2. That the officers of ANG consider a system whereby locals utilizing the ANG pension facilities may participate in at least a share of the expense on a servicing fee basis.

3. That locals, before entering negotiations involving pension plans, engage in full consultation with the ANG, with this twofold purpose:

(a) To attempt to negotiate pension plans along similar general lines that will make it easier to integrate into an eventual Guild-wide program whereby a member will be able to transfer pension credits from one job to another, and one city to another.

(b) To assist locals in avoiding the pitfalls, already apparent, of sacrificing benefits, hard-won over long years of collective bargaining battles, for pensions that weakened contracts may prevent them from collecting.

The committee is of the opinion that in addition to retention of an expert consultant, an ANG pension coordinator be established so that locals may receive continuing guidance on pension matters.

The committee also repeats a warning by the IEB and cautions most strongly against surrendering, for pensions, any phase whatsoever of Guild security, job security and severance pay.

DEFENSE FUND PURCHASE OF NEWSPRINT

In its discussion of the situation faced by the Guild in lockouts, strikes and plant shutdowns, the committee considered the vital part played by the availability of newsprint to the Guild in strike situations.

It is recommended by your committee that the IEB make an immediate study of the possibility of expending up to $50,000 of the Defense Fund on the purchase directly or acquisition of an option on newsprint, such newsprint to be held actually in warehouses or in a newsprint brokerage account. If such an IEB study shows that such a purchase of a standby supply of newsprint is possible or feasible, this convention authorizes such defense fund investment.

WAGE GOALS

Your Committee recommends that the IEB begin at once a complete study leading to a revision of the twin minimum wage goals of the Guild, of $150 a week for experienced employes in key editorial, advertising and circulation classifications, and at least 75% for all adult classifications. It is the opinion of this Committee that considerable emphasis should be given the possibility that the whole problem of starting minimum be considered in this revision.

SICK LEAVE CLAUSES

This committee discussed the whole question of contract recognition of the fact that mental illness, alcoholism and drug addiction are medical problems. As medical problems, all of these questions arise under existing sick leave clauses of contracts. This fact must be emphasized anew in our contract enforcements.

CONSTITUTIONAL CHANGES

Recommendations to your Committee by the officers and the IEB included a number of changes in our constitution in regard to collective bargaining.

There was long discussion in the committee of all sections of the officers-IEB proposals. As a result of this extended consideration, your committee recommends to this convention that Article XVIII, 1. (c) be amended by adding the language:

"Without permission of the IEB, no contract shall be for a period of more than two years nor shall any two-year contract fail to provide for either a mid-term wage increase or for a reopening on wages."

There were several other constitutional changes recommended by the IEB with the objective of "tightening up" enforcement of convention mandates on contract goals.

Your Committee gave full consideration to all these requests and voted finally to reject such proposals. Locals of the ANG must adhere to the fundamental objectives of the ANG, as these objectives are set forth in the form of proposals. But the local is the real strength of the American Newspaper Guild and any impairment of its negotiating power that does not yield very substantial advantages to all locals must be rejected.

COLLECTIVE BARGAINING PROGRAM

Four changes in the mandatory collective bargaining program are recommended by the committee. Proposed new language is as follows (new material in bold face; deleted material in parenthesis).

Sec. 3. JURISDICTION: All contract proposals shall provide adequate protection for maintenance of Guild jurisdiction over work properly withln Guild jurisdiction.

(Comment: This is a new section. The following old sections are to be correctly renumbered.)

Sec. 12. PENSION PLANS: Provision shall be made for the establishment of an adequate (fully vested) pension plan through negotiations.

(Comment: The deletion of "fully vested" in this section was voted by the committee after extended debate. A recommendation for vesting was left in the section on "recommendations.")

Sec. 19: NO DISCRIMINATIONS: Provision shall be made against discrimination of age, sex, race, creed, color or national origin. Contract proposals shall provide against discharge or discrimination for Guild activity and provide that publishers shall not interfere or attempt to interfere with the operation of the Guild.

(Comment: The boldface portion was simply moved from the "recommended" section of the collective bargaining program. The addition of "age" as a prohibited cause for discrimination was adopted after there was considerable testimony about flat, arbitrary policies against employment of any person over 40 years of age, without regard to any other facts.)

Sec. 22: TRANSFERS: Wire service, magazine and chain newspaper contracts.

(Comment: This merely adds magazines to the publications and services covered.)

RECOMMENDATIONS ON COLLECTIVE BARGAINING

Two changes are recommended:

Sec. 6. JURISDICTION: Locals should consult ANG promptly at any time a question of possible infringement on Guild jurisdiction arises, whether it be within the plant or through contracting out work.

(Comment: This is a new section.)

Sec. 23. PENSIONS, HEALTH AND WELFARE PLANS: Locals should strive for non-contributory retirement systems in which all workers participate (in which the employer pays the entire cost), and in which the Guild has an equal voice in pension fund operation.

(Comment: After discussion, the committee agreed to adopt the words "non-contributory" as being more proper to describe correctly the type of pension plan indicated. The parenthetical phrase is to be deleted.)

Rollin Everett, St. Louis Chairman; Edwin W. Scott, Detroit, Vice Chairman; Richard E. Wanek, Twin Cities, Sec'y; Doug Adams, Rockford; Edgar Allaire, Woonsocket; Forrest Allen, Cleveland; LeRoy Anderson, Kenosha; Frank Bonanno, San Jose; Margaret Brink, Portland, Me.; Harry Burkhalter, San Antonio; John Burns, Philadelphia; Max Call, Sacramento; Aldo Colautti, Pittsburgh; Joseph Connor, Lima; Louis Cook, Detroit; Roy Cummings, Hawaii; John Deegan, New York; Leo Donovan, Detroit;

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Convention Takes Strong Stand On Equal Rights, Opportunity

Toronto, Ont.—Placing unusually strong emphasis on the need for all Guild locals to extend efforts toward insuring an equal economic opportunity for all minority groups, the Convention Committee on Human Rights, a subcommittee of the Research and Information group, returned to the convention floor with a report that was urgent in its tone, and timely in its concrete suggestions.

The report as adopted is as follows:

Recognizing the continued areas of discrimination in employment, citizenship and opportunity, the Human Rights Committee has sought positive measures to meet and overcome these undemocratic practices in our way of life.

The American Newspaper Guild in the past has pledged its best efforts toward correcting these faults. The American Newspaper Guild here assembled renews its pledge and calls for all assistance from its locals and individual members in striving toward our goal.

The Research and Information Department, assigned to coordinate the Guild's Human Rights activities, issued semi-annual questionnaires to locals, as in past years, in an attempt to determine achievements of individual locals as well as to pinpoint problems and areas which require special or additional efforts.

Thirty-eight locals compared to 26 in the previous year responded to the questionnaire. The greater response was doubly encouraging in that it revealed new activity in some locals and a lowering of the color bar in the editorial deperatments of some papers. During the year three locals created Human Rights Committees to raise the all-Guild total to 13.

The Human Rights Committee recognizes problems among other minority groups, but most apparent has been the lack of opportunity for Negroes.

The replies, plus information from other sources, revealed a total of 28 Negroes employed in the editorial departments of newspapers having contracts with the Guild. In addition, other papers not under Guild contract also employ a total of 10 Negroes on their editorial staffs, according to a recent survey by the magazine Ebony, thus making the industry-wide total 38.

Thirty-eight Negroes out of some 75,000 editorial employes on non-Negro newspapers is not a figure the industry can be proud of. Nevertheless, it represents an improvement over the total 22 listed in the previous survey.

Part of the increase is attributable to the hiring of additional Negro staff members by papers having contracts with the Guild. It is obvious, however, that in the past our surveys have been far from complete, and part of the apparent improvement simply may be the result of information never before reported. It is important, therefore, that every ANG local reply to the semi-annual questionnaires.

More newspapers, too, are adding Negroes to their staffs in other departments, notably in business office, clerical and circulation classifications. The progress here has been such, in fact, that it has been taken for granted, especially in many of our larger locals.

The one job classification in which there appears to have been no progress is that of outside advertising salesmen. No local has reported the employment of a display or classified outside salesman by papers in its area, and we know of none on non-Guild papers.

One comment which has been repeated with regularity by several locals in replying to ANG queries is that the locals have no human rights problems or evidence of discrimination because no Negroes have applied for jobs on their papers. In some areas, this may be a reasonable reply. But why haven't they applied? Is it because they feel it would be futile? Would be publisher be willing to fill a vacancy by hiring a qualified Negro? Until these questions are answered, no local can be sure that discrimination is not present.

In many of these communities, publishers have complained in their own councils and to schools of journalism that editorial talent is in short supply and that their job applicant files are depleted. Guild locals should perform the real service in these cases simply of advising management not to overlook qualified Negroes in filling staff vacancies, and to utilize such sources as the Urban League and the American Friends Service Committee in seeking such applicants. The Urban League, for example, maintains an up-to-date file of qualified Negroes hopeful of breaking into the general newspaper field. The organization has branches in 60 communities and a staff of personnel experts experienced in screening job applicants and determining their employment capabilities.

The Research and Information Department is nearing completion of a step-by-step guide for locals to assist them in their efforts to end employment discrimination. Brother Harry Fleischman, director of the National Labor Service and a member of the New York Guild, also has offered to supply editors of regularly printed local Guild publications with copies of a monthly column on human rights, "Let's Be Human."

Recalling the success of the forum on human rights held at the Albany Convention the committee believes a similar undertaking at St. Louis would be profitable.

The committee believes most strongly that a basic problem in the implementation of a human rights program lies in the failure to get the support of ANG locals. It also believes that there is a need for an educational program within the Guild itself. The committee urges that each local establish a human rights committee and further suggests:

- That there be direct unit representation on the local human rights committee.
- That unit representatives on the local human rights committee make an effort to determine whether there is employer discrimination in job applications from minority group members.
- That the local human rights committees work through COPE and with existing laws.
- That locals support FEP legislation.
- That the ANG act as a clearing house in the exchange of information and especially information relative to progress made by locals in their efforts to break down discrimination.
- That as part of the educational program the Research and Information Department should make available to local human rights committees pertinent literature and bibliographical material.
- That local human rights committees make use of speakers from organizations interested in the welfare of minority groups.

In other areas the Human Rights Committee has evidence that discrimination against a fellow Guildsman exists when he becomes mentally ill. This is due undoubtedly to be unusual circumstances surrounding this type of sickness and failure to realize that mentally ill people are often unable to cooperate with those who wish to be helpful. Mental illness, like physical illness, can be diagnosed, treated and cured. A better understanding of the nature of mental disorders would enable both Guild members and

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Urge Political Action By All Guild Members

Toronto, Ont.—Guild members in particular have a direct civic obligation to discharge in the exercise of their privilege as citizens and voters, it was declared in a convention report by the committee on political action.

The report, as submitted and adopted, read:

The committee reiterates the position of former conventions that too many locals of the American Newspaper Guild have remained aloof from political action or have regarded it as a fringe activity.

Such an attitude results in a constant threat to our collective bargaining program and thwarts the Guild in achievement of its goals.

The entire trade union movement today is confronted with restrictive and punitive legislation. The necessity for concerted political action to end these restrictions was never more vital than this year—a year in which the United States will elect a President and a Congress and a year in which the results of the election will set the political climate which can nourish or blight legislation affecting American workers.

The committee stresses the importance of accelerated political activity by Guild locals this year, the first of joint political action by the merged labor movement. The new-found unity offers labor an unprecedented opportunity to make its voice felt so strongly that candidates and parties will be forced to accept the progressive and liberal legislation we sponsor.

The pernicious "right to work" laws now in effect in many states are representative of the unfair legislation imposed on labor. They have resulted in our unions losing many of the benefits won at the bargaining table and on picket lines.

Within the last year we have had some success in having laws of this type revoked of softened. Where this has been done it has been almost entirely through the effectiveness of political action carried out by unions at city, local and state levels. These successes should be convincing proof that political action is the surest way to remove these laws where they still exist.

The committee urges that locals and district councils carry to their members in the strongest possible terms the warning that continued progress in wages, working conditions and union rights can be won only through Guild members fulfilling their duties as citizens by participation in politics and demanding that candidates recognize the rights and aspirations of labor.

The committee accordingly recommends:

1. That all locals undertake campaigns to see that their members are registered and entitled to vote.

2. That locals be urged to obtain $1.00 contributions from at least 25% of their membership to enable ANG to realize the 1956 quota set for it by COPE.

3. That COPE committees be set up in locals and district councils to conduct registration drives and to conduct fund-raising campaigns and that contributions be made to COPE for educational purposes from district council and local union treasuries.

4. That concerted efforts be made by district council and local leadership to influence the selection and indorsement, based on issues, of candidates by participating in local AFL-CIO councils,

5. That district councils exert leadership to coordinate political efforts of affiliated locals and increase their activities in distributing educational material and conducting special COPE meetings. In this connection it is urged that district councils and locals participate in regional political action conferences scheduled by COPE.

