

400 Publishers Continue Full Coverage By Dodging NY Ban On Strike Insurance



OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD

Vol. XXIII—No. 17 Washington, D. C. August 24, 1956

San Jose Wins New Pact At Strike-Hour Deadline

San Jose, Calif.—Backed by complete strike preparations including a fully-manned strike headquarters opposite the plant of the Ridder-owned Mercury-News, the San Jose Guild late last night won a new contract, hours before a work stoppage was scheduled.

Four months of fruitless negotiations and presence of a federal mediator preceded the strike vote taken August 14. The settlement came when the Central Labor Union Council joined forces with the Guild in all-day bargaining meetings.

Details of the final settlement were not available as this issue of the Guild Reporter went to press.

Strike authorization was voted last week, with Legal President Frank Bonanno and his negotiating committee empowered to set the date for the local's first walkout in seventeen years of bargaining relations.

Federal Mediator Charles B. Remus entered the scene, but attempts to bring the parties together on half a dozen major points of difference were unsuccessful.

Sanction for the strike action was granted by the ANG office at Washington, and as the Thursday deadline neared, Executive Vice President William J. Farson arrived on the scene. He

joined forces with Sam B. Edwards, San Francisco-Oakland executive secretary, who had been on loan from San Francisco to help in the stalled bargaining processes.

Strike headquarters were then established across the street from the newspaper plants. A defense fund check for \$10,000 from the newspaper plant. A was forthcoming from Secretary-treasurer Charles A. Perlik, Jr., as an earnest of the full support pledged from ANG resources.

Craft unions had been asked to honor the Guild's picket lines. These other unions, too, were entangled in a series of disputes, and there were strong indications of support for the Guild. Perhaps chief obstacle to a

(Continued on Page 2)

Reporters Wear 2 Hats Easily

Noteworthy in the San Jose strike situation, and exemplary of how newsmen report "objectively" regardless of their personal views, is the full news coverage given to pre-strike developments in the News-Mercury itself.

Guildsmen were assigned to cover and write stories on the strike-preparation meetings of the San Jose Guild, voted as Guildsmen in the meeting, and saw their accounts of what happened used in full in the newspaper affected.

Nearly 400 daily newspaper publishers in this country continue to carry strike insurance, although the New York State Department of Insurance has ruled that coverage of such losses is "contrary to public policy."

The ruling followed adoption of Guild convention resolutions last year, asking for investigation of the practice in New York State, and the submission of findings by State Attorney-general Jacob K. Javitz to the insurance department.

That department rejected the rate schedule of "about 10 insurance companies" which last May had filed strike insurance rates. The

quotes are from a story printed in the August 18 issue of Editor & Publisher which reveals more than has heretofore been made public regarding the long-rumored

but seldom-admitted strike insurance coverage paid for by U. S. newspaper owners. Says E&P, "The strike insurance group merely transferred its insurance to other companies," listing Lloyd's of London as carrier of "a lot of the insurance" and noting that the New York State ruling does not apply

"to any other insurance companies not licensed by New York State."

Strike insurance is carried by "nearly 400" publishers through an elected Premium Fund Committee, the chairman of which is A. V. Miller, vice president and treasurer of the New York Herald Tribune.

"No ruling of illegality has been made against strike insurance in New York and in no other State has objection been raised against it, it was learned" by Editor & Publisher.

Newspaper publishers' strike insurance drew national attention three years ago, when Advertising Age, Chicago periodical devoted to the interests of the advertisers' dollar, ran a front-page story inspired by the Guild strike against the Seattle Times. It charged that a \$3 million fund was involved, with supervision by the American Newspaper Publishers Association.

AA found the whole operation to be a "highly confidential" and "extremely hush-hush" affair, the story revealed.

Another Guild strike, the walkout at the Brooklyn Eagle in early 1955, directed renewed attention to the strike coverage policy, and led to the Albany convention resolution. The New York Guild local had charged that with the prospect of being able to collect substantial strike benefits after the first week of

a walkout, a publisher fully intending to quit the publishing business could make a trumped-up labor dispute pay handsome dividends before the auctioneer's hammer finally fell.

That, said the New York Guild, happened at the Brooklyn Eagle. The 1955 Albany Guild convention agreed and added that strike insurance could be an actual incentive to provoke a strike and prolong it, both actions being against public policy.

Attorney-General Javitz, a guest speaker at the Guild's sessions in Albany, followed up the ANG resolution. He recently wrote the following letter to the New York local officers:

"Upon investigation, this office learned that insurance against business losses due to strikes did exist and was being made available to members of the American Newspaper Publishers Association.

"The material which this office had acquired in the course of its investigation, including copies of the insurance policies then in use, was referred to the State Department of Insurance.

"On July 25, 1956, I was advised by that department that the filings of each insurance company involved were rejected on the ground that approval of such coverage would be contrary to public policy."

Boston Post Again Publishes With Cash Loan To Trustees

Boston, Mass.—The Boston Post was back in business with a 28-page edition this morning as three trustees appointed by a Federal judge attempted to reorganize the paper in the hope of selling it as a going concern.

Some 250 Guildsmen and 600 other employees returned to their jobs yesterday, August 23, after the trustees succeeded in borrowing \$500,000 to get the Post back on its feet.

The paper suspended publication on August 15 when Publisher John Fox reneged for the third time on a promise to pay some \$130,000 in back wages due his employees—about \$30,000 of it to Guild members—who thereupon refused to continue work.

There was little hope then that the Post—which had already weathered a one-day shutdown on July 7 and several uncertain moments in the interim—would again be revived.

With half-a-million dollars to work with, however, the trustees are optimistic about the future of the 125-year-old morning daily.

New England's only major Democratic paper. The trustees—Attorneys Thomas W. Lawless, Charles W. Bartlett and Joseph T. Healey—were appointed by

Judge George C. Sweeney of the U. S. District Court here under the National Bankruptcy Act. A petition for reorganization of the paper had been filed by the Post Publishing Company following the August 15 suspension.

The trustees—all Democrats—have promised to continue the Post as a Democratic voice. They hope to get back all of the paper's 250,000 circulation and to stabilize it financially so that it can be sold within a few months.

They are authorized to sell the paper to the "best bidder." Asked if this meant the highest bidder, the trustees replied that it did not. They would require some evidence, they said, that the prospective purchaser was able and qualified to run a newspaper as a profitable enterprise. This left the inference that John Fox was out.

The Grozier estate—from which Fox purchased the paper

in 1952—also appeared to be out. The estate blocked Fox's sale of the Post to Attorney John S. Bottomly by pressing a court claim for \$1,200,000 it charged the publisher still owed on the purchase.

Guild Attorney Sidney Grant and Executive Secretary John Cort this week were preparing a case against Fox in an attempt to collect under the criminal statutes the back pay owed to Guild members. The scope of these statutes is limited, however, in that only wages are covered. Other benefits, such as severance pay, are not.

And under the bankruptcy laws, priority claims for wages and benefits are limited to a \$500 maximum per employee. For amounts in excess of that maximum, the employees are classed with general creditors. It was doubtful that after first

(Continued on Page 2)

Commemorate Labor Day With New Postage Stamp

Camden, N. J.—This city, home of the late Peter McGuire, founder of Labor Day as a nationally recognized holiday, will see the first-day sales of a new commemorative postage stamp designed to honor the day.

At the suggestion of Secretary of Labor James P. Mitchell, himself a resident of New Jersey, Congress approved the issuance of the new stamp, of which a total run of 120 million is planned.

McGuire, a Carpenters' union member, proposed that a special day—be observed as organized labor's own holiday.

The stamp design is taken from the fifty-foot mural which covers the inner wall of the entrance lobby in the new AFL-CIO headquarters building at Washington, D. C. It depicts the laboring man and his family, and includes the inscribed quotation from Thomas Carlyle, "Labor is Life."

The Postmaster's office here is doing a lively trade in handling the requests of stamp collectors for "first day covers," carrying the Camden cancellation on the opening day of sale.

Like other commemorative issues, the stamp will be distributed after Labor Day for general sale throughout the country.



COMMEMORATIVE—A Labor Day postage stamp, first in the Nation's history, is being issued September 3, with a design taken from the huge mural mosaic in Washington's new AFL-CIO Building.

ANPA's New Booklet Talks Our Language On Pay To Employes

By JOSEPH F. COLLIS
ANG President

NOW THAT THE SUMMER SEASON is waning, there will be a faster tempo in the important Guild business of bargaining collectively for more money and better working conditions.

And when we consider the almost universal increases in advertising lineage totals and the wide circulation gains experienced by our publishers, the months just ahead should be a time for diligent harvesting for many local Guilds.

In this connection, there is an interesting booklet issued by the American Newspaper Publishers Association—newspaper management's own union—that advances some arguments which Guild locals may use to their own bargaining advantage.

This booklet is addressed to young people considering taking jobs in the newspaper industry, and outlines the advantages in the field, as seen from the prospective employer's viewpoint.

THE AMERICAN NEWSPAPER GUILD has always held that insufficient pay prevailing in our industry makes it difficult to attract and hold the best brains, confronted with competition from industries which face up realistically to the market.

It has always been true that men and women, not machines, make newspapers.

The ANPA booklet, on page 8, finally and belatedly admits this point of view. The passage is urgently referred to the still too-numerous publishers who are more concerned with improvements to their machinery and buildings than with paying better wages to get and keep more capable employees and thus turn out a better newspaper product.

The new philosophy thus voiced is definitely for the Guild's side of the bargaining table.

THE BOOKLET IS QUITE SPECIFIC about pay. Page 2 gives the word on what the entering employee can expect. To quote:

"Beginners in editorial and business departments can expect at least between \$50 and \$75 weekly, depending on local conditions, with graduating scales providing additional pay as experience is gained. Top-notch men in all departments demand substantial income."

The key word there is "substantial." If the publishers' union says that top-notchers need healthy pay envelopes, Guild negotiators will gladly agree, and take the argument from there.

Of course, the actual record shows considerable room for improvement, to bring a lot of us up to where the ANPA says the industry stands on pay.

On July 1, the Guild had contracts covering 170 newspaper editorial departments. Under Guild contract, 26 of those newspapers with graduating scales providing additional pay as experience is gained. Top-notch men in all departments demand substantial income.

To practice what the ANPA preaches, publishers must improve those starting minimum figures considerably.

THEN THERE'S ANOTHER POLICY proclaimed by the publishers' booklet. It goes like this:

"Editorial department promotions are made from within. Top jobs are filled from the ranks of reporters, including cub reporters, rewrite men, copy readers, feature writers, and editorial clerks and librarians."

What's wrong, then, with writing into the next contract a clause setting forth proper promotion language? We are constantly welcoming new young Guild members, and they must be provided for, for the future of both the union and the industry we all serve.

Guild members do most of the actual training of newcomers, work side by side with them, and pass on to them the useful tricks of the business. There can be no valid objection to making promotion opportunities secure by writing appropriate contract language to cover the point.

ONE MORE QUOTATION from page 8 of the brochure: "To stay in business, a newspaper must turn back part of the money it makes into better news coverage, finer features, better equipment and all things which go into the making of a superior product."

The Guild likes that idea, too. If we can safely assume that "all things" include more pay and better working conditions—the things the Guild is in business to see that its members get.

This ANPA booklet looks like a sincere attempt to improve the industry's personnel. It is to be hoped that the publishers' association can find a way in which to emphasize its views to those of its members who cling to their short-sighted opposition to unions.

The Guild, through its bargaining committees in the various locals, will gladly continue to help lift the entire industry to the standards set forth in this little publication. In the process, Guild members will share more fully in the profits which arise from their combined efforts. It is high time for the harvest.

Minneapolis Strike Vote Brings Contract Gains

Twin Cities, Minn.—Eighteen bargaining sessions and a strike vote—the first required in 17 years of contract history—were needed to wrap up a new contract for the Guild's Star and Tribune unit.

Up to two weeks ago, the bargaining process had produced nothing but a management proposal for a two-year contract with as many retrogressions as gains.

The new agreement is for a 15-month span, expiring September 30, 1957, and provides \$4.50 increases in minimums for top-experience reporters, promotion department men and district circulation managers. Other pay increases range from \$2.50 to \$4.95, and a night differential of 7½ percent is written into most classifications.

A major gain was registered in moving district managers and zone supervisors to an eight-hour day and 40-hour week. Previously they had worked at straight time for 240 hours in each six-week pay period.

A membership meeting rejected unanimously the "final" management proposal, and a vote of 154 to 25 was cast in favor of strike action if necessary. Three more meetings after the strike sentiment became known brought the changes approval of the new terms, which led to unanimous membership.

There were other significant gains.

Holiday provisions—four-day weeks in six holiday weeks with time and one-half for work on

the holiday—were extended to cover circulation employees on the same basis as in other departments.

An apprentice differential against copyboys promoted to higher classifications was eliminated. Henceforth copyboys will receive at least the minimum for the classification to which they may be promoted.

"Flagrant and open drunkenness while on duty" was eliminated as a cause for dismissal without payment of severance pay, although the Guild acknowledged most such cases would be covered by the "gross neglect of duty" qualification on severance.

Mileage payments for travel outside the Twin Cities area were increased from the present 7 cents to 8 cents. City mileage remained at 8 cents. The minimum guarantee for those authorized to make their cars available to the publisher was changed from \$40 for four weeks to \$20 for two weeks.

The 15-month contract term will bring the Guild reopening

date within three months of those of other major plant unions, including Typos and Teamsters. It will eliminate recessing negotiations for ANG conventions.

Job classifications surveys were set up in an attempt to eliminate, in the next contract, job-slitting inequities in the library and promotion departments.

The Guild successfully resisted management efforts to add several classifications to the list of those exempt from contract coverage; several others to those exempt from hours and overtime, and to remove two jobs from the "editors' minimums, 10 percent above reporter figure."

Negotiations committee chairman and chief negotiator was John Carmichael, executive secretary of Twin Cities Guild. Chairman of the unit contracts committee is William F. Brooks, Jr. Bernard Casserly is unit chairman. John Sloan and Joe Anderson, Jr., were secretaries to the negotiating committee.

Terry Reese Declines Assignment As Washington Wire Organizer

Terry Reese, assistant wire service administrator since June 1, has severed her relations as an ANG employee, as of August 27. Miss Reese was assigned by Executive Vice President William J. Farson for duty at Washington, but Miss Reese declined to accept, preferring to work in New York.

Farson made it clear that she would be continued on the payroll if she agreed to all arrangements for the new Washington opening, primarily an organizing assignment.

International Representative Joseph G. Colangelo continues to handle the administrative office at New York on a temporary basis, with space assigned the wire services operations at the New York Guild building.

His temporary status is due to the move sanctioned by the 1955 ANG convention for establishing a separate local for wire service Guild members. Choice of administrative personnel, should the plan for a local be approved in the referendum scheduled for November in which

This she was unwilling to do. Except for part of one week, when she conferred with officers and department heads at Washington, she worked at the New York office.

NWSC members protested that the New York assignment was preferable, and Farson discussed the matter with council spokesmen at New York on a visit late in July. He agreed that Miss Reese might complete several projects there, pending her final decision.

... Boston Post Reopens

(Continued from Page 1) claims are met there would be much to distribute among general creditors.

The reopening of the Post today was conditioned on the staff's return to work as "new employees." This, however, does not prejudice their claims being processed by the Guild for the wages, severance pay, vacation pay, expenses and other sums due them under Fox's operation of the Post.

Most staff members in Guild departments are owed one week's pay from June when Boston banks refused to honor their paychecks. The whole staff is owed a week's pay from July and

three or four days' pay for the week of August 13.

Some employees have as much as \$300 coming in expense money.

In some cases, the total amount owed individual Guildsmen exceeds \$600, not counting severance pay.

The total including severance pay comes to about \$1 million, the Boston Guild estimates. The local itself is out three months dues checked-off by the Post from salaries of its Guild-member employees.

THE GUILD REPORTER

Published by the American Newspaper Guild (A.N.G.), 1715 N. W. Washington St., D. C. 20001. Single copy 10¢. Entered as second-class matter July 28, 1954. Post Office, under Act of Aug. 24, 1954 Vol. XXIII, No. 17

For fair labor laws
Keep your eye on
Your Congressman

Chester To Take Strike Ballot In Times Impasse

Chester, Pa.—All-day meetings yesterday between a federal mediator, the Greater Philadelphia Guild and management of the Chester Times led the mediator to suspend his efforts, and caused the Chester Times unit of the Guild to schedule a strike authorization meeting for next Monday evening.

Said Daniel Weggedal, the federal mediator:

"There is so wide an area of difference between the parties that I see the situation as critical. Nothing is to be served by further attempts to mediate until some ground is yielded."

Members of the Guild here had been alerted by an obvious attempt to undercut the Guild, in counter-proposals set forth last month by management, through its spokesmen, Assistant Publisher John E. Tompkins, an importer from the new ownership's interests in Idaho, and Attorney Malcolm Patrick.

The latter was for ten years connected with the Pennsylvania Labor Relations Board under former Republican control. He is quoted as having said that Guild members in Chester would do better work without job security.

This week's meetings, under mediation auspices, had been expected to show some attempt by the publisher to meet the Guild halfway.

Without modifying any of the more than a score of clauses weakening the existing agreement to the point of sure extinction, management added a three-year duration proposal, with annual increments in general increases of 4, 5 and 4 percent, respectively, at higher salary levels.