

The Guild Reporter



OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD

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NY Dailies Show United Front In Guild Bargaining

New York City—New York daily newspaper publishers have indicated that this year they will maintain a united front as Guild negotiations for major contracts open. The Guild is making a concerted drive for a shorter work week and a citywide pension plan.

Contracts on seven big dailies expire October 31, and this week preliminary discussions had been held with managements at the Post, the Times and the Herald Tribune. The World-Telegram & Sun and the Daily News are set for the next week and early meetings with the Hearst Journal-American and the Mirror await mutually convenient dates.

The tip-off on the plan of publishers to "work together" in this year's collective bargaining—the first open admission of such collaboration—came with the statement of Times management that observers from its own management would attend the Guild's sessions with other publishers, and that the representatives of other papers would be welcome at the Times meetings.

The observers would take no direct part in any of the meetings they attend, the Times told the Guild committee.

First talks were exploratory

in nature. The Guild presented detailed texts of the contract changes it seeks, and management was invited to study the proposals and make reply at a future meeting. Questions were exchanged.

At the Times meeting, for example, management's spokesmen asked that reasonable time be given for a first study of the Guild proposals, after which "intensive negotiations" would be undertaken. The Times desires to negotiate a satisfactory agreement by October 31, the Guild was told, and believes better progress can be made if a full analysis precedes actual bargaining.

The Guild asked that cafeteria employees be included in the regular contract, rather than in a supplementary agreement as instituted last year; asked for full payroll data as provided in previous years, and suggested naming of a committee on job evaluation.

The New York Guild describes as "major" the improvement it seeks in wages, welfare benefits and working conditions. The changes have been discussed in all unit meetings and have been given thorough-going approval by the membership in each case.

Brown Room Contracts Placed; 80% Pledged

With contributions announced at the Toronto convention bringing the fund for furnishing the Heywood Brown Room beyond the 80 percent mark, Secretary-treasurer Charles A. Perlik, Jr., has ordered the walnut table and chairs and has placed a contract for construction of the shelving and cabinet sections, also of walnut.

The room will serve as a central reference library for the ANG offices in Washington, and provide an area for small group meetings, as well as being the first tangible memorial to the Guild's founder and first president. A portrait of Brown is to be included.

ANG officers suggested shortly after the Guild's headquarters moved from New York to Washington that locals and district councils contribute toward the furnishings, and a dozen such gifts came in prior to the convention, earmarked for one or another of the proposed pieces of equipment and furniture.

At Toronto, further announcements were made from the con-

vention floor by nine other groups of delegates, with pledges amounting to \$1,500. The Boston local will give a silk flag and standard, it was announced, and the steering committee of the pro-Guild caucus voted to send its treasury's bank balance, something over \$100, asking that it go toward purchase of carpeting for the Brown Room.

The convention was reminded by Al Nash, Rochester delegate, that his local had actually launched the fund in 1952 with a contribution of \$25. At that time, no such memorial fund had been designated, but when several individual gifts of cash were subsequently received, the IEB set up an item in ANG book-keeping to cover them. The re-

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Old Contract 'Too Good,' Says Penna. Publisher; Chester Faces Lockout

Chester, Pa.—The 61 members of the Chester Times unit, part of the Newspaper Guild of Greater Philadelphia, this week faced a lockout situation in their quest for a renewal contract with Times management.

Federal mediation moved into the picture in an attempt to avert a work stoppage, and two meetings have been held with a mediator present.

The unit, itself a product of a Guild strike against a former publisher some fifteen years ago, has set up an emergency committee ready to meet finalities should the collective bargaining process fail.

Times management, the Guild noted grimly, is stock-piling its supply of newsprint.

The unit was aroused by two factors, a report that Times management, under a new publisher, was recruiting replacements for 30 Chester employees, and a management contract proposal which strongly bore out the belief that management intended to make an outright fight to oust the Guild as an effective bargaining agent.

Bargaining with the new publisher, Robert S. Howard, is for renewal of a contract which expires August 31. Three weeks ago Howard's spokesmen, Attorney Malcolm Patinkin and John E. Tompkins, assistant publisher, gave the Guild a counter-proposal which chopped the existing contract into pieces.

Previous owners of the paper had given the Guild "too good a contract," it was explained. And, it was said, "a man does better work without job security," while "the publisher needs more control over the staff and its production, to make a better paper that will be better for the employees, too."

Anything in the management's counter-proposal, it was added, can be found in other Guild contracts.

Typical changes sought by management are:

- Exclusion of four employees now covered by the contract.
- Elimination of overtime for night circulation men, with institution of split shifts twice a week.
- Loss of right to old job for an employee promoted to an exempt position.
- Exemption from 40-hour week for advertising salesmen, and payment of overtime only after fifth day of work.
- Elimination of overtime for unscheduled work assignments.
- Declaration of publisher's

right to judge competency and fix size of work force.

• Eliminate clause barring dismissal for economy unless conditions warrant.

• Reduce from 8 hours to 7 the guaranteed minimum for work on days off.

• Cancel severance pay when dismissal is for just and sufficient cause.

• Compute severance not on maximum but on individual year's pay rate.

• No sick leave for first three days' illness, and maximum of five days per year.

• Compensating day off, instead of pay, for holiday worked.

And there were a dozen others, including violation of the clauses on leaves, struck work, farm-out work, and trial period for new employees, plus the requirement that mailers shall be expected to sweep, help on trucks, clean, "etc."

An indignant unit meeting rejected the management's proposals in toto, and instructed negotiators to return to bargaining on the Guild's original proposals. In four previous sessions, these proposals had been modified to an insistence only on wage increases of \$3 and \$4, below and

(Continued on Page 2)

Bargain At Washington Star Under Strike-Vote Sanction

A near-unanimous strike vote last week was the Washington Evening Star Unit's answer to a management which has failed to come up with a decent contract offer despite many weeks of negotiations.

Following the vote, which had been authorized by the Local executive board, Star Guildsmen received ANG support in the form of official sanction of their action.

Negotiations were stepped up this week even as strike committees began to function. Working with a unit steering committee, negotiators Harris Monroe, local administrative officer, Local President Art Riordan, Unit Chairman Jack Hayes and Vice Chairman Rusty Thornton prepared alternative proposals to Star management based on varying lengths for a new contract.

The Star thus far has refused to recognize the "super minimums" of the new Washington Post & Times Herald contract which guarantee that 50 percent of experienced P&TH reporters and photographers be paid \$150. A similar arrangement is in effect at the Scripps-Howard Washington Daily News, where a recently-concluded one-year contract also provides for the first time in this area a fourth week of vacation (after 15 years).

The Star has removed from the bargaining table a proposal for a two-year contract with raises up to \$3.50 the first year and up to \$3.00 the second, the fourth week of vacation a la News, and minor improvements in scheduling, night differential and out-of-town assignment clauses—at the price of the job security clause and check-off of assessments.

Star Guildsmen take the position that both the Post and News have broken away from a pattern which over the years had left Washington far behind Guild wages and conditions in other metropolitan areas. The strike vote was their notice to The

Star that they will no longer trail.

The Star is a highly-successful family-owned newspaper which consistently maintains its place among the top 10 U. S. papers in total ad linage.

Wire Services Set Dates For Referendum On Local

Toronto, Ont.—The period from November 10 to November 30 has been set for the conduct of a referendum among wire service members as to whether they wish to have a separate Guild local.

The dates were chosen at the July meeting of the National Wire Service Council, which also outlined an organization chart and operating budget, should the membership approve the move by referendum vote.

Besides preserving the present organizational structure, the proposal would add an Assembly of 38 elected delegates, which would meet biennially, exercising policy-making powers and alternating with those years in which sectional conferences would be scheduled. The sectional conferences would carry on the present work of regional conferences.

The Assembly would afford wide representation of all services and all sizes of bureaus, the Council indicates.

An estimated income of \$109,000 would be realized from the levying of uniform five percent dues throughout all areas of membership, replacing a disparate levy now collected by locals to which wire service members in various cities belong.

The dues rate is calculated as five percent of one-week's salary each month, with a maximum at five percent of the highest applicable contract minimum,

rounded off at the next half-dollar mark.

For example, the current AP top contract minimum is \$142.50. Guildsmen receiving that weekly amount would pay \$7.15 in monthly dues. Guildsmen paid at rates higher than \$142.50 would pay no more than \$7.50 per month in Guild dues.

The dues rate is almost identical with the model structure approved by the Toronto convention for future-chartered locals.

First year costs are estimated at \$55,860 for administration, \$16,950 for office and other expenses, \$30,600 in per capita payments to ANG, \$4,670 for defense fund allocation and \$1,000 in a contingency fund.

The Council will utilize the four regional conferences set for September and October for fuller discussion of the details. Dates and places for the conferences will be: September 29 and 30, New York; October 6 and 7, San Francisco; October 13 and 14, New Orleans, and October 20 and 21, Chicago.

There has been lively debate, both in and out of the wire service membership, since the pro-

(Continued on Page 3)



MULTIPLE SUBJECT MATTER—The wide range of topics covered by the ANG Research and Information Department came under the scrutiny of the committee pictured here in session. Their findings touched on the conduct of training institutes, issuance of organization and promotional literature, the attainment of human rights, and political action. The large committee subdivided its final reports into several sections for convention adoption. Henry Santistevan, Los Angeles, was general chairman.



CIRCULATION PROBLEMS—Special interests of circulation department Guild members were discussed by this panel, comprising, left to right, Jess Brown, Los Angeles; David Carlsson, San Diego, secretary; Sid Meenes, Los Angeles, chairman; Tom Crowover, San Diego; Mike Mastrullo, Cincinnati; Ray Lockler, Houston, and Bob Braun, Milwaukee.



INCOME AND OUTGO—Finance committee reached full agreement on fiscal operations of the Guild and had its unanimous report adopted by the convention without debate. Seen here is a segment of the large group, chaired by Milton Lapine, Cleveland, and served as secretary by Roberta Bailey, Philadelphia, both seen in the right background.



PUBLICATION PROGRESS—Problems and plans relating to operation of the Guild Reporter, official ANG periodical, occupied the attention of a committee of which Kenneth Cottrell, SPONG, was chairman. Expansion as to personnel and content was a chief topic.

Toronto Pix:



SPEAKING LIKENESS—Each of the fifteen members of the Guild's International Executive Board received a life-size framed cartoon of himself, the work of artists on the three Toronto dailies. Here Joseph F. Collis, ANG president, voices the board members' thanks for the unique convention souvenirs.



LONG-DESERVED RECOGNITION—The Toronto local took the occasion of the convention banquet to express tangibly the membership's appreciation for the local, regional and international services of ANG Vice President C. Joseph Beauchere, a charter member of the Toronto Guild and one-time local president. Mrs. Beauchere joined her husband in thanks for a silver service and flowers.

Scenes And Personalities Recorded By Photographer At ANG Convention



FAMILY AFFAIR—Many delegates combined family vacation trips with their attendance at the Toronto Convention. Here are the Irwin Bauers, of Cincinnati, registering for extra-convention activities.



CLC GREETINGS—Banquet speaker was Gordon G. Cushing, executive vice president of the Canadian Labor Congress, who told of active labor participation in Canadian government circles.



SEEK AD DEPARTMENT EMPHASIS—One of several special-interest groups which were formed from convention delegates comprised advertising department staffers. Chaired by John Wright, Boston, the advertising panel suggested ways of extending membership and servicing aids to their fellow employees.



FOR BETTER CONTRACT BARGAINING—Largest convention committee was headed by Rollin Everett, St. Louis, on matters relating to bargaining procedure and contract aims. It handled the potentially controversial issue of contract length, among others, and returned to the convention floor with a unanimously adopted report.

Convention Backs Staff Request For Arbitration

Toronto, Ont.—Negotiation with representatives of the ANG staff of an arbitration clause covering Guild employees is within the power of the IEB, the convention Collective Bargaining Committee found in a report to the convention.

The report was adopted by the convention as a substitute for a resolution submitted by the Los Angeles delegation directing the Board to negotiate such a clause into the statement of policy governing working conditions of staff members.

The committee recommended, however, that any such clause

exempt from application elected ANG officers and department heads.

Arbitration of dismissals has been the subject of negotiations between the IEB and the staff for some time, but the talks have bogged down several times over questions of coverage, financing, authority, etc.

Complete text of the Collective Bargaining Committee's first report to the convention is as follows:

A proposed resolution by Los Angeles was referred by the convention to this committee. After extensive consideration of this resolution and the problems it refers to, your committee adopted

ed this substitute for the action suggested by Los Angeles:

The collective bargaining committee finds that the IEB has authority at the present time to negotiate with employees not presently covered by a collective bargaining contract, an agreement containing adequate arbitration machinery. It recommends that if it is the desire of the employees, such an agreement shall be negotiated. We, however, recommend that these specific jobs be exempt for arbitration.

Elected ANG Officers, Director of Organization, Director of Research, Editor of the Guild Reporter and the Office Manager.



THANK-YOU REMEMBRANCE—Gift of the fifteen-man International Executive Board, this silver ice bucket is presented to President and Mrs. Fred Jones, of the Toronto Guild, in token of the board's appreciation of the hard work, and long preparation for the host local's convention role. Arthur Rosenstock, New York, ANG vice president, left, makes the formal presentation.



GARLANDS FROM AFAR—Roy Cummings, delegate from the newly chartered Hawaii Newspaper Guild, travelled 12,000 miles to attend the convention. His Guild sent an assortment of leis to deck the shoulders of convention notables.



HIS WORSHIP—Mayor Nathan Phillips, Q.C., brought municipal welcome to the Toronto convention on its opening day, as well as presiding at the memorable buffet supper for the entire convention personnel midway through the action-crammed week.

Knoxville.

Knoxville, Tenn.—Carson Brewer succeeds Julian Granger as president of the Knoxville Guild for the 1956-7 term. Homer Clontz has been reelected secretary-treasurer, and Clarence Rogers has been elected vice president.



PEN AND INK—Wally B. MacDonald, artist for the Toronto Telegram, sketched some of the convention principals for his daily's use. Newspaper coverage of the gathering was given generous space in the city's three dailies, while the New York Times, Editor & Publisher and the wire services staffed the sessions throughout the week.



Says ANG Shouldn't Voice International Opinions

TORONTO, ONT. Editor: With many other Guildmen in Canada, I am surprised and angered by the unwarranted assumption of ANG President Collis that the convention resolution on arms for Israel and statehood for Hawaii represent "the thinking and desires, and proposed policies, of Guild members in their private lives as union members and citizens."

The quote is from the letter of President Collis to Miss Dorothy Thompson (GR, July 27).

Guildmen in Canada, including executive members, were surprised and angered by the resolutions were coming up at the convention. I understand that the delegate from the Canadian Wire Services Guild abstained from voting on the issue—and then, he would have been in hot water with many members who maintain that statehood for Hawaii is an American, not Canadian affair, and that arms for Israel is a matter for parliamentary representatives of members, not for the decision of newsmen who do not have access to the military and diplomatic information on which governments act.

If American Guildmen are unanimous in their private and corporate opinion on the wisdom of statehood for Hawaii, that is their affair as Americans, but it is not the business of foreigners. In this case Canadians—to attempt to influence the U. S. government. No more would it be the business of American Guildmen to attempt to advise the Canadian government on its association with other members of the British Commonwealth.

For all President Collis knows, there may be thousands of Guild members who would prefer arms to be sent to the Arab states, or which is more likely, would prefer an embargo on arms to the whole of the Middle East. I sug-

gest that most of us couldn't care less, anyway.

The whole point is that such issues are a matter for governments, not for Guilds. Individual members of the Guild in the U. S. and Canada had no opportunity to voice their views on Israel or Hawaii; therefore, to suggest, as President Collis does, that the resolution represents our personal and corporate opinions is sheer nonsense, and he knows it.

HUGH LAMING
Canadian WS Guild

Seeks Wider Differential For Reporters, Copydesk

SAN JOSE, CALIF. Editor: I take exception to a statement (GR, July 27) attributed to my good friend, Ed Keck, president of the Hammond Guild.

In reporting a \$3.4 across-the-board wage settlement, Ed said, "Hammond Guildmen would press for elimination of discrepancies between reporters' and copydesk salaries when a new contract is drafted."

As a former Hammond Times copywriter and copyreader (and Guild officer) let me protest Brother Keck's remarks.

The difference in journeyman minimums, \$7.75 at Hammond, is less than it should be, for my money. Of course, Ed is a reporter and may be looking at the \$7.75 through green-eyed glasses.

I say good deal and writers should be paid for the additional talent, knowledge and know-how necessary to function with competence on the average newspaper.

Here in San Jose, after many years of stout opposition from management, negotiators are getting across the idea that deskmen should be rewarded for their experience and knowledge. A \$5 weekly desk differential has been tentatively approved in the current negotiations.

Here's the test: Ask any editor which man is harder to cor-

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

ral—a competent reporter, or a competent desk or copywriter. The answers would bear me out.

BOB HICKEY
San Jose Guild
P. S.—Don't get me wrong, I like reporters. I'm an alumnus of the beat, as are all journeymen deskmen.

Sees Political Action As Economic Necessity

NEW YORK CITY Editor: Congratulations to the Guild for the Toronto convention so excellently. It is good to know that the Guild's growing in the right direction—Dorothy Thompson notwithstanding.

I for one sorely resented the size, UPWA had exhorted its membership and its local leaders to implement its article of faith.

This book tells how, in seven specific areas scattered geographically and of diversity in size, UPWA members took into their own hands the job of improving race relations, equating job opportunities and attempting to demonstrate how fully, and happily, democracy can operate. The task, it should be added at once, is unfinished, in any of the areas covered. The hopeful aspect is that it was attempted, with measurable improvement.

Reminiscent of the early and difficult days, when newsmen were reluctant to join the Guild because it was a union, Miss Thompson still seems to hold that participation in things political and economic is unbecoming to her extra special species. As we used to say: Writing men and women perch on the edge of the universe, dangle their feet calmly, and review the lives of the ordinary men below, with absolute detachment.

Indeed every person should participate in political action. The need of bread is compelling and knows no discrimination. Soon after the Guild's first struggle to organize, the gentlemen of the press realized that they too are included in the universe. Slowly the struggle for peace in, and today the Guild is a good and realistic union. Heywood Brown would be proud of us.

If the Guild did not "commit its writing members to supporting... political action," I would be the first to accuse it of "infringing" the "freedom of thought and speech," in Miss Thompson's own words.

More power to you.

MARGARET S. CLARK
Standard & Poor's Unit

Resolutions Bring Response

Responses from convention resolutions mailed to interested organizations have included a letter of thanks and acknowledgment from David J. McDonald, president of the United Steelworkers union, and a similar letter from District Attorney Frank S. Hogan, of New York City. Both were addressed to Charles A. Perlik, Jr., secretary-treasurer of the Guild.

The McDonald letter was in response to the convention adoption of a resolution of aid to the striking steelworkers; the New York communication acknowledged receipt of the convention action regarding the attack on Victor Riesel last April, resulting in blindness for the columnist.

GUILD BOOKSHELF

EQUALITY OF OPPORTUNITY. John Hope II. Public Affairs Press, Washington D. C. 142 pp. \$3.25.

There are two approaches to the problem of eliminating discrimination in employment practices, says the author. One is "from the top," by legislation of either its importance or effectiveness, in this study of the alternative method, as adopted by a large industrial-type union, the United Packinghouse Workers of America.

The approach here considered comprised a self-analysis of the conditions prevailing within the union, an honest appraisal of the status of its racial minority members, and the results of both the survey itself and the conscious adoption of the methods it suggested, to correct the conditions found to exist.

Like the American Newspaper Guild, the UPWA had written into its constitution an equal-treatment tenet. Again like the Guild, the UPWA had exhorted its membership and its local leaders to implement its article of faith.

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And Palmer Hoyt, Post editor, writes an appreciative foreword.

The humor is sometimes as crude as the cupid in what Red calls a "loosely" story. But flashes of sheer beauty are there, too, sketched with a copydesk respect for compact language.

Take "Zeb Rankin's Thanks-giving" for a random sample. "About the time the sun was turning the skies all gold and red and sort of purple, Zeb and Jake returned to the crook in Bitter Creek," Fenwick writes, encompassing a Rocky Mountain sunset and the shadowed figures of the homeward-bound man and horse in a single sentence of economic clarity.

This is an all-Guild job, the author notes, with three Post unit artists contributing the line-drawn illustrations.

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and with vast encouragement to others striving in the same area of human relationships.

RED FENWICK'S WEST. Robert W. Fenwick. Sage Books, Beaver, Col. 362 pp. \$3.50.

More than a hundred samples of the writing which has made Red Fenwick's column, "Ridin' the Range," a popular feature of the Denver Post are contained in this choice selection.

Fenwick knows the area of which he writes, as Sam Clemens knew his Mississippi River, and there is a similar earthy quality in Fenwick's writing, whether it treats of the shepherd of the plains country, or the thaw-it-yourself school of cookery in a Denver suburb.

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Join A Union, Mary Haworth Advises Trapped Workers

Some sound advice is coming out of human relations columns these days.

"Join a union like the Newspaper Guild," one columnist recently counseled a group of her readers.

It seems Mary Haworth's Mail, distributed by King Features Syndicate, one day contained a letter from three "trapped" white collar workers who complained of rising living costs, no rises in pay and an unsympathetic employer.

"D.S."—the spokesman—described the group as "three men in our upper fifties, who have given more than 25 years' service to our employer. We are what is generally known as 'white collar' employees, having no affiliation with a labor union."

The rest of the plant, D.S. explained, is completely unionized with the exception of three women co-workers in the same office.

"We haven't been able to convince our employer that costs of the necessities of life have risen to a point where we, too, should be given a pay increase, along

with the union workers, to meet the rise in living costs," the writer stated.

"Individually we have approached our employer on this subject, but the invariable reply is: 'If you aren't satisfied, you know what you can do. He knows that it is almost impossible, at our age, to get another position paying the same wage; and we also know that. So, individually and collectively, we remain silent.'"

"We realize how unfair our employer is; but even so, what can we do? We are trapped."

"We doubt that you can suggest a constructive way out of the difficulty; but nevertheless, we decided to get your opinion."

Well, Mary Haworth did come up with a constructive solution to the plight of the trio—the only solution.

"My first reaction to your letter," she answered, "is to wonder why you aren't affiliated with a labor union, if you are suffering for lack of effective bargaining power."

"If you aren't management, nor a representative of management in dealing with labor in your outfit,

then you come under the heading of labor. I should think—and perhaps ought to explore the possibilities of joining forces with organized labor, to get the help of union backing."

The columnist said she had consulted spokesmen for both management and labor. The management men—"a fair-minded fellow who negotiates wage rates for a big interstate commerce enterprise"—suggested the employees seek advice on how to cope with their employer's attitude from the National Labor Relations Board. And any employer who would punish his workers for taking such a step "ought to have his head examined," the company negotiator declared.

"Both he and the labor spokesman," Mary Haworth noted, "suggest that it might be possible for you to affiliate with the union that represents the rest of your plant assuming, of course, that it isn't an old-line trade union, to which only craftsmen may belong."

"They tell me, by and large, the Newspaper Guild is the only labor group that is strongly organized in the domain of office clerical (or white collar) employees."

Big Business Teams Up For Politics, Too

The cries of "labor bigness" which issued from the anti-labor crowd at the time of the AFL-CIO merger once more are heard in the land as unions step up their political education activities in anticipation of the coming election.

But not a peep of protest comes from these critics about big business organizations and their political activity.

"The American workingman has nothing to fear from 'labor bigness'—this merely means more people like himself are uniting for a better way of life," commented a recent issue of the RWDSU Record, publication of the Retail, Wholesale and Department Store Union, AFL-CIO.

The big worry is whether unions can keep pace against the ever-growing giant associations."

Here's a list of some of these associations (there are about 3,600 in all areas of commerce) together with some of the policies they follow:

• The National Association of Manufacturers and the U. S. Chamber of Commerce—These, the best known industry groups, are themselves federations of industry and trade associations. The NAM, founded in 1895, represents 350 industry associations and 15,000 major businesses. The Chamber contains 540 national and local associations and 15,000 major businesses. Both organizations, representing billions of wealth and vast economic power, have traditionally opposed the

trade union movement and its national and local objectives.

This has meant through the years that they opposed any and all social legislation—minimum wages, child labor laws, unemployment insurance, old age pensions, union welfare plans, government-aided housing, price controls in emergencies and a host of other proposals generally supported by unions.

Both groups, however, do favor some things—things like state "right to work" laws which outlaw all forms of union security; American Iron and Steel Institute—A typical large industry association. In a 1954 statement of its objectives the institute said it was out to "promote the interests of the iron and steel industry," collect statistics and information, conduct research, promote the use of iron and steel and "provide a forum of the exchange of information and discussion of problems..." The institute has a special committee on Public Relations which prepares "hundreds of thousands of copies" of booklets for distribution to schools, as well as issuing news releases, "educational advertising," and "publication of booklets and background materials for the use of editorial writers, columnists, radio commentators and the like..." All this public relations machinery went into action in the recent steel strike, issuing a steady flow of pro-industry arguments.

• American Meat Packers Institute and the National Dairy Council—Both were instrumental in putting an end to wartime price controls on the food basket. The Dairy Council was successful for years in keeping colored margarine out of circulation in many states because it sold far more cheaply than butter.

• National Assn. of Real Estate Boards—Helped knock the props out from under rent control laws and conducts an incessant campaign against Federal aid to housing.

• Electric Light and Power Companies and the Edison Electric Institute—Persistent fighters against public power projects like TVA and government regulation of utilities.

• American Petroleum Institute and the Oil Industry Information Committee and other oil industry groups fought for the release of tideland oil owned by the Federal government. Gas and oil industry groups also were in back of the pressure on Congress to pass the natural gas bill to remove Federal regulation of natural gas rates.

Finally, of course, there's the American Newspaper Publishers Association, but you know about that.

For fair labor laws keep your eye on Your Congressman

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partition Store Union, AFL-CIO.

The big worry is whether unions can keep pace against the ever-growing giant associations."

Here's a list of some of these associations (there are about 3,600 in all areas of commerce) together with some of the policies they follow:

• The National Association of Manufacturers and the U. S. Chamber of Commerce—These, the best known industry groups, are themselves federations of industry and trade associations. The NAM, founded in 1895, represents 350 industry associations and 15,000 major businesses. The Chamber contains 540 national and local associations and 15,000 major businesses. Both organizations, representing billions of wealth and vast economic power, have traditionally opposed the

trade union movement and its national and local objectives.

This has meant through the years that they opposed any and all social legislation—minimum wages, child labor laws, unemployment insurance, old age pensions, union welfare plans, government-aided housing, price controls in emergencies and a host of other proposals generally supported by unions.

Both groups, however, do favor some things—things like state "right to work" laws which outlaw all forms of union security; American Iron and Steel Institute—A typical large industry association. In a 1954 statement of its objectives the institute said it was out to "promote the interests of the iron and steel industry," collect statistics and information, conduct research, promote the use of iron and steel and "provide a forum of the exchange of information and discussion of problems..." The institute has a special committee on Public Relations which prepares "hundreds of thousands of copies" of booklets for distribution to schools, as well as issuing news releases, "educational advertising," and "publication of booklets and background materials for the use of editorial writers, columnists, radio commentators and the like..." All this public relations machinery went into action in the recent steel strike, issuing a steady flow of pro-industry arguments.

• American Meat Packers Institute and the National Dairy Council—Both were instrumental in putting an end to wartime price controls on the food basket. The Dairy Council was successful for years in keeping colored margarine out of circulation in many states because it sold far more cheaply than butter.

• National Assn. of Real Estate Boards—Helped knock the props out from under rent control laws and conducts an incessant campaign against Federal aid to housing.

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Local Copy

A Code For Employers

If the National Association of Manufacturers (see story on this page) ever gets around to considering "management duties" as well as "management rights," it might do well to consult employer groups in other countries. In British Guiana, for example, the Association of Catholic Employers and Executives recently adopted the following "Code for Employers and Executives" to mark the silver jubilee of the papal encyclical "Reconstructing the Social Order" by Pius XI.

1. A BUSINESS enterprise exists for the benefit not only of those who own it, but of all who take part in its work. As a social institution it exists to provide goods or services at a just price to the public.

2. IN ORDER that an enterprise may serve the good both of the community and of itself, it is necessary that all who take part in it should work together willingly and with mutual respect. We shall recognize in a practical way that those whom we employ are not mere "hands," but human beings with the same fundamental rights as ourselves, and that the success of an enterprise depends upon their work equally with our own. We shall see to it that those of our subordinates with authority over others treat them with proper consideration.

3. WE SHALL DO ALL IN OUR POWER to ensure that our employees get a fair day's wage in return for a fair day's work, and that the wage of an adult male worker is adequate to support himself, his wife, and a normal-sized family in decent comfort. In providing help for larger families, we recognize the value of family allowances. Women have a right to equal pay with men, if they give the same service.

4. IF AN EMPLOYER cannot pay adequate wages because of inefficient management, obsolete methods or equipment, or the like, we recognize that he is not necessarily excused from his obligation to pay a living wage.

5. IN ORDER THAT employees should have a real sense of their sharing in a common task and its rewards, we believe that the proprietors of a business should adopt some methods of showing that their earnings are being used to provide a reasonable return not only to those who own it but also to those who work for it.

6. WE SHALL PROVIDE CONDITIONS of employment and amenities for our employees consonant with their dignity as human beings and we shall pay regard to physical as well as to moral well-being. Proper provision for health and comfort will be made in our work places, and hours of work will be reasonable, even where these are not fixed by legislation or agreement. Women and those not fully developed will not be asked to undertake undue burdens.

7. WE SHALL RECOGNIZE the principles of collective bargaining with trade unions which are conducted in accordance with the practice of British trade unionism.

8. RECOGNIZING THAT the termination of employment may lead to serious hardships, even though reasonable notice is given in compliance with the law, we shall bear in mind that charity may demand some special concession especially when there has been no fault on the part of the employee.

9. WE BELIEVE that each industry should be organized as a body incorporating all who are engaged in it, so that men are no longer divided by their status as employer or employed, but united by a common interest in the prosperity of their industry and by their duty of working together for the good of the community.

10. WE RECOGNIZE THAT THE STATE, as the guardian of justice and the common good, should take positive action in economic life. But it should not withdraw from smaller group functions which they can efficiently accomplish, but rather leave itself free to do what belongs to the state alone: "directing, watching, stimulating, restraining, as circumstances suggest and necessity demands" (Pius XI).

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THE GUILD REPORTER

CHARLES E. CHESNEY, Editor

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August 10, 1956

Vol. XXIII—No. 16

Convention Group Urges Expanded G R

Toronto, Ont.—Expansion of the size and services of the Guild's official publication was the basis of the report returned to the Toronto convention by its committee on the Guild Reporter, headed by Kenneth Cottrell, SFONG.

The committee report follows:

The Guild Reporter Committee of this convention considered the report of the officers and the recommendations of the IEB regarding the Guild Reporter. The editor was present at all discussions and members of the IEB subcommittee were consulted.

The committee agreed generally with all four IEB recommendations and added another.

On the IEB's first recommendation, the committee unanimously agreed that a full-time assistant should immediately be restored to correct the curtailment of a year ago, which in effect cut the editor's staff in half. The committee accordingly recommended that the finance committee make a provision in the 1956-57 annual budget for this purpose. The finance committee, however, felt this to be an administrative responsibility and referred the recommendation to the officers and the IEB for their consideration.

The committee compliments the editor on the excellent job he is doing with the Guild Reporter but feels that the content and general appearance would

continue to improve only with the additional help.

The committee discussed the possibility of increased revenue from advertising. A survey of this possibility is now being made. However, revenue from an advertising program would not begin until the next calendar year.

The committee recommends:

1. That the convention direct the officers and IEB to give priority to earmarking any revenue available above the approved ANG budget for restoring a full-time assistant to the Guild Reporter editor.

2. That local officers make a concerted effort to assure that full reports of activities involving their locals, with pictures whenever possible, are sent promptly to the Guild Reporter.

Only in this way can the Guild Reporter accomplish its goal of being a newspaperman's newspaper, stimulating interest in the ANG and keeping the membership fully informed on subjects of mutual interest.

3. That the editor more frequently publish editorials on labor policy matters.

4. That in conformity with previous convention directives, increased Guild Reporter revenue be devoted to the improvement of the Guild Reporter.

5. That the action of past conventions limiting letters to the editor to 300 words be reaffirmed by this convention.

Kenneth Cottrell, SFONG, Chairman; Ernie Rapley, SFONG; Walter Ball, Toronto; Magnus Brydenbark, New York; Eric Cawdon, Ottawa; Edward Connolly, Boston; Farnsworth Fowle, New York; Robert S. Gallimore, Kansas City; Eugene Kelly, Cleveland; Edward Keck, Hammond; Joseph Oravec, Pittsburgh and Joseph Kommer, New York.

New Orleans

New Orleans, La.—Robert J. Morris has been elected president of the New Orleans Guild, succeeding Al Johnson, who did not seek reelection. Mrs. Mae Hallaron has been named to a third term as local vice president. Albert P. Smith, Jr., has been re-elected secretary, and Edward Desobry was re-elected treasurer, for a fifth term.

... WS Local

(Continued from Page 1)

posal for a local was seriously advanced some five years ago.

Proponents hold that it would give wire service Guildsmen greater autonomy since its committees and its employees would be responsible for wire service business. Supporters of the plan contend that it would give the wire services a greater voice in the Guild itself through the wire service local's delegates to ANG conventions.

Opponents of the plan say wire service Guildsmen would be weaker if they were divorced from the ANG locals in the cities where they work, and could only be loosely allied with them through a system of dual membership permitted in the ANG constitution. The plan's opponents contend, too, that present locals with a large membership would be weakened, through the loss of Guild manpower and wire service revenues.

Survival Of Boston Post Still Anybody's Guess

Boston, Mass.—Attorney John S. Bottomly has resumed negotiations with Boston Post Publisher John Fox for a new option to buy the paper which would remove Fox from control of the 125-year-old morning daily.

Superior Court Judge Lewis Goldberg, who is seeking to keep the paper alive in the midst of the maze of suits and countersuits in which it is involved, had set today, August 10, as the deadline for an agreement on the option.

If the option is worked out satisfactorily, agreement still must be obtained from the Grozier estate, which is suing Fox for \$1,200,000 it claims the publisher still owes on his purchase of the paper from the estate in 1952.

Pending the outcome of the suit, attorneys for the estate want sufficient funds to satisfy the claim placed in escrow before any sale is consummated.

The paper has been living a day-to-day existence—largely on the faith and sacrifices of its 800 employees—ever since the one-day shutdown July 7, when Fox announced he was discontinuing publication.

It was revived then when Bottomly put up \$144,000 and took an option to buy it, keeping Fox on as publisher.

Bottomly pulled out on July 28, however, charging that Fox had not been accurate in his description of the paper's assets. Fox then proclaimed the paper was not for sale, would continue to publish, and "its publisher will continue to be—John Fox." He attempted to float a bond issue but could not get SEC approval.

The next crisis occurred on Wednesday, August 1, when Fox failed for the second time to meet a deadline he himself had set for payment of some \$130,000 in back wages owed Post employees. He also failed to meet the current payroll due on that day.

Regarding this continued failure to pay them as a discharge, members of the Guild unit at the Post that evening resolved to operate thenceforth on the principle of "no pay, no work."

At a crowded meeting in the Press Club at 5 p.m., the unit unanimously adopted the following resolution.

"Resolved that the Post unit of the Newspaper Guild deplores the fact that John Fox can neither keep his promises nor meet his payrolls. Under these circumstances we have no choice but to operate on the principle of 'no pay, no work.'"

"Resolved that the Post unit of the Newspaper Guild deplores the fact that John Fox can neither keep his promises nor meet his payrolls. Under these circumstances we have no choice but to operate on the principle of 'no pay, no work.'"

Another work stoppage—this time for two hours—occurred Friday night when Fox failed to meet the payroll for the printers. This crisis was weathered when Bottomly extended \$27,000 in personal loans to the presidents of the Printers and Pressmen's unions to pay the salaries of their members at the union halls.

Payrolls in Guild departments for this week were met on schedule, but all Guild members still are owed one week's salary; about half of them are owed a second week. In addition, some Guildsmen still have vacation pay due and some expense money—in one case \$300.

The Boston Guild has loaned \$2,500 in individual interest-free loans of up to \$50 to members of the Post unit. Additional loans were authorized if this week's payroll were not met.

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Willard Shelton, whose column, "Washington Roundup," normally appears in this space, is covering the Democratic National Convention in Chicago for the AFL-CIO News. The Roundup will be back next issue.

because this constitutes a discharge of our members by the Post.

"The membership of the Guild will be glad to make additional sacrifices to keep the Post going if Mr. Fox will remove himself from the picture and allow the Grozier estate to proceed with the sale of the paper to some responsible party."

"Resolved further that Guild officers John Thompson, president; Fred Wheeler, unit chairman; and John Cort, executive secretary, be empowered to notify Guild members if in their judgment they should work without payment of all obligations due."

Later that night, Fox's attorney, Frank L. Kozol, appeared before the meeting, agreed to bring leaders of the various unions at the paper into conferences with prospective purchasers and to seek agreement from Fox to assign to him irrevocable power of attorney to sell the paper at a reasonable price. He promised that employees would be paid for the week on the following day.

On the basis of these promises, Guild members returned to work at 11 p.m., and the Post appeared on the streets two hours late after missing the first edition.

The following day, Kozol, accompanied by Guild attorney Sidney Grant and the presidents of the Printers, Pressmen and Photoengravers Unions conferred in New York with attorney Jesse Freidin, law partner of Franklin D. Roosevelt, Jr., representing an unidentified client interested in buying the Post.

The talks were inconclusive, however, and Kozol returned to Boston to renew negotiations with Bottomly on Friday, August 3.

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Pay 7 Locals On Bookkeeping Machine Notes

Checks totalling \$3,082, representing repayment of principal and accrued interest on notes which helped finance the purchase of bookkeeping machines for the American Newspaper Guild in 1948, have gone out to seven Guild locals and one individual note-holder, whose paper matured this year.

Original issuance of the ANG notes was in the amount of \$25,000, with maturities spread over a ten-year period. With this year's retirements, there remain \$6,395 still payable, next year and in 1958.

In all, 37 locals of the Guild subscribed to the note purchase. Twelve remain in the list of nine and ten-year note holders. This month's checks went to locals at Cleveland, Detroit, Lehigh Valley, Los Angeles, San Francisco, Toledo and Washington.



Richard S. Israel, San Francisco copy desk, serving a trick as sports editor for the West Berlin army weekly, the Berlin Observer. He's on military leave from the Chronicle, where he has served since 1943.

Henry Arline, two-year president of the Lima Guild, has resigned his reporting job at the Lima News to join the staff of the New Bedford, Mass., Standard-Times. . . . Bill Pepper and Wayne Chandler, News reporters, have moved to Muskegon, Mich., Chronicle and the Daytona Beach, Fla., News-Journal, respectively. . . . Stuart Borden, News ad layout man, now working with the Indianapolis Times.

Lewis Gannett, New York Herald Tribune book critic, and Irv Kupcinet, Chicago Sun-Times columnist, named by Paul M. Butler, national Democratic chairman, to a new committee for the arts, part of the Democratic National Committee.

Fred Spengler of SFONG moves from the San Francisco News, where he was daily radio-TV columnist, to the Call-Bulletin, where he will write a news column. Earlier he had been radio-TV writer for the Chronicle.

Schmidt, Cleveland Guild, Retires After 43 Years

Cleveland, Ohio—Josef K. Schmidt, former president of the Cleveland Guild, has retired as state editor of the Plain Dealer after 46 years in the newspaper business.

His immediate plans: mounting 100,000 beer bottle labels and arranging 2,500 beer cans for display in his third-floor brewery museum. He has an extensive library about brewing, too.

He also plans to rewrite six novels he has been working on and eventually visit a son and four grandsons in California.

Schmidt chose to retire on the "alternate benefit" plan contained in the Cleveland contract rather than go on pension. Under alternate benefits, he will collect his dismissal pay, 50 weeks at his highest salary.

"I decided to do that to save the infant pension fund my expense," said Schmidt. "Let it grow for someone else to benefit."