6. That all Guildsmen participate in political action to the extent of their abilities in the political parties of their choice.

Betty L. Salisbury, Detroit, Sub-committee Chairman; Miriam Alburn, Twin Cities; Kenneth J. Rankin, Cleveland; W. F. Brooks, Toronto; James Richardson, Toledo; Kenneth Hudson, Pueblo; Charles Sherman, St. Louis; Ray Massingale, SFONG; Daniel A. McLaughlin, Elizabeth; David L. Welty, Pittsburgh; Chester L. Swegan, Lima; Henry Santiestevan, Los Angeles; John A. Goldsmith, NWSC; Wm. Streckfuss, Greater Philadelphia; Elizabeth M. Eilber, Greater Philadelphia, and Dale Lane, San Jose.

Direct And Timely Aid Is R & I Objective

High praise for the ANG's regional training institutes, conducted in cooperation with district councils, was contained in the unanimous report of the convention Research & Information Committee, which urged a continuation of the training program.

Among other recommendations contained in the report adopted by the convention was that the study of problems arising from the introduction of new newspaper production methods also be continued to its completion.

The complete report of the committee was as follows:

The Research and Information Department's regional training institutes, conducted in cooperation with district councils, were outstanding last year in achieving the department's primary aim of helping locals help themselves. Although the number of institutes held was limited by reductions in budget and staff, the four institutes conducted actually involved participation by six district councils.

Theme of the institutes was "Strikes and Lockouts" and they included valuable background information on the history and importance of strikes as well as legal and contracts problems involved and the best mechanics for strike preparation and operation Institutes were held in Toledo for the POI Council; New York, for the Empire State, New England and Middle Atlantic Councils; Gatlinburg, Tenn., for the Southern Council and Chicago for the Midwest Council. Fifty locals sent 150 delegates to the institutes.

The Organizing Manual, a 200-page book distributed to all local presidents and executive secretaries was another major and valuable project of the department. Local response indicates the manual has proved useful and several locals have ordered additional copies or selected sections for distribution to their organizing committees.

The department also served as a clearing house for assembling and distributing data collected by Sam Eubanks, SFONG, in his excellent survey on the problems arising from or likely to result from new newspaper production processes. These problems vitally affect many Guild members now and will do so increasingly in the future. Being forewarned of the impact of new processes will help meet the resulting problems.

The committee potes that the move of ANG headquarters to Washington places the Research and Information Department in closer touch with the public relations programs of other AFL-CIO unions. This undoubtedly will increase both the scope and effectiveness of the public relations phase of the department's activities.

The committee offers the following recommendations for the Research and Information Department for the coming year:

1. That the training institutes, which have proven be to be an invaluable asset to the continued growth of the American Newspaper Guild, be continued on the present basis and that the sharing of the cost of such training programs by contributions of $100 from councils for each institute be continued whenever such contributions are possible.

2. That the study of newspaper production methods, now in progress, be continued until its completion.

3. The committee concurs with the IEB opinion that the present set-up of a director and a split-time assistant director, whose services are shared with another department, is inefficient and hinders the Research and Information Program in its overall

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Convention Adopts Constitutional Changes

A ban on contracts running longer than two years without permission of the IEB, revision of the Model Dues Schedule effective August 1, 1957, and changes in the procedure governing ANG elections and referenda were among the major actions of the Toronto convention embodied in the report of its Constitution Committee, as finally adopted.

Debate on item 9 of the committee's report — Dues Payments—produced the longest parliamentary hassle of the convention.

As brought before the convention, the majority report of the committee called for rewriting the constitutional language covering dues and per capita payments for clarification, but with no change in the basic structure of either.

The convention, however, on a roll call vote of 198 3/22 to 179 19/22, adopted a minority report setting the Model Dues Schedule at 5% of weekly salary per month, with the maximum dues keyed to the highest minimum in the contract.

Then followed several motions and amendments designed to put the Model Dues question, in one form or another, to a referendum vote. The matter was finally resolved by the convention, however, when—after tabling the bid for referendum and voting to reconsider the committee's report—it adopted the following motion by Sam B. Eubanks of SFONG:

"That the Model Dues Schedule existing prior to this convention remain in effect until July 31, 1957; effective August 1, 1957 the model Dues Schedule adopted by this convention shall be effective. The IEB is authorized to draft the proper constitutional language to effect the purpose of this amendment."

The language later drafted by the IEB at its post-convention meeting is contained in the complete report of the Constitution Committee, reproduced below, as Article XVII, Section 2(a), (b) and (c) of item 9—Dues payments.

1—Insurance Payments

The Albany convention instructed that changes be made in the Constitution to make it clear that locals have the power to pay life and other insurance premiums for their members from local funds. To this end, the Committee recommends that Article VIII, Section 12, be amended as follows:

(New language bold faced, deletions bracketed)

ART. VIII, Section 12. Local funds shall be used only for legitimate operating expenses, for the financing of strike activities, and for the purpose of assisting labor and other organizations friendly to the ANG and the labor movement. Locals may adopt by-laws authorizing the use of local funds to purchase for local members group life, accident, health, hospital, medical and surgical, unemployment, and retirement benefit insurance, singly or in any combination.

To provide machinery whereby such insurance may be purchased through ANG, the Committee recommends revision of Article XVII, Sections 11 and 12, to read:

ART. XVII, Section 11. All funds received by the ANG, with the exception of assessments and International Defense Fund per capita, and with the exception of funds earmarked by locals for the purchase of group insurance for local members, shall be deposited to the general account. All assessments, Defense Fund contributions and Defense Fund per capita, shall be deposited in the International Defense Fund. Funds earmarked by locals for the purchase of group insurance shall be deposited in an insurance fund account.

The (two) three funds shall be kept in separate accounts in a bank or banks designated by the IEB. In an emergency, the IEB shall have authority to transfer money (from one fund to the other) between the general account and the International Defense Fund, but such action shall be reported to the next convention for specific approval. No transfer of funds shall be made from the insurance fund account to any other account.

ART. XVII, Section 12. Expenditures for normal operating purposes shall be made from the general fund. Expenditures for strike activities, and for other activities of an emergency nature, and for purposes authorized by convention action or referendum and in the manner and subject to the limitations prescribed thereby, shall be made from the International Defense Fund, at the direction of the IEB. Expenditures from the insurance fund shall be made only for the purchase of the group insurance for which the funds deposited therein were earmarked, and for administrative purposes in connection therewith. Funds shall be withdrawn from (both accounts) the general account, the Defense Fund and the insurance Fund by checks signed by not fewer than two International officers designated by the IEB.

2—Election Procedure

To establish uniformity of procedure among locals in conducting ANG elections and referenda, and to prevent the announcement of results by some locals while others are still balloting, with possible influence upon the voters, the Committee recommends the following changes in Article XXI: (New language underlined, deletions bracketed)

ART. XXI, Section 5 (Formerly Section 5(d).) There shall be an International (a National) Election and Referendum Committee consisting of five members of the Guild etc Rest of section unchanged.

Renumbering of this section is proposed to place the Committee's appointment ahead of the sections referring to its duties in carrying out the election or referendum.

ART. XXI, Section 6(a)—The former Section 5(a) renumbered.

ART XXI, Section 6(b)—The former Section 5(b) revised as follows:

(b) Immediately upon receipt of ballots or notice that no members are in good standing the Local may protest, by registered mail, return receipt requested, alleged inaccuracies therein. The International Election and Referendum Committee shall rule upon each protest, and in the event the protest is sustained, shall amend the good standing list and send any necessary additional ballots, by registered mail, return receipt requested.

Each local after (within ten days of) receiving its ballots, shall initiate an election, which shall be by secret ballot at a designated polling place or places, or by mail, or both, and shall be conducted by the Local elections committee. The International Election and Referendum Committee shall set a period, not to exceed six (6) consecutive days, during which each Local shall, at its discretion, establish a day or days for voting. Ballot boxes shall be opened and ballots counted only on the last day of the six-day voting period. Ballots to be returned by mail may be distributed or mailed prior to the six-day period, but shall be opened and counted only on the last day of the period. Only members on the aforesaid good-standing list shall be eligible to vote.

After the polling, the Local committee (officers) conducting the referendum shall tally the ballots, and the results shall be certified (and certify the results) to the International headquarters on a form provided for that purpose by the IEB, which shall be sent registered mail, return receipt requested. At least two officers of the Local shall sign the return.

Rest of former Section 5(b) picked up unchanged.

ART. XXI, Section 6(c)—The former Section 5(c) revised as follows:

(c) Returns from the Locals shall be opened and tabulated thirty days from the date on which International headquarters sent out the ballots, or on such earlier date as all possible returns have arrived at International headquarters, by the (a) International Election and Referendum Committee (selected in accordance with the provisions of Paragraph (d)) and the election or referendum declared closed. A detailed result of the vote shall be published in the first issue of the Guild Reporter thereafter.

Change from National to International in the title of the Committee is made for the sake of uniformity and style.

3—Grievance Appeals

At the Albany convention, Article XVIII, Section 4(d) was amended to provide that the settlement of grievances might be appealed to the Local membership, the IEB and the convention. Before that convention this section simply said that grievance settlements should be subject to appeal, without stating to whom the appeal should be directed. Unless provision is made by the Local in the terms of its contract to keep grievance settlements open until they can be appealed to the IEB and convention, it is the feeling of the Committee that constitutional provision for carrying appeals beyond the Local membership meeting is futile. The contract is between the employer and the local, not ANG, and if the Local accepts a settlement of a grievance the management would be most unlikely to reopen it at the behest of the IEB or convention. Therefore, the Committee recommends that Article XVIII, Section 4(d), be amended as follows:

ART. 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).

The change would not bar a member from taking action under the disciplinary article against local officers who he felt had wrongfully refused to take up an appeal on his behalf.

4—Convention Representation

To enable the Secretary-Treasurer to advise Locals earlier in the year as to the number of delegates they are entitled to send to the convention, the Committee recommends the following changes in Article V, Section 3: (New language underlined, deletions bracketed)

ART V, Secuon 3(b). Representation at a Convention shall be based on the average of the monthly per capita payments for current or previous, but not future, months received by the ANG from the Local during the period beginning April 1 (May 1) and ending March 31 (April 30). In computing such convention representation, members on leave in the armed forces shall be credited.

ART. V, Section 3(c). In the case of a Local chartered for a period less than provided in the preceding paragraph, representation for the next year's convention shall be based on the average per capita payments during the period beginning with the first full month of its chartered existence and ending with March 31 (April 30).

5—Local Executive Committee

Although many constitutional references imply that every Local should have an executive committee, and we know of no Local which hasn't one, there is no specific requirement in the Constitution that every Local should have such a committee. The Committee, therefore, recommends adding to Article VIII, Section 8, a new sub-section, as follows:

ART. VIII, Section 8(b) Locals shall provide in their by-laws for an executive committee of not fewer than three members.

6—Definitions

Throughout the Constitution the usual reference to the Local's governing body is to the executive committee, rather than board. The Committee therefore recommends that the word "board" be changed to "committee" in the last sentence of Section 1 of Article III.

7—Model By-Laws

The Committee recommends that Section 1(a) of Article IV of the model by-laws reading "The Executive Committee shall have general direction of all Local officers," be transferred from Article IV, Duties of Officers, and made Section 5(b) of Article III, Executive Committee, and that the other sections of Article IV be renumbered.

The reason for proposing the change is that inclusion of this duty of the Executive Committee under the Duties of Officers has resulted in some NLRB officials ruling that all members of the executive committee must be considered officers and required to take the ' non-Communist oath under the Taft-Hartley Act.

8—Collective Bargaining

In concurrence with the Collective Bargaining Committee, the Constitution Committee recommends that Section 1 of Article XVIII, Collective Bargaining, be amended as follows: (New language underlined, deletions bracketed)

ART. XVIII, Section 1(c). Unless the IEB gives specific permission, no contract shall fail to provide for the Guild Shop, Severance Pay, adequate Job Security, and not more than the five-day, 40-hour week; nor shall any contract fail to provide for the incorporation of the full amount of any general increase in the new minimums, nor shall any contract contain a no-strike clause. Without permission of the IEB, no contract shall be for a period of more than two years nor shall any two-year contract fail to provide for either a mid-term wage increase or for a reopening on wages.

9—Dues Payments

For the purpose of clarifying sections of Article XVII, Finances, and to eliminate some inconsistencies, the Committee recommends that Sections 2 and 6

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ARDUOUS PHRASING—To the constitution committee went the meticulous job of drafting language carrying out the convention's wishes as to changes in the Guiud's basic laws of operation. Chairman Robert "Ed" Glynn, Boston, steered his group through the intricacies of a split report, which led to substitution of a minority section on dues schedules after one of the week's three roll-call votes.

Toronto Gathering Sees Danger In Long-Contract Trend

(Continued from Page 9)

be entirely rewritten. The new language makes no change in the dues structure or per capita payments, but clarifies the position of employes on leave and part-time employes, which has been somewhat ambiguous under the present language. The proposed new sections follow:

ART. XVII, Section 2(a) Monthly dues payments shall be fixed for and collected from local members by the respective Locals, and shall be fixed for and collected from members-at-large by the IEB, in accordance with the following provisions:

(b) *Basic dues.*

The basic dues fixed and maintained by Locals and the IEB shall be

(1) By Locals chartered on or before June 30, 1956, not less than $1.50 and not more than $10 per month.

(2) By Locals chartered after June 30, 1956, not less than the Model Dues Schedule, but not more than $10 per month.

(3) By the IEB, the Model Dues Schedule.

(c) The Model Dues Schedule shall be:

Weekly Salary	Monthly Dues
Under $30.00	$1.50
30.00 to 34.99	1.75
35.00 to 39.99	2.00
40.00 to 44.99	2.25
45.00 to 49.99	2.50
50.00 to 54.99	2.75
55.00 to 59.99	3.00
60.00 to 64.99	3.25
65.00 to 69.99	3.50
70.00 to 74.99	3.75
75.00 to 79.99	4.00
80.00 to 84.99	4.25
85.00 to 89.99	4.50
90.00 to 94.99	4.75
95.00 and over	5.00

Effective August 1, 1957, the Model Dues Schedule shall be 5% of one week's pay per month with the maximum at the half-dollar or even dollar point next above 5% of the highest top minimum wage rate, without exception, in the member's contract or policy statement.

(d) *Exceptions and particular cases*

In the following cases, Locals and the IEB may fix and maintain the dues set forth below, and may depart from the aforesaid basic dues only as set forth below:

(1) For members earning less than $30 per week—5% of weekly salary per month

(2) For members earning less than $10 per week—not less than 10c per month

(3) For unemployed members—not less than 10c per month

(4) For members on unpaid leave of absence—not less than 10c per month.

(5) For members on paid leave of absence—the amount which would be paid on the same salary

(6) For associate members—$3 per year

(7) For members working in a shop not under Guild contract and earning $30 per week or more—not less than $1.50 per month

(8) For members retired under pension plans—dues as fixed by their Locals based on the amount of pension

(9) Members who leave their employment to serve in the armed forces of the United States or Canada or their allies for and during the time of war or national emergency shall be absolved from all dues payments for the period of such service. The IEB shall determine the existence of war or national emergency. The IEB shall have the authority to extend the provisions of this section to any member of the armed forces so exempted who may be retained in service for special reasons.

Members drafted into other war work, including civilian employment, shall pay such dues as may be fixed by the Local to which they are attached, but no less than the ANG per capita, except that they may, if otherwise entitled, take honorable withdrawal cards in lieu of paying dues.

(e) Dues are payable on the first day of each calendar month, except that associate members' dues shall be paid annually or in semi-annual installments. The year for the purpose of associate members' dues shall be from Sept. 1 to Aug. 31.

* * *

ART. XVII, Section 6(a). Locals shall remit to ANG the following per capita tax:

(1) For each monthly dues payment, except as provided in (2), (3) and (4) below—$1.50, but not more than the dues payment.

(2) For each monthly dues payment by a wire service member covered by contract between his employer and the American Newspaper Guild—$2.00. In the case of employes earning less than $55 a week, the per capita tax shall be the amount represented by the Model Dues Schedule.

(3) For each .10 per month dues payment—10c

(4) For each annual dues payment of an associate member $1.50

(5) For each initiation fee—$1.00

(6) For each reinstatement fee—½ the amount thereof

(7) For each international assessment—the full amount thereof

(8) For each retired member—10c

(b) Out of every per capita payment under (a) (1) and (a) (2), 25 cents shall be deposited in the International Defense Fund.

10—Staff Dues

In order to give ANG staff members the use of their own dues money to meet the expenses of negotiating the staff policy statement which governs the conditions of their employment by ANG, the Committee recommends that Article X of the Constitution be amended as follows: (new language underlined; deletions in brackets)

ART. X, Section 6(b). Members elected to full-time office in the American Newspaper Guild shall retain membership in their home Locals. A member appointed to the ANG staff may elect to be a member in his home Local or in the Local in whose area he is assigned, or to be a member-at-large, but in any (either) case shall pay dues at the rate set in the Model Dues Schedule. Dues paid by such members, over and above the regular per capitas, shall be paid to a treasurer designated by the staff to be used by the staff for collective bargaining purposes. An audited financial statement covering such funds shall be submitted annually to the staff members and to the IEB, and an accounting on demand.

11—Local Elections

To enable Locals which desire to do so to eliminate the annual turnover of officers the Committee recommends that Article VIII, Section 8, be amended as follows:

ART. VIII, Section 8. Locals shall elect officers annually, unless the Local membership by referendum determines that they shall be elected biennially (except that in Locals of more than 3,500 members, officers may be elected annually or biennially as determined by the Local membership in a referendum.) Rest of section unchanged.

12—Disciplinary Action

At the request of the IEB, the Committee studied the situation which might arise in those rare cases where it seems possible that an accused member might not get a fair trial in his own local, and recommends the following addition to Article XII, Section 2. (All new)

ART. XII, Section 2 (n). Where the IEB is convinced, after receipt of a petition from either the accused member or from those filing the charges, that a fair trial is impossible in the accused member's Local, because of partiality, hostility or fear of reprisals, the IEB may order trial before a trial board to be selected from a trial panel of members of one or more nearby Locals. The expense for such trial shall be borne by the accused member's Local.

13—Terms of Officers

The Committee considered proposed amendments submitted by Brother George Harris of Boston, which would have limited members of the IEB, except the Executive Vice President and the Secretary-Treasurer, to two terms of office, and unanimously rejected them.

14—Good Standing

The Committee considered a proposed amendment by Brother Harris to Article X, Section 4, which would have stated: "No member shall be eligible to run for office, including convention delegate, in any election in which he is ineligible to vote." The Committee feels that the present language is explicit enough, and that the problem which has arisen in the Boston Local is a matter of interpretation or clarification of the Local by-laws.

15—Elections

The Committee concurred with the IEB decision to take no action on the proposal from the Election and Referendum Committee that machinery for recounts be provided, feeling that the present constitutional provisions are sufficient. The IEB felt that the changes proposed in the election timetable meet the request of the Election and Referendum Committee for a Sept. 15 election date. The IEB considered the whole matter of the time required between the convention and election, and between the election and the installation of the new officers, and saw no way of shortening it unless the whole schedule of convention dates, fiscal years, etc., is overhauled.

16—CLC Representation

The Committee concurred in the IEB opinion that no change is necessary in the Constitution to provide for ANG representation on the General Board of the Canadian Labour Congress to which it is entitled. The IEB may assign duties to its members, including duties of the President and Executive Vice President, and may assign one of its members to the CLC Board under the Constitution as it stands. The CLC Constitution requires that the representative be a Canadian.

Robert Glynn, Boston, Chairman; Joe Beauclerc, Toronto; Harvey H. Wing, SFONG; Robert P. Holley, Chicago; Leonard Milliman, NWSC; John C. Minihan, Pittsburgh; Elwyn W. Hildum, Erie; Adolph Johnson, Twin Cities; Warren Stromberg, Detroit; Winston Cram, Toledo; Maurice Dowling, St. Louis; Cleve Mathews, St. Louis; Donald Brackenbury, Los Angeles; Richard H. Smith, Cleveland; Ed Winge, Detroit; Hal Walton, Lansing; J. Frances Hapgood, Portland, Me.; James M. Gallagher, Albany; Haig Anlian, Hudson County; Charles McCarthy, Utica; Harris G. Monroe, Jr., Washington; Al Popiel, Buffalo; Kos Semonski, Philadelphia; Edward T. Ufdilla, Wilkes-Barre; John P. Wright, Boston; Daniel Murphy, Boston; Joseph P. Murphy, New York; Arthur Rosenstock, New York, and S. Leon Trone, York.

The report was adopted item by item. Members of the committee who signed the minority report, later adopted, setting the Model Dues at 5% of weekly salary were: Murphy of New York, Gallagher, Anlian, McCarthy, Monroe, Milliman, Holley, Semonski, Rosenstock, Cram and Trone.

No Pay For ANG President, Says Toronto Convention

Toronto, Ont.—The ANG convention turned down a proposal advanced a year ago by the Cleveland delegation for a paid presidency, but upheld a special interim committee in asking for a study of how annual meetings of the Guild can be made more fully representative.

The paid presidency issue was debated, after presentation of majority and minority reports, and the vote in favor of continuing the present administrative set-up was 131 to 40, by teller count.

The convention approved a proposed study by the IEB, with a report to the 1957 convention in St. Louis, of the possible elimination of the 1960 convention and substituting four regional seminars that summer. The interim committee of seven suggested that a survey start with a questionnaire designed to learn why some locals fail to send delegates to an international convention, and whether regional meetings could attract a more complete attendance.

The Cleveland plan had proposed that conventions and summer seminars be held in alternate years, the conventions coinciding with years when international officers are elected.

The interim committee, named at Albany last year, comprised Forrest Allen, Cleveland, chairman; ANG Vice President C. J. Beauclerc, Toronto; Sam B. Eubanks, SFONG; Frances Hapgood, Portland, Me.; Sam McGuire, Detroit; Michael Potoker and ANG Vice President Arthur Rosenstock, both New York.

Allen and McGuire signed a minority report advocating the paid presidency, and there was presentation of both viewpoints during the floor discussion.

The minority report summarized its findings in the following points:

1. The American Newspaper Guild is governed by a trinity of officers and has no real head-of-the-organization.
2. The ANG president has no authority except as a presiding officer of the IEB and of the convention.
3. The ANG is unrepresented in Washington by its so-called top officer whenever the president is absent, which is most of the time. Washington protocol is going to make this situation one of increasing embarrassment to ANG.
4. It is unfair to ask any working newspaperman to make the personal and professional sacrifices now called for by the office of unpaid president.

The convention-adopted majority report argued as follows:

Whatever criticisms may be advanced, the fact remains that under its present administrative system the Guild has grown and advanced steadily toward its objectives. There is no reason to suppose that it would have done better under the administration of a full-time president.

The committee majority does not rely solely on the argument of past practice, however, as a sufficient reason for perpetuating the system. We are concerned with the needs of the present and so far as they can be determined the probable needs of the future. We do not find that either immediate or foreseeable future requirements indicate need for a change.

We believe that there are reasons against vesting great authority in a single officer, which are as persuasive as those favoring it. Moreover we do not believe that a convincing case has been made against the present ANG system of distributing authority among three officers. In fact, we believe that a consolidation of the duties now performed separately by different officers might make it more difficult to establish and to maintain a satisfactory top level administration.

It is true that faithful performance of his duties may impose personal inconvenience and even hardship on the President of the Guild who must continue to earn his living as a working newspaperman. The same point can be made against the prevailing practice of having working newspapermen as presidents of each of our locals. The fact is that the Guild depends for its existence on the services of individual members willing and able to take office under such conditions.

The committee majority finds no substantial evidence that the status of unpaid President has interfered with a proper performance of the duties necessary to the position of head of the ANG. We are of the opinion that his status as an uncompensated officer is in fact an asset in discharging his most important duties. It confers on him an independence which may be invaluable in maintaining a sound administration. This would be sacrificed once he became a full-time officer dependent upon the organization for his livelihood.

Striking Gains Mark Guild's Fiscal Operations

Toronto, Ont.—The finance committee of the ANG Convention came back to the convention floor after its deliberations with a budget for the fiscal year which totalled the same as that recommended by the IEB in its officers' report.

The committee made internal adjustments in the figures, however, which permitted payment of a special assessment to the AFL-CIO, and granted $20 and $15 increases, respectively, to the executive vice president and the secretary-treasurer.

Concurrence was voted in the several recommendations of the IEB concerning amortization of the cost of relocating the headquarters office, write-offs and the sharing of special expenses incurred by locals.

The complete text follows:

The American Newspaper Guild completed its 1955-56 fiscal year with the healthiest financial condition in many years.

The ANG was operated within its income by the new officers and the Defense Fund was increased beyond the historic $250,000 level.

The Committee recommends the adoption of the Officers' Report of the Finances Section with the several amendments noted in this report. It also recommends the referral of several requests for studies to the IEB.

The proposed budget of $429,825.00 for the fiscal year ending April 30, 1957 is recommended for approval. This figure is $215 less than the anticipated income of $430,040.00, which is based on a yield of $363,275.00 in per capita taxes from regular members; $64,565.00 from wire service members; and $2,200.00 sales and subscriptions by the Research and Information Department.

Here are the revisions in the budget figures from that submitted in the Officers' Report:

Because of a special assessment, the AFL-CIO per capita tax has been revised from $17,000.00 to $18,500.00, an increase of $1,500.00.

This $1,500.00 increase is offset by decreases of $300 each in secretary-steno provisions of the Organizing & Servicing, Collective Bargaining and Research & Information Sections and a decrease of $600 in the Administration Section.

The AFL-CIO per capita tax figure at $18,500.00 is $6,128.98 less than the $24,628.98 expended in the previous fiscal year. This is due to a reduction in per capita tax from 10 cents to seven cents following the merger of the CIO and AFL.

The Committee recommends that the IEB request for a $10 increase in the weekly salaries of the Executive Vice President and the Secretary-Treasurer, effective May 1, 1956 be revised to an increase of $20 weekly for the Executive Vice President and $15 weekly for the Secretary-Treasurer, both effective at the start of the second quarter on August 1, 1956.

The Committee noted that in both these offices there have been no salary adjustments for a three-year period while salaries in other staff personnel have been increased on several occasions.

This required an amendment in the budget of $325.00, bringing the Officers' Salaries in the Executives Section to $21,385.00 from the original figure of $21,060.00.

This increase was offset in the budget by reducing the allowance for AFL-CIO convention in the "Other Expenses Section" from $750.00 to a new total of $425.00.

The Committee noted that while the budget for rent and maintenance under expenses in the Administration Section increased from $9,500.00 to $12,300.00, a total of $3,800.00 that the reduced needs in secretarial, bookkeeping and clerical help in the new headquarters has made it possible to revise that budget figure from $26,500.00 for salaries to $16,200.00, a savings of $10,300.00.

The Committee also recommends approval of the ANG request for amortizing the expenses for relocating the ANG headquarters from New York to Washington, D. C., over a four-year period and has approved a special item of $2,000.00 in the budget for this purpose.

The Committee approved four requests for locals totaling $6,158.19 for write-offs of sums spent in strike and servicing situations.

The IEB recommendations from the Organizing Committee were for the amount of $849.47 by the Jamestown Local for servicing in negotiations of a contract and for $4,719.20 spent in Portland, Ore., in defending bargaining rights.

Two writeoff requests, presented to the Finance Committee directly, and approved, were from the Portland, Me. Local for $321.02 used in the Local's strike and $268.50 from the Utica, N. Y. Local used to obtain payroll data in pursuing contract negotiations.

The Committee recommends further that the Portland, Ore., and Portland, Me., sums be charged against the Defense Fund and that the other two writeoffs be charged to the General Fund.

The Committee approved a recommendation that Secretary-Treasurer Perlik investigate the unpaid balances from Locals for funds used in strikes or servicing and report back to the next convention.

The Committee reviewed the IEB recommendation in its proposed policy on ANG Local Cost-Sharing on Grievances and approved the following recommendation:

That any participation by the least comparable to the Model ANG shall be conditional upon:

Dues Schedule. Special consideration in apportioning the cost-sharing shall be given small locals when the IEB considers such help vital to the welfare and security of the International organization.

2. Full consultation with the ANG and following the course of procedure counselled by ANG in the processing of a grievance.

3. A local having submitted to the IEB its annual fiscal audit in accordance with Article 8, Section 13 of the ANG Constitution.

In addition, the Committee recommends:

1. That the ANG's share of the processing of any local guild grievance deemed by the executive officers and the IEB to be of Guild-wide major defense significance, be loaned from the Defense Fund, to be repaid as rapidly as possible from the General Fund.

2. That ANG participation in the cost of any grievance determined not to be in the above categories of Guild-wide significance occur as an advance to the Local from the General Fund, and that advance be treated in the same fashion as advances for servicing currently are treated; namely, the repayment be arranged on a mutually agreeable plan according to the ability of the Local to pay.

The Committee recommends, that in view of the cost-sharing proposal that the Secretary-Treasurer notify all locals of their responsibility in supplying the ANG with the annual financial audit. The committee found that too many locals have been lax in this matter.

To clarify ANG policies on expenses, the Committee recommends that the IEB review the different ANG policies on payments for services rendered by Guildsmen in attending conventions and other meetings required by the ANG and that this study include such matters as per diem payments, lost time pay, and other related items and that the IEB make a specific recommendation to the 1957 convention.

The Committee recommended referral to the IEB for study a proposal from the New Orleans Local of an investment securities program, the findings to be reported to the 1957 convention.

The Committee recommended that the requests for full-time assistants for the Research & Information and Guild Reporter departments be referred to the IEB. The Committee reasoned that this was an administrative matter.

The Committee recommended that the IEB study the possibility of revising the per capita structure in the event the formation of a wire service local is approved.

The chairman expresses his appreciation for the cooperation given him by all members of the committee in contributing to the decisions contained in this report.

Milton J. Lapine, Cleveland, Chairman; Roberta E. Bailey, Philadelphia, Secretary; Wilfred Alexander, New York; Irwin Bauer, Cincinnati; Robert Braun, Milwaukee; Francis Brennan, NWSC; Ronald Brinkman, Twin Cities; William Brooks, Twin Cities; Bernice Brower, Erie; Jess Brown, Los Angeles; Lee Cary, Rockford; David Carlsson, San Diego; Frances D'Hondt, Detroit; Marvin Duskin, Hudson County; Thomas Fay, New York; Edward Desobry, New Orleans; Thomas Fennell, Sioux City; Leo Finegold, Pittsburgh; Raymond Galley, Portland, Me.; Jack Hayes, Washington; Ollie Hieatt, Los Angeles; Charles Leveroni, Boston; Ed Marciniak, Chicago; Fred McCready, Lehigh Valley; George Morski, Grand Rapids; Thomas Murphy, New York; Thomas Murphy, Rochester; Stanley Nast, Portland, Ore.; Michael Potoker, New York; Ben Poulten, Pawtucket; Leon Roettger, Columbus; Harold Russell, Toronto; John Sabin, St. Louis; Francis Skimin, Buffalo; Tom Sprague, Stockton; Robert Stafford, Cleveland; Bill Stanfield, SFONG; R. E. Thompson, Toronto; Ray Vodicka, St. Louis; Felix B. Wold, NWSC, and Willard Yarbrough, Knoxville.

The 1956-57 Budget

Following is the detailed budget approved by the Finance Committee of the 1956 convention at Toronto.

	56-57 BUDGET	55-56 EXPENDED	55-56 BUDGET
1. PER CAPITA TAXES			
AFL-CIO	$ 18,500.00	$ 24,628.98	$ 24,600.00
CLC	1,200.00	1,307.60	1,200.00
IFJ	1,200.00	1,200.00	1,200.00
	$ 20,900.00	$ 27,136.58	$ 27,000.00
1. ORGANIZING & SERVICING			
Salaries			
Director and IR's	$ 76,870.00	$ 65,704.40	$ 70,000.00
Secy-Steno (½)	2,250	963.40	2,000.00
Expenses			
Director and IR's	30,000.00	34,362.48	28,000.00
Misc. Org. Expenses	5,000.00	1,910.91	5,000.00
	$113,820.00	$102,941.19	$105,000.00
3. COLLECTIVE BARGAINING			
Salaries			
Exec. Secy-Con. Committee	$ 7,865.00	$ 5,886.00	$ 6,500.00
Secy-Steno (½)	2,250.00	1,692.41	2,500.00
Contracts Analyst	—	2,050.00	1,625.00
Expenses			
Personnel	400.00	205.81	400.00
Miscellaneous	100.00	—	100.00
	$ 10,615.00	$ 9,834.22	$ 11,125.00
4. WIRE SERVICE ADMINISTRATION			
Salaries			
Administrator	$ 7,865.00	$ 7,540.00	$ 7,475.00
Ass't Administrator	7,200.00	7,181.85	7,475.00
Secy-Steno	3,000.00	1,610.66	2,000.00
Expenses			
Administrator and Ass't	3,500.00	2,583.52	3,500.00
Negotiations	17,000.00	14,450.59	17,000.00
Wire Service Council	5,000.00	5,083.28	5,000.00
Regional Conferences	3,000.00	2,566.44	3,000.00
Wire Service Paper	1,600.00	1,109.56	1,600.00
Arbitrations & Grievances	1,500.00	2,020.86	1,500.00
Organizing & Servicing	1,000.00	373.88	1,000.00
	$ 50,665.00	$ 44,520.64	$ 49,550.00
5. RESEARCH & INFORMATION			
Salaries			
Director	$ 8,645.00	$ 8,060.00	$ 8,060.00
Assistants (1½)	10,042.50	9,490.00	9,490.00
Secy-Steno ½)	2,250.00	1,091.65	2,000.00
Expenses			
Director	250.00	461.72	250.00
Assistants	250.00	74.07	250.00
Books & Periodicals		901.30	650.00
Legal & Collective Barg. Services	400.00		
Subscriptions	350.00		
Human Rights, COPE and other printed material	150.00	1,494.46	3,250.00
Publications & Literature			
Contracts Survey	1,850.00		
ANG Manual	1,100.00		
Org. & Other Literature	3,000.00		
Training Conferences	1,250.00	134.09	1,250.00
Miscellaneous	800.00	190.68	300.00
	$ 30,377.50	$ 21,897.97	$ 25,500.00
Less Estimated Income	2,200.00		
Net Budget	$ 28,137.50		
6. GUILD REPORTER			
Salaries			
Editor	$ 8,645.00	$ 8,320.00	$ 8,320.00
Assistant (½)	3,477.50	3,250.00	3,250.00
Clerical (½)	1,600.00	1,369.55	1,700.00
Expenses	17,700.00	17,845.00	17,700.00
Printing			7,200.00
Distribution	3,300.00	3,327.00	
Mailing	2,100.00	2,078.33	
Postage	1,800.00	1,762.67	
Addressing	1,200.00	1,089.34	1,200.00
Pix & Special Material	1,000.00	1,191.03	900.00
Engravings	500.00	317.29	500.00
Miscellaneous			
	$ 41,322.50	$ 40,550.21	$ 40,770.00
GR Income		2,176.95	
Adjusted Total		$ 38,373.26	
7. ADMINISTRATION			
Salaries			
Office Mgr—Head Bkkpr.	$ 6,955.00	$ 6,500.00	$ 6,500.00
Secretaries ((1½)	7,100.00	9,275.20	10,000.00
Bookkeeping Dept.	7,500.00	9,569.94	11,000.00
General Clerical	1,600.00	4,889.47	5,500.00

(Continued on Page 12)

Perlik Reports Vanishing Deficit, Bigger Defense Fund

(Continued from Page 4)

I estimate that the total cost of the operation will approach $10,000. This would be a substantial outlay were we to attempt to liquidate this cost out of cash all at once. Improving as our fiscal health is, the Board doesn't wish to slow our recovery, and so is recommending that we follow the precedent established when we last relocated in New York City.

In that instance, we made budgetary provision for the costs—which were, incidentally, almost the same as these costs—to be liquidated over a period of almost five years. We propose that we budget the costs of the recent transfer over the period of our lease—four years—in the IUE Building.

I mentioned earlier that we have some unpacking yet to do—material set aside for location on the shelves of the proposed Heywood Broun Room. Let me add my wish to that of the President and Executive Vice President—that the cost of furnishing this room in a manner demanded by a memorial to our great founder will soon be subscribed. It's not the final word in a memorial for this fine man—can there ever be a "final" memorial to Broun? But this is one more way of honoring his memory, in a fashion both functional and fashionable. If fear of a lump-sum payment is the only thing holding back some of our locals from participating, let's talk over some more convenient method. I'm sure there is a way for every local to join in this most worthwhile undertaking.

Last year this convention took special note of our financial condition, and while it felt our union was in no grave danger, it did support the feeling of its finance committee that we were moving in a direction that had to be reversed. Your officers report with pleasure that exactly that has happened, in significant measure.

When the auditor finished adjusting the books to accommodate the various 1955 convention actions, we began fiscal 1955-56 $26,359.73 in the hole.

When the fiscal year closed, that deficit had been reduced by more than $19,000 to $7,265.23.

We get a better overall picture of our financial condition when we relate our defense fund—which went over the historic goal of $250,000—to the general fund. This relationship shows us that were the Guild to close up shop tomorrow, we could pay our bills and have just over $245,000 left. At this time last year, the comparable figure was just over $157,000.

There are some interesting facets to this picture. For one, our income just about matched 1954-55 income, even though five cents of the general fund per capita was diverted to the defense fund on May 1, 1955.

Also, initiation fees took a healthy upward swing, 1500 more Guild members were brought in last year than were enrolled the previous year, the result of new membership gains and improving stability in the industry.

Good standing, while not a precise barometer of our financial operation, does have some importance as a measurement of improvement. Interest in the referendum carried good standing to a new all-time high of 88.1% last August. The momentum generated then has continued to carry the good standing figure well above the 80% mark.

Two years ago in Los Angeles, this convention devoted a fair share of its time to the job of mending our defenses. We set an ultimate defense fund goal of one million dollars, and sought in one year to get up one-fourth of that total. The various financial adjustments made to increase defense fund income came into full play during the past fiscal year, and income to the fund almost doubled the expenditures required to support our emergencies.

I think the true value of an adequate defense fund was demonstrated last December and January during the Detroit emergency. Almost certainly that emergency, with such a large segment of our membership involved, would have required an assessment had it occurred during the inadequate state of our defense fund a year or more ago. Instead, we were able to avoid the unpleasant consequences that always result from assessments for the first time in several years.

During the year we embarked on a further income-producing program for defense fund. Under authority from the IEB, the top officers have been establishing accounts in savings institutions in cities where we have locals. By the end of the fiscal year $168,067.28 reposed in these accounts, and the interest they drew showed the value of the practice: fiscal 1954-55 recorded less than $450 in interest income; the past fiscal produced more than $1400 in interest. In passing, I'd like to report that since the close of this fiscal year, an additional $42,000 dollars has been put into accounts in six cities—Chattanooga, Cincinnati, Grand Rapids, Reno, Denver and Manchester, and more will be deposited as it becomes available.

The healthy condition of our defense fund and the general improvement of the condition of our general fund find their explanation in any number of ways. None, however, is more important or permanent than the size of our membership.

As we did in many other areas, we entered the past fiscal year in the membership area in less than enviable fashion.

Our membership of 27,020 of April 1, 1955, represented a drop of 137 over the previous April 1.

Our membership of 27,941, on April 1 of this year is an improvement over the previous April 1 of 921. During the year we established seven all-time highs.

And although this is basically a report on our activities during the fiscal year, I hesitate to let arbitrary barriers prevent me from reporting that on May 1 last, we breached the 28,000 mark for active members, hitting another all-time high of 28,167.

Our constantly advancing membership during the year and a series of record-high good standing performances combined to give us the best average per capita payment figure, too—26.652. It was that figure that enabled us to almost set an income record despite the loss of more than $15,000 through diversion of 5 cents to the defense fund from the general fund.

The IEB hopes for modest but steady growth during the next year that will produce just over $430,000 in general fund income, almost $5000 more than the past year. The Finance Committee will consider a budget of just under $430,000.

With judicious living within this budget, the IEB hopes that we will be able to slide some more money back "under the mattress," which, last year's Finance Committee noted, is where we found the money to pay our bills while the deficit mounted. Actually, almost as fast as money was returned under the mattress this past year it was taken out from the other side—largely in the form of almost $18,000 in severance pay payments. However, these transactions did reduce our severance pay obligations by almost $10,000, and we have better than 82 per cent of that obligation in reserve.

I would like, in conclusion, to pay tribute in two directions. First, to our headquarters personnel for their fine work in turning out the Officers' Report in time for almost all delegates to receive a copy before leaving home. This was the first attempt at anything of this magnitude for many of them, and they did a most creditable job. I hope you will agree that early delivery makes it easier for you to understand the workings of the convention and promotes more effective deliberation.

And secondly, my hat is off to Fred Jones, Toronto Newspaper Guild president, and to his fine crew for making my job of arranging this convention such a delightful assignment. As the week wears on, I'm sure your first-hand experience will demonstrate my appreciation.

. . . The Budget

(Continued from Page 11)

	BUDGET 56-57	EXPENDED 55-56	BUDGET 55-56
Expenses			
Rent & Maintenance	12,300.00	8,952.27	8,500.00
Stationery & Supplies	7,000.00	5,256.92	7,000.00
Equipment	2,500.00	1,529.56	1,500.00
Bkkpg. Machine Rent and or Purchase	4,000.00	4,084.56	4,200.00
Telephone & Telegraph	5,000.00	5,780.39	4,500.00
Repairs & Improvements	1,000.00	1,530.14	1,500.00
Postage	2,500.00	2,452.72	2,500.00
Auditing	2,200.00	2,200.00	2,200.00
Insurance & Bonding	4,000.00	3,620.98	4,000.00
Miscellaneous	800.00	527.34	800.00
	$ 64,455.00	$ 65,960.49	$ 69,600.00
8. EXECUTIVES			
Officers' Salaries	$ 21,385.00	$ 20,020.00	$ 20,020.00
Expenses	5,500.00	6,528.51	4,500.00
	$ 26,885.00	$ 26,548.51	$ 24,520.00
9. OTHER EXPENSES			
ANG Relocation	$ 2,000.00	$ 2,989.92	—
Legal Fees	12,000.00	12,750.60	11,700.00
Payroll Taxes	6,400.00	6,579.03	7,500.00
Contributions	1,000.00	1,130.00	1,000.00
Broun Award	500.00	500.00	500.00
Broun Award Expenses	600.00	537.98	600.00
Bade Award	500.00	—	—
Bade Award Expenses	600.00	486.25	600.00
Delegates & Committees	3,000.00	2,372.28	3,000.00
IEB Meetings	15,000.00	13,163.73	11,500.00
Severance Pay Provision	11,000.00	10,402.61	14,000.00
1957 Conv. Reserve	8,000.00	8,000.00	8,000.00
1956 Conv. Exp. Above Reserve	8,500.00	6,765.95	9,000.00
IFJ Convention	300.00	943.62	—
AFL-CIO Convention	425.00	1,079.96	700.00
Murray Foundation	1,000.00	1,000.00	1,000.00
	$ 70,825.00	$ 68,701.93	$ 69,100.00
SUMMARY			
1. Per Capita Taxes	$20,900.00	$27,136.58	$27,000.00
2. Organizing & Servicing	113,820.00	102,941.19	105,000.00
3. Collective Bargaining	10,615.00	9,834.22	11,125.00
4. Wire Service Administration	51,665.00	44,520.64	49,550.00
5. Research & Information	30,337.50	21,897.97	25,500.00
6. Guild Reporter	41,322.50	38,373.26	40,770.00
7. Administration	64,455.00	65,960.49	69,600.00
8. Executives	26,885.00	26,548.51	24,520.00
9. Other Expenses	70,825.00	68,701.93	69,100.00
	$429,825.00	$405,914.79	$422,165.00

. . . Collis Speaks

(Continued from Page 3)

We should spread this benefit around.

The shorter work-week should be another objective. I bring this to the front because one firm with which we have a contract is operating so efficiently and making so much money that I fear one of these days it will put its working force on the four-day week.

We should start goading the newspaper industry into some efficiency. Last December Chuck Perlik and I spent the better part of a working day—time we should have been at the AFL-CIO merger convention—trying to get newsprint for the Detroit Reporter. We had little immediate success.

I walked out of the Hotel New Yorker and in five minutes saw two newspaper trucks bringing back to their plants unsold papers representing newsprint for which the Guild would have paid a fancy price. This is the kind of waste that is costing everyone money.

Sam Eubanks back in 1946 encouraged a study of the newsprint situation. The Guild made the study from the union's funds. In effect, it recommended, among other things, the building of more plants. We sent this study to publishers individually and collectively. We sent the study to Congress and a host of other places.

But until about a year ago, nothing happened. Then, strangely, the impetus came not from American but from English capital. Newsprint manufacturing facilities finally began to be expanded.

The publishers—or most of them—did practically nothing about this expansion; most of the expansion came from venture capitalists. Why did the publishers have to wait so long to do what is being proved right? Their industries and our jobs are at stake, but these men of little faith refuse to move.

This reactionary attitude is typical of many publishers. While most businesses are seeking new approaches or developing new profits or techniques, the newspaper industry adheres to established patterns.

Most publishers simply refuse to think in terms of 1956. Many won't talk in terms of the 1956 dollars.

This convention is an opportunity for you, delegates to develop a program which will show your publishers that you have the answers they are supposed to furnish. It is a challenge which you must meet.

The condition of the newspaper industry today is probably the best in the last 19 years. Let's go to work and give our members a working blueprint which will pay off in money and working conditions during the coming years.

Hammond Gets $3-4 Interim Raise, Narrows Gap For Social Reporters

Hammond, Ind.—Settlement of interim wage negotiations with the Hammond Times has brought the Hammond Guild a $3-4 across-the-board increase for rewritemen, social and news reporters, advertising salesmen and sub-editors.

Edward P. Keck, president of the local and chief negotiator, said the new contract schedule, effective July 1, succeeds in "narrowing the gap" between journeymen news and social reporters.

Under the new salary schedule, top minimum weekly wages for each five-year classification would be $128 for advertising salesmen and deskmen; $125.75 for editorial desk and rewritemen; $118 for news reporters; and $148 for the city, sports and telegraph editors. These represent the four-dollar increases.

A five-dollar hike was granted the society editor ($127.50) and all journeymen social reporters ($97). A four-dollar increase was given all other social reporters, with salaries ranging from $56.50 for beginners to $87 for those with four years of experience.

Five-year display advertising clerks will have a top minimum of $78.50, and mat and copy boys and girls, $67.50.

Keck said the local has served notice that it will press for elimination of discrepancies between rewritemen's and reporters' salaries when a new contract is drafted next spring. He said the Guild also would demand increasing "structural adjustments" between news reporters' and social reporters' salaries.

Serving with Keck on the Guild negotiating team were Robert Beyer, news journeyman, and Howard Reiser, display salesman.

Convention Pronouncements Have World-Wide Topic Range

Seventeen resolutions expressing the views of the Toronto convention on various subjects were reported out of the Resolutions Committee and adopted by the delegates. The committee tabled one resolution submitted by George A. Harris of Boston which would have set that city as convention host in 1963. Another resolution submitted by Harris proposing a constitutional limit on the number of terms an IEB member could serve was referred to the Constitution Committee where it was rejected.

In addition, a resolution submitted on the convention floor by Charles Manos of Detroit was referred to the IEB for study. It would provide for a liaison officer, to be named by each convention committee, who would check the carrying out of the committee's recommendations and program by ANG and submit a progress report for the information and guidance of the committee at the next convention.

Members of the Resolutions Committee were David Schick, Philadelphia, Chairman; Miriam Allburn, Twin Cities; Don Brackenbury, Los Angeles; George Clark, Scranton; Ruth Clark, Toronto; Eugene Connolly, New York; Al Dipman, SPONG; Robert Ford, NWSC; George Harris, Boston; Michael Hrehocik, Cleveland; Paul Lacaillade, Manchester; Frank MacMaster, New York; Judy Markezich, St. Louis; Robert Patton, Wilkes-Barre; Arthur Rosenstock, New York; Guy Thompson, St. Louis; G. Russell Thornton, Washington, and Don Ball, Detroit.

Texts of the resolutions adopted by the Convention follow.

Arms To Israel

Recent events in the Near East have made it altogether clear that aggresive Arab leaders, their misdirected ambitions bolstered with a flow of modern arms from Soviet Russia and her satellites, plan to attack Israel and "drive her into the sea."

The danger that this will be attempted is imminent. If it is carried out as planned, the only democratic country in that part of the world will be wiped out, to the accompaniment of a slaughter of the 6,000,000; and in all history, by the Hitler salughter of the 6,000,000; and Communist dominance in the Near East will become complete and permanent.

The AFL-CIO, at its historic first convention last December, in a resolution hailing Histadrut, Israel's labor federation as "the dynamic force in the building of Israel democracy," urged that the United Nations, United States, Britain and France take "positive steps to prevent aggression in the Middle East, to promote economic conditions of its people and to promote peaceful relations among its various peoples."

Only the knowledge that the Republic of Israel will have the means with which to defend itself would effectively slow up the Arab aggressors in their drive toward an anti-Israel war. Therefore, the American Newspaper Guild in convention assembled in Toronto, Canada, July 9, 1956, calls on the United States, Britain and France—as did the convention of the AFL-CIO—"to reaffirm their tri-partite Declaration of 1950 and to implement it by enabling the Republic of Israel to obtain arms and all other means necessary for the maintenance of its territorial integrity and national independence."

We urge this so that war may be prevented in the Near East, and the Republic of Israel remain, along with its great labor organization, Histadrut, as effective instruments of advancing social progress, human freedom and stable peaceful relations among all the nations in that part of the world.

Broun Stamp

Whereas, the American Newspaper Guild, each year since 1949, has gone on record for the issuing of a commemorative memorial stamp to honor its first president, Heywood Broun, and

Whereas, the past seven conventions have recommended to the United States Postmasters and the Congress of the United States, that such a memorial stamp be issued under the theme of Freedom of the Press, a principle which was expressed by the professional life of Heywood Broun, and

Whereas, bills have been filed in the present Congress and with the present Post Office and Civil Service Committee for the issuing of said Broun Memorial Stamp,

Therefore be it resolved, that the American Newspaper Guild, meeting in convention at Toronto, Canada, the week of July 9, 1956, does hereby reaffirm the position taken by seven past conventions for a Heywood Broun stamp, and

Be it further resolved, that all locals and members of the American Newspaper Guild be urged to petition their congressmen to approve said bill when it comes to a vote, and

Be it also resolved, that the top three officers of the Guild, now that headquarters are in Washington, D.C., be instructed to meet with the present Postmaster General to explore ways and means to induce him to issue the Broun Memorial Stamp, and.

Be it finally resolved, that copies of this resolution be forwarded to the Postmaster General of the United States; the Committee on Post Office and Civil Service of the House of Representatives and to any other governmental officials who can aid in the issuance of the Heywood Broun memorial stamp.

IFFJ

The 23rd Convention of the American Newspaper Guild pays its tribute to the workers of Poznan who bravely voiced a demand for better living conditions and freedom in their country.

Their stand proves that the ideals of free labor in captive countries were not crushed by years of totalitarian oppression. Workers in captive countries can be assured that in their struggle they can count on the support and the solidarity of the organized labor in free countries.

The American Newspaper Guild declares its willingness to cooperate with all professional organizations of newspaper men who believe in the principle of the freedom of the press from any monopoly, free uncontrolled flow of information and freedom of trade unions of journalists.

The convention is of the opinion that the present conditions in the Soviet Union and captive countries do not correspond with these basic principles.

The unjustly arrested and condemned journalists should be released and rehabilitated.

Only the removal of totalitarian states and Communist Party controls over the press, other media of information, journalists and their trade union organizations may open the way for restoration of other freedoms and human rights as well.

The convention expresses its brotherly support for the exiled newspapermen, organized in the International Federation of Free Journalists, in their efforts to reestablish the freedom of the press and freedom of trade unions in their respective captive countries.

Press Agent Coverage

Whereas, throughout the country newspaper managements, in their limitless desire for economy in operation and expanding profits, have permitted and fostered increased coverage of all kinds of news events by press agents and publicity men, and

Whereas, this growing practice is an abdication of the basic function of a newspaper to gather and present the news objectively and impartially, and

Whereas, this practice further reduces and restricts the employment of working newspapermen in a constantly shrinking job market, and

Whereas, this practice is a violation of the very basis of the contractual relationship between Guilds and newspaper managements,

Therefore, be it resolved, that the American Newspaper Guild strongly condemns the coverage of news events by publicity men and press agents as a fraud upon the newspaper reading public, destructive of a Free Press, and a dangerous undermining of the working standards and job security of our membership, and be it further

Resolved, that all Guild locals be urged to bend every effort to halt and eliminate the practice through collective bargaining and grievance action.

Attack On Riesel

Whereas Victor Riesel, a New York news writer, and a Guild member for a decade-and-a half, was foully attacked April 5 by an assailant who threw deadly acid in his face, causing him to be permanently blinded, and

Whereas the attending circumstances lead to the conclusion that this was done at the behest of racketeers whose crooked activities Brother Riesel was in the process of exposing in his writing and in radio interviews, and that the purpose of the attack was to intimidate and silence him and other writers, and

Whereas freedom to write the truth without fear of intimidation is a basic requirement of sound journalism and of democracy itself, and

Whereas the Riesel attacker escaped and remains still at large;

Therefore be it resolved by the American Newspaper Guild, in convention assembled in Toronto, Canada, July 11, 1956, that police and prosecuting authorities in New York and elsewhere be urged to persist without let-up in their search for the assailant until he, together with any persons who may have sent him on this savage mission, are brought to justice.

Toronto Guild

Whereas, the Toronto Newspaper Guild has shown us a fine example of the sort of hospitality which an energetic, imaginative and generous trade union can provide, and

Whereas, the members of the Toronto Newspaper Guild as individuals likewise have set an example of warm-hearted and lavish entertainment, and

Whereas, their brother trade unionists and the political and civic leaders of Toronto and the Province of Ontario have shown a friendly interest in the success of our meeting, therefore be it

Resolved, that the twenty-third annual convention of the American Newspaper Guild extend to the members of the Newspaper Guild of Toronto and, through them, to their wives and friends, our heartfelt gratitude for a very pleasant time.

Job Discrimination

Resolved, that the American Newspaper Guild reaffirm the right of every individual to be selected or rewarded for ability and to be esteemed for excellence of character; therefore, be it

Resolved, that the American Newspaper Guild will continue with every means available to discourage morally degrading and undemocratic discrimination based upon difference of creed, color, sex or national origin.

Steel Strike

Whereas, The United Steelworkers of America, having been thwarted in their efforts to seek a peaceful and honorable settlement with the steel industry, and

Whereas, as a result of this failure to reach an amicable solution, the Steelworkers find themselves idled from their vital steel-making jobs and thrust unwillingly into another paralyzing steel strike, and

Whereas, these gallant and self-sacrificing "men of steel" have never failed to put forth their powerful arm of assistance to all of their brothers in the trade union movement in their time of distress, including, of course, their brothers in the American Newspaper Guild, therefore

Be it resolved, that the American Newspaper Guild offer its moral, spiritual and, to the best of its ability, financial support to the United Steelworkers in this, their time of need, and urge its members to pray for a quick and just settlement in the current controversy.

Trans-Canada Airlines

Whereas Trans-Canada Airlines transported our wives to see one of the Seven Wonders of the World as a friendly gesture of international goodwill and hospitality,

Therefore be it resolved that the 23rd Convention of the American Newspaper Guild expresses its appreciation to the men and women who made this enjoyable flight possible.

Royal York Hotel

Whereas, the staff and management of the Royal York Hotel in Toronto have bent every effort to provide the best accommodations and services possible during our session, therefore be it.

Resolved, that the twenty-third convention of the American Newspaper Guild express its thanks for the many courtesies extended to us.

Men's Press Club

Whereas, the Toronto Men's Press Club went out of its way to make life flow serenely and bubble gaily during our visit to Toronto and extended every courtesy to us which a thoughtful host could concoct, therefore, be it

Resolved, that the twenty-third Convention of the American Newspaper Guild thank the Toronto Men's Press Club for its warm reception and cool refreshments from the bottom of our hearts and the surfeit of our amply-quenched thirst.

City Of Toronto

Whereas, the Mayor and Corporation of the City of Toronto graciously entertained the delegates to the twenty-third convention of the American Newspaper Guild; therefore be it

Resolved, that the American Newspaper Guild extends the heartfelt thanks to the Mayor and Corporation for their kind invitation and through them expresses its appreciation for the many other evidences of hospitality shown us at every turn by the people and the press, hotels and business houses of Toronto.

Hawaiian Statehood

Whereas, the Territory of Hawaii has been an incorporated Territory of the United States of America for more than half a century, and its people are entitled to a decision by the Congress of the United States upon their repeated requests for admission into the Union as a State; and

Whereas, the Territory of Hawaii's readiness for statehood has been demonstrated beyond question in terms of its economic stability, its political maturity, the development of its social institutions, and the unequivocal loyalty of its citizens; and

Whereas, statehood for Hawaii has the support of a large majority of its own residents, of American citizens of all states of the Union, of the President of the United States of America, of the Departments of State, Defense and Interior, of both major political parties, and of a majority of the membership of the Congress, itself; and

Whereas, the American press all over the country is nearly unanimous in its suport of statehood for Hawaii,

Now, therefore, be it resolved, that the American Newspaper Guild, AFL-CIO, in its National Convention assembled in Toronto, Canada, go on record as unanimously and earnestly favoring the passage of the pending bill granting statehood to Hawaii, and that this convention urgently request immediate passage thereof by the Congress of the United States.

Be it further resolved, that copies of this resolution be forwarded to the President of the United States; the President of the Senate and Speaker of the House of Representatives of the Congress of the United States; to the Delegate to Congress from Hawaii; to the Secretary of the Interior; and to the Chairmen of the United States Senate and House Committees on Interior and Insular Affairs.

Long Island Citizen

The Guild always welcomes the inauguration of labor newspapers. We feel that the best way unions can bring their message to their members, excluding of course the membership meeting, is by the written word.

But, recently, there has appeared in the labor movement a new newspaper which is not only a labor publication but a community journal. The action of the Nassau-Suffolk, New York Industrial Union Council in launching the Long Island Citizen is a major advance in labor journalism.

We hail the statement of the

(Continued on Page 15)

. . . On Equal Rights

(Continued from Page 8)

employers to face the problem with sympathy and intelligence.

Evidence also has been presented that employment discrimination on the grounds of physical handicaps, sex or other unjustified reasons exists in some newspapers. Locals should be cautioned to be alert for such employment practices and to take corrective action in contract enforcement and negotiations.

The human rights and privilege of a newspaperman to contribute as a citizen to his community should be asserted strongly. A newspaperman is not a "political eunuch," as one employer has stated. He should retain all his citizenship rights and the obligation to accept civic responsibility and leadership to the same degree that any other citizen should. The impartiality of his news reporting is a professional matter not affected by personal desires and activities. This is a subject worthy of close watch and study by newspapermen everywhere.

As its contribution to the fuller implementation of the ANG program, the Human Rights Committee intends to maintain its cohesion on an informal basis during the coming year.

The Human Rights Committee makes the following recommendations:

1. The IEB and officers use all means possible to activate the established human rights program of the American Newspaper Guild.

2. That each local establish a Human Rights Committee consisting of at least one member from each of its units, and report semi-annually upon reminder from ANG on the progress of its Human Rights Activities.

3. As part of ANG's fight against discrimination the Guild Reporter editor is urged to print information and news items pertinent to this field. Further, it is recommended that reports of the semi-annual surveys also be printed at the discretion of the editor and that summary results of the surveys be sent directly to all locals.

4. The ANG and its locals continue to press for inclusion and enforcement of the model no-discrimination clause in all contracts.

5. Locals work with the Urban League, the American Friends Service Committee and other appropriate organizations which can supply qualified Negro and other minority group candidates for vacancies as they arise.

6. Locals report to the ANG any vacancies or prospective vacancies that might be filled by qualified Negroes and members of other minority groups—and that locals be circularized periodically for this purpose.

7. That the 1957 convention at St. Louis hold a Human Rights forum.

8. All locals should recognize the special problem of discrimination against those with mental illness and make efforts to end such discrimination through contractual, educational and other means.

Raymond Courage, Detroit, Chairman; Marian Minus, New York; Andrew L. Rapp, New York; Robert Stafford, Cleveland; Robert E. Guiles, San Francisco; Beatrice Robinson, Pittsburgh; Lilian E. Thaim, Toronto; Agnes B. Clement, Chicago; John Envers, Canadian W. S.; Charles Manos, Detroit; Elizabeth P. Eilber, Philadelphia, and Helen Hiltbrand, New York.

. . . Direct Aid—R & I

(Continued from Page 8)

objectives.

The very nature of the Research and Information Department dictates numerous projects which require uninterrupted study and attention. It is impossible to assign the assistant to such projects when he is available only on a split-time basis. The committee recognizes that in the budget submitted to the convention, funds for a full-time assistant director are probably not available, but stresses the importance of remedying this staff shortage as soon as possible.

With these problems in mind, the committee recommends that any funds presently available or the first sufficient funds available above the approved budget allocations, be earmarked for the restoration of a full-time assistant director for the Research and Information Department.

4. In accordance with last year's convention mandate, the Research and Information Department has pursued a study of an educational program and presently is participating with the International Labor Press Association in an investigation of possibilities of a scholarship program, this program of scholarships at schools of journalism to be based on the training of young people for careers in the labor press field.

The committee recommends that the American Newspaper Guild participate in this program as it develops.

5. The committee suggests that ANG and district councils distribute Guild buttons and pins to delegates at all conventions and council meetings.

Henry Santiestevan, Los Angeles, Chairman; Daniel A. McLaughlin, Elizabeth; Elizabeth M. Eilber, Philadelphia; William Streckfuss, Philadelphia; R. E. Hostetler, Bay City; Dale Lane, San Jose; John A. Goldsmith, NWSC; Robert Havel, Columbus; Kenneth J. Rankin, Cleveland; Betty L. Salisbury, Detroit; Bill Brooks, Toronto; Peter Rahn, St. Louis; Charles Sherman, St. Louis; Helen M. Minear, Pittsburgh; Miriam Alburn, Twin Cities; David L. Welty, Pittsburgh; Chester L. Swegan, Lima and Ray Massingale, SFONG.

Crowded

Much material relating to the Toronto Convention week, including photographs, has been crowded out of this issue of the Guild Reporter.

News of other current Guild happenings was left in overset, too.

It is hoped that the August 10 Guild Reporter can finish the job.

. . . Scripps-Howard

(Continued from Page 5)

sincere efforts to establish communication between newspapers in the Council to exchange general information helpful to the locals.

Signed: Harvey H. Wing, SFONG, Chairman; Ernie Rapley, SFONG; Ken Rankin, Cleveland; P. E. Kintz, Houston; Richard Lane, Memphis; Willard Yarbrough, Knoxville; Ray Lockler, Houston; Eugene Grove, Columbus; Robert Stafford, Cleveland; Forrest Allen, Cleveland; Robert Havel, Columbus; Michael Mastrullo, Cincinnati, and Donald W. MacMillan, Denver.

Convention Roll Calls

Three roll calls occurred at the Toronto convention, two on the Eva Jollos appeal issue and the third on a proposal for changing the model dues structure.

On a roll call vote, the full voting strength of each delegation is registered, that voting strength being a reflection of the number of good-standing members in each local during the past year. When fewer delegates are present during a roll call than the total vote of the local they represent, fractional votes may occur.

Roll Call I adopted a substitute motion which called for the convention to hear and decide on the appeal of Eva Jollos from her discharge. The motion was substituted for one which would have sent the Jollos case to arbitration. The original motion was by Bob Van Wagoner, Buffalo, and the substitute was by Daniel McLaughlin, Elizabeth, an ANG vice president.

Roll Call II occurred on a motion by David Schick, Philadelphia, that the action of the International Executive Board in the Jollos discharge case be upheld.

Roll Call III adopted a minority report of the convention's constitution committee, and thereby amended the Model Dues schedule to provide monthly payment at the rate of 5 percent of a week's salary. The convention later directed that the 5 percent rate become effective August 1, 1957, with the pre-convention schedule remaining effective until then.

LOCAL	No. of Votes	Roll Call I YES	Roll Call I NO	Roll Call II YES	Roll Call II NO	Roll Call III YES	Roll Call III NO
Akron	2	2		2		1	1
Albany	4	4		4		4	
Bakersfield	1	1		—	—	1	
Baltimore	5	5		5		5	
Bay City	2		2		2		2
Boston	13	8 1/8	4 7/8	9 3/4	3 1/4		13
Brockton	2	2		2			2
Buffalo	5		5		5		5
Canadian WS	3	3		3		2	1
Chicago	8		8		8	6	2
Cincinnati	5	5		5			5
Cleveland	8	4	4	4 4/7	3 3/7		8
Columbus	5		5	1 1/4	3 3/4		5
Denver	6		6		6	6	
Detroit	11	5 1/2	5 1/2	4 1/2*	4 1/2	7 7/11	3 4/11
Elizabeth	4	4		4		3	1
Erie	4	4		3	1		4
Gary	1		1		1	—	—
Grand Rapids	2		2		2		2
Hammond	2		2		2		2
Hampton Roads	1		1		1		1
Hawaii	3	3		3			3
Houston	2		2		2		2
Hudson County	2	2		1	1	2	
Kansas City	2		2	2		2	
Kenosha	2		2		2	2	
Knoxville	2		2		2		2
Lansing	2		2	—	—		2
Lehigh Valley	2	2		2		2	
Lima	2		2	1	1		2
Los Angeles	15	10 5/7	4 2/7	8 4/7	6 3/7	15	2
Lynn	2	—	—	—	—	—	—
Madison	2		2		2		2
Manchester	2		2	2	—		2
Memphis	4		4		4		4
Milwaukee	5		5		5	3 1/3	1 2/3
New Orleans	2		2	2			2
New York	80	80		80		80	
Ottawa	3	3		3		2	1
Pawtucket	2		2	—**	—		2
Greater Phila.	11	9	2	9	2	11	3
Pittsburgh	8		4		8		4
Portland, Me.	4	1 1/3	2 2/3	1 1/3***	1 1/3		4
Portland, Ore.	4		4		4		4
Pueblo	2		2		2	2	
Rochester	3	2	1	2	1	3	
Rockford	2		2		2	2	
Sacramento	3	3		3			3
St. Louis	13		13		13		13
Salem	2	2		—	—		2
San Antonio	2		2	2			2
San Diego	6		6		5	5 2/3	11 1/3
SFONG	17	17		17			4
San Jose	4	4		4		2	
Scranton	2	2		2			
Seattle-Tacoma	8		8		8		8
Sheboygan	2		2		2	—	—
Sioux City	2		2		2		2
Stockton	3		3		3		3
Terre Haute	3		3	3		—	—
Toledo	5		5		5	5	
Toronto	14	9	5	9	5		14
Twin Cities	8		8		8		8
Utica	2	2		2		2	—
Washington	10	6	4	10		10	
Wilkes-Barre	3	3		3		1 1/2	1 1/2
Woonsocket	2		2	2			2
York	2		2	2		2	
Youngstown	2		2		2	—	2
NWSC	8		8	8	5	8	
TOTALS		209 55/168	174 113/168	226 82/84	146 58/84	198 3/22	179 19/22

— Two abstained. ** Abstained. *** 1 1/3 abstained.



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

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

Milliman Says NWSC United, Stymied Only By Cash Item

SAN FRANCISCO, CALIF.

Editor: Doc Rivett got his information a little bit twisted when he asked, in the June 22 Guild Reporter, "Will the wire service people be able to explain how they expect to function as a local when they can't even get together now on a wire service administrator?"

We've had no trouble getting together on whom we want for an administrator. The trouble has been in trying to get a man, of the type and background we think the post calls for, to agree to take the job at the authorized salary.

We wouldn't have that trouble if we had a wire service local. We'd be able to negotiate with the kind of man we want, for the kind of salary that would be mutually acceptable.

LEONARD F. MILLIMAN
San Francisco-Oakland Guild
NWSC Vice President

●

Says Jollos Case Indicates Dry Rot In Guild Structure

TOLEDO, O.

Editor: The arrant injustice of the Jollos case, its odorous politics, and transparent weakness and inefficiency of those responsible for the discharge of a valuable servant of the Guild indicate to me an instance of dry rot within the framework of what has been a sturdy institution.

The recent letter of Bob Van Wagoner of Buffalo is entirely pertinent. This situation smells and until the offending stench is disinfected and removed the Guild and its doings can be accounted acutely hypocritical and without genuine substance.

I do not know Miss Jollos and had no occasion for official contact with her. I do know of her loyal and devoted work, and her help and understanding in times of bitter stress.

A great deal of what may be termed delicately "hogwash" has been written about this case. No one of judicious mind, reading the details of hearings and the "minutes" of so-called conferences, can reach any other conclusion than one of impatience that such patent irresponsibility and downright arbitrary prejudice should be allowed to rule affairs of the Newspaper Guild.

JULIAN SEAMAN
Toledo Guild

●

He Disapproves Of GR, Wants Mailings Stopped

BOSTON, MASS.

Editor: Please remove my name from your mailing list.

I find the Guild Reporter inadequate, a waste of money and a definite flop as a newspaperman's newspaper.

A high school journalism class could put out a better paper.

RICHARD J. CONNOLLY
Boston Guild

●

Not Even Bottom Banana In Lerner Unit, Says Velna

CHICAGO, ILL.

Editor: Lest the guys and dolls of the Lerner Unit give me a crack in the face, I want to say pronto that I ain't no leader (GR, July 6) nor no how connected now with that fine group.

The top banana is Phil Nelson and he's a cool Guild cat for sure. I don't know how the error happened, but I found it a momentary shot in the arm.

JOE G. VELNA
Chicago Guild

. . . On Newsmen's Rights

(Continued from Page 1)

part of the convention record. It said, in part:

"The Guild might consider . . . whether it has been articulate enough on questions of public policy, whether there has not been too much of a tendency to steer clear of collective expression on wider issues. This is admittedly a sensitive problem; some people think newspapermen are not supposed to have opinions. But newspapermen enjoy opportunities to be well informed and some way should be found to make their views known to the public."

"One way," commented the Guild president, "is through the annual conventions of the American Newspaper Guild and, it seems clear to me, those who would deny newspapermen this right would infringe the very freedom of thought and speech they seek to protect."

Collis noted in his letter that delegates to the Toronto convention had expressed themselves emphatically on this point when they adopted the report of the convention committee on human rights, which declared:

"The human rights and privileges of a newspaperman to contribute as a citizen to his community should be asserted strongly. A newspaperman is not a 'political eunuch,' as one employer has stated. He should retain all his citizenship rights and the obligation to accept civic responsibility and leadership to the same degree that any other citizen should. The impartiality of his news reporting is a professional matter not affected by his personal desires and activities."

At least one employer recently saw fit to praise the Guild for its position on one public issue. Publisher William Loeb, in a signed page one editorial in the Manchester, N.H., Union Leader, noted that the IEB at its May meeting had adopted a resolution calling for the USSR and its satellites to release uncounted numbers of men and women imprisoned for labor activity.

"This action by the American Newspaper Guild is certainly praiseworthy," Loeb said.

"Similar action has come from another group of American labor leaders, the Labor Committee to Free Trade Unionists and Democratic Socialists.

"About the only vigorous steps taken nowadays to call attention to the terrible plight of these slaves of the Communist nations are undertaken by American Labor unions. The president of the AFL-CIO, George Meany, has been straightforward and frequent in his public remarks on this subject."

Convention Appeals Board Rejects Los Angeles Protest On Election

Toronto, Ont.—The Guild convention upheld the International Executive Board's position as to the validity of the election of Justin F. McCarthy, Jr., as administrative officer of the Los Angeles Guild.

An appeal from the IEB decision had been made to the convention by William W. Pigue, Los Angeles member who headed a committee backing George Hutchinson, former administrative officer of the local.

Hutchinson opposed McCarthy for the office, and Pigue's committee challenged the outcome of the balloting, on grounds that McCarthy, a member of the Chicago Guild at the time, was not eligible for the nomination under the local bylaws.

The issue had been successively carried through the local membership meeting, to the IEB and the convention.

An appeals committee of the convention was headed by Charles Leveroni, Boston, and reported as follows:

"The Committee has carefully considered the appeal of William W. Pigue from the decision of the IEB, adopted at its meeting May 20-25, 1956, which decision reads as follows:

"The Committee is of the opinion that the language of Article XII, Section 2c of the LANG bylaws (1955), on its face, prevented any person not a member in good standing of the Los Angeles local, from standing as a candidate for the office of administrative officer.

"The Local, however, now officially states that the by-laws amendments adopted in September 1955 were not intended to have this effect, but were only intended to define and enforce membership good standing without having any application to eligibility for office. Further, the Local Membership has, by referendum of April 20, 1956, declared that the changes adopted in September, 1955, were not intended to vary a long-standing policy, reflected in Local history, to permit non-members of the Local (and even a non-member of ANG) to run for the office of administrative officer, which prior to September, 1955, was not contrary to any by-law language. At the same time (April 20, 1956) the Local again changed the by-laws to express this policy accurately.

"The Committee is advised by Counsel that by-laws of an association are contractual in nature, in essence a contract among the members for the existence and government of the association. The Committee is further advised by Counsel that where it can be shown, that by mutual mistake, the language of a contract fails to express correctly the intent of the parties thereto, it may be reformed to correct the error and accurately express the intent, even if one of the members presently denies the error and resists the reformation. Such reformation, where allowed, relates back to the original date of the contract, according to Counsel.

"The Committee finds that the September, 1955, amendment in Article XII, 2c, was a mistaken expression of intent, and that the Local by referendum of April 20, 1956, has validly reformed the by-laws to express correctly the true intent, and that this reformation relates back to September, 1955. Therefore the by-laws, by virtue of this reformation, at all times since September 1955, permitted Bro. McCarthy to stand for the office of administrative officer.

"Bro. Hutchinson's appeal and that of Brother Pigue must therefore be denied."

The Committee recommends that the Convention sustain the decision of the IEB.

The Committee particularly investigated the following point made by the appeal:

"In this connection, there has been no showing that a mutual mistake in language was made. The fact is that the language of the By-Laws under which the election was held was especially specific, and was agreed on only after objection has been made to wording that would have allowed the election of a non-member of the Local. This particular objection was raised at a meeting of the Representative Assembly of the Los Angeles Local by the then-incumbent Administrative Officer, George Hutchinson. The Chairman of the By-Laws Committee at that same RA meeting agreed to substitution of wording offered by Hutchinson in the By-Law concerned, and the RA then approved the By-Laws for recommendation to the membership. They were lauded as 'Model' By-Laws which could be used as a pattern throughout the nation. The membership adopted them, and the candidacy of Brother McCarthy under those By-Laws was illegal."

The Committee is convinced that although it is true that a clause, which on its face prevented a non-member from running for office, was substituted for language which would not prevent a non-member from running for office, it was not realized by either side that such was the case nor was there any intent to reach that result. The Committee, therefore, believes that there was a mistaken expression of intent in the By-Laws which was properly reformed by the referendum of April 20, 1956.

Signed: Charles Leveroni, Chairman, Boston; Walter G. Ball, Toronto; Donald W. MacMillan, Denver; Arthur Riordan, Washington; David S. Schick, Philadelphia; Guy D. Peck, 3rd, Elizabeth; and Douglas E. Adams, Rockford.

. . . More Resolutions

(Continued from Page 13)

Long Island Citizen that the members affiliated with the Nassau-Suffolk Council are "Citizens first. After that, they are union members." We hail the council for securing the services of a veteran Guild member as editor of the Citizen.

The 23rd convention of the American Newspaper Guild, AFL-CIO, wishes the Long Island Citizen a long and distinguished career in serving the communities on Long Island.

Frank J. Klein

Whereas, Frank J. Klein, a charter member of Local 166, American Newspaper Guild, AFL-CIO, on July 9 was elected to the City Council of Lima, Ohio to fill the unexpired term of a deceased member of that Council, and

Whereas, Frank J. Klein has been a faithful worker in the American Newspaper Guild at all levels, and has been particularly active in the community service and political action programs of Local 166 and the POI Council,

Therefore, be it resolved that this twenty-third annual convention of the American Newspaper Guild go on record as congratulating Frank J. Klein on his election to the City Council of Lima, Ohio.

Lockout Study

Whereas, the Detroit Newspaper Guild recently was locked out during a 45-day strike of mechanical unions at the Detroit daily newspapers; and

Whereas, the problems and solutions of those problems, especially in connection with finances and the operation of a strike newspaper, would provide valuable information for other Guild Locals which may in the future face similar situations; now

Therefore, be it resolved that a three-member study committee be appointed, composed of one ANG staff member, one Detroit Guild member and the third from the ANG membership at large, to review the lockout operations of the Detroit Guild and report the findings and recommendations to the ANG membership.

Charles E. Dawson

Whereas, death came to Charles E. Dawson, member of Local 128 Portland, Maine, this past year, and

Whereas, Brother Dawson devoted his ability and energy at all times to interests of the American Newspaper Guild at the unit, local, and council level, having served as president of the New England District Council,

Now, therefore, be it resolved that this 23rd annual convention of the American Newspaper Guild include in its records a statement of appreciation for Brother Dawson's services, and

Be it further resolved that a suitable copy of this resolution be forwarded to his local 128, Portland, Maine, and to his mother.

Textile Union Asks Boycott

The Textile Workers union has invoked a boycott against purchase of products of M. Lowenstein & Sons, at whose Rock Hill, S. C., plant some 3,400 Textile members are on strike.

The company markets bed sheets and towels under a Wamsutta trademark, and also uses the trade names Pacific and Lowenstein on other products.

"Local Copy" Back Aug. 10

"Local Copy," which usually occupies this page position in the Guild Reporter, will appear in the August 10 issue. Convention coverage took precedence over Local Copy material, for the current GR.

THE GUILD REPORTER

CHARLES E. CRISSEY, Editor

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Boston Post In Legal Snarl As New Buyer Seeks Control

Boston, Mass.—The Boston Post continued to publish in an atmosphere of uncertainty as a judge attempted to untangle the legal snarl surrounding the proposed sale of the paper's assets by Publisher John Fox to Attorney John S. Bottomly.

Superior Court Judge Lewis Goldberg, who met Wednesday with all parties concerned with the fate of the paper, expressed confidence that a solution would be worked out to keep the Post alive.

And Bottomly appeared sure of an extension from July 31 to August 10 of his option to buy the morning paper, one of eight dailies in Boston.

The 125-year-old Post, which had been in financial difficulties for some time, appeared dead when it failed to publish on Saturday, July 7, and Publisher Fox announced he was discontinuing publication.

The paper reappeared the following day, however, after Bottomly stepped in, negotiated his option, and put up $144,000 to keep the paper going pending a decision on whether or not he will complete the purchase upon examining its assets and liabilities. The Post staff, most of which still has at least one week's pay coming, hastily assembled to put out the Sunday edition. The first line of type was set at 8:13 p.m., Saturday, and the edition was on the streets at 10:25 p.m., just two hours later than usual.

The main issue before Judge Goldberg is a claim by the Grozier Estate, from which Fox bought the Post in 1952, that he still owes $1,200,000 in purchase money. The State Street Trust Co., which holds the Post stock in escrow for the estate, wanted to dispose of the stock at public sale.

Fox asked the court to block this action, contending that his payment of $2,365,000 to the estate for the Post actually amounted to an overpayment of $350,000 since, he says, the balance sheet showed him at the time of his purchase failed to disclose liabilities of $670,000 in "secret contracts."

Other complications are a personal income tax lien against Fox by the Internal Revenue Service for back taxes and a federal court order obtained by three Pennsylvania claimants blocking any sale of assets pending court action.

In addition to the week's salary due Guild members for the week of July 1-7, about half the employes in the Guild's jurisdiction still have checks for the week of June 10-16 which bounced.

The Boston Guild has offered loans up to $50, without interest, to Post unit members short of funds. The loans are to be repaid when the unpaid wages are made good by Post management.

If for any reason the sale of the Post does not go through, the local also is prepared to take action to recover unpaid wages, vacation and severance pay and Guild dues from Fox and the Post Publishing Company.

. . . Collective Bargaining

(Continued from Page 7)

George Dwyer, Boston; Sam Eubanks, SFONG; Murray Goldblatt, Ottawa; Arthur Green, Toronto; Guy Hagenstein, Twin Cities; Pat Kintz, Houston; Jack Howard, SFONG; Michael Hrechocik, Cleveland; Tony Ingrassia, Milwaukee; Fred Jones, Toronto; George Kearney, Albany; Ray Kringer, St. Louis; George Lambert, Seattle-Tacoma; William Loch, Youngstown; Donald MacMillan, Denver; Ralph Magee, Baltimore; Tom Marquis, Stockton; Michael Mastrullo, Cincinnati; Jack P. Mathews, St. Louis; Justin McCarthy, Los Angeles; Elias McColloster, New Orleans; Leeds Moberley, New York; Orville W. Moccabee, Columbus; Kenneth Moore, St. Louis; August Mosca, New York; Frank P. Murphy, Salem; Herb Nebel, Elizabeth; Wilbur Norton, Los Angeles; Wanga Patterson, Memphis; Noel Perusse, Canadian Wire Service; Frank Pritchard, Pawtucket; Harry Reckner, Cincinnati; Kenneth Rieger, Toledo; Arthur Riordan, Washington; Kurt Rohde, Rochester; Mike Russell, Toronto; James Scott, NWSC; I. Michael Segel, Philadelphia; Gilman Spencer, Philadelphia; Floyd Stein, Buffalo; Charles Stockman, Erie; Lloyd Stoyer, Akron; Corinne Thompson, Brockton; Robert Van Wagoner, Buffalo; John Wilkinson, Hampton Roads; Stan Wiseman, SFONG and I. Kreisman, Madison.

Washington ROUNDUP

By WILLARD SHELTON
Washington Guild

THIS REVIEW OF THE 84TH CONGRESS is written just as the final feverish adjournment impulse has hit, before it is possible to tell what if any public power bills or housing bill can be blown out of the House Rules Committee, before—in short—the record is complete. Some observations nevertheless are possible.

One of them involves the political facts that dominate a narrowly divided legislature, talking of Democrats and Republicans, in a presidential year. Another involves the influence of the Palace Guard around President Eisenhower.

I wrote a fairly angry column in this space, a few months back, about the hypocrisy in the Senate in regard to an investigation of "lobbying" influence arising out of the proffered $2,500 natural-gas "campaign contribution" to Senator Francis Case of South Dakota. I was indignant because the bipartisan leadership was firmly putting the lid on any genuine "lobby" inquiry and the so-called "leadership honest-elections" reform measure, sponsored by Senator Lyndon Johnson (D.) and William F. Knowland (R.), was one of the parliamentary tricks in putting on the lid.

Confession in print should be good for the soul. Practically speaking, in a Senate divided by a mere 49-to-47 Democratic majority nothing else was possible—in a presidential year.

THE ELEMENT OF "BIG MONEY" in politics surpasses the imagination of most citizens. The University of North Carolina study-estimate that $150 million was spent in 1952 to influence the elections is probably low. So many rich men put operators on their corporation or personal payrolls—all tax-deductible—that the total funds cannot be traced.

The fact remains that Johnson and Knowland were correct in arranging things so that their "honest elections" bill would never reach the floor.

Senator Barry Goldwater, the Phoenix, Ariz., department store Republican scion, would have insisted on his amendment to destroy union political activity. Senator Albert Gore, a well-intentioned Tennessee Democrat, would have insisted on his amendment to limit what he thinks is improper—the "interstate" movement of funds designed to influence elections.

Gore's amendment would have been meaningless: there is no way, in this country, to stop the "interstate" shipment of funds for election purposes. People don't need passports to travel from state to state, and corporation executives are not terrorized by the Internal Revenue Service. The Goldwater amendment might have been deadly in its dampening effects on union political expenditures—all legal at the present time.

It would have been no favor to democracy, as I see it, for the Senate to throw an "honest elections" bill to the floor and give us both the Gore and Goldwater amendments.

CONGRESS HAS AWARDED US, in the whole 84th session, just two major bills in the welfare field—a higher minimum wage, $1 an hour, and social security amendments providing greater benefits to the totally disabled, to women workers and to wives of retired husbands.

The enormous highway-construction bill, with its provision for enforcing prevailing wage scales, was a triumph. So was defeat of Eisenhower's original plan to finance the roads by paying $11 billion in interest on government bonds.

But the school-aid bill—an imperative—was killed in the House by the animal cunning of the Republicans in first attaching the destructive civil rights "rider" offered by Representative Adam Clayton Powell, a New York Democrat, and then switching and voting against the measure on final passage. The one thing certain is that the courts cannot desegregate a school that hasn't been built.

Any housing bill shoved through in the last few days seemed sure to be inadequate. Foreign aid was badly handled, and the final mutual security appropriation looked like a compromise well below the figure the White House stated was essential.

Foreign aid is becoming unpopular. Senator Wiley, hitherto a vigorous champion of aid, deserted Eisenhower on one amendment. Wiley may well believe that since Eisenhower has abandoned him to his Old Guard opponents in the Wisconsin Republican party, he has an equal right to abandon the President. The deeper truth is that after "emptying the pipelines" of future authorizations for three years, the Administration has not made a good case for suddenly "filling the pipelines" again.

IT IS INSTRUCTIVE TO OBSERVE where the merry men around Eisenhower, while earnestly arranging to run him again, stood and fought, where they ignored the chance of fighting.

The President made pro forma statements, that he was opposed to mixing school aid and civil rights in the same bill. But the Palace Guard did not carry through, so GOP House Leader Joseph Martin was allowed to "mix" the two issues.

This was not the result of Palace Guard ignorance or incompetence. They know how to function when they want something passed or killed.

They moved violently to fight the George amendment to write disability benefits into the social security bill. In the last hour or two before the roll call, they detached four Republican senators who had previously promised to vote for the amendment. One of the four took a runout powder; the other three yielded to demands for "team" support and switched against the proposal.

On the Hells Canyon bill, the White House staff cajoled and threatened so effectively that only two Senate Republicans voted for the high federal dam, 43 were opposed. This is not an accurate reflection of the views of GOP senators on the public power issue; it is a reflection of White House power when the Palace Guard sees an issue it wants to decide.

It was an unsatisfactory 84th session of Congress—but not much else could have been expected because of the narrow political division in House and Senate and the power of the Republican President to veto Democratic bills he didn't like.

Membership Again Hits New Peak

ANG's dues-paying membership hit a new all-time high as of June 1 of 28,222, according to the monthly tabulation released by Secretary-Treasurer Charles A. Perlik, Jr.

It was the Guild's third new high in membership in as many months and represented an increase of 55 over the May 1 total, when the 28,000 level was surpassed for the first time.

Even more significant, perhaps, was the fact that good standing as of the first of June stood at 85.9 percent, the highest figure ever reached in a non-election year and second only to the 88.1 percent good standing total recorded last August just prior to the last ANG election.

The monthly membership tabulations are compiled from the remittance reports of 99 local treasurers plus the members-at-large who pay dues directly to ANG.

San Jose Is Chosen For 1958 Convention

The Guild convention two years hence will be in the Far West. After a series of bids extending back to 1950, the San Jose Guild won unanimous approval of the Toronto delegates this month for the selection of that California city as the 1958 convention site.

Because of hotel commitments the Guild, like other large groups, picks its convention cities two years in advance. Next year's meeting will be at St. Louis.

Delegates at Toronto found themselves supplied with literature from two other cities, Cleveland and New York, whose Guild locals had issued invitations for the 1958 ANG meeting. The printed matter was backed by messages from city and convention bureau officials.

Informal sounding of sentiment revealed strong leanings toward California, where the Los Angeles and San Francisco-Oakland locals had provided memorable convention experiences in past years. The San Jose delegation painted a glowing picture of the hospitality already being planned, and when the Friday morning agenda reached the convention site selection, delegations from both Cleveland and New York yielded gracefully to the situation.

The time for the San Jose meeting was fixed by the IEB after the Toronto adjournment, for the last week in July or the first two weeks in August, exact dates being at the discretion of the San Jose local and that city's hotels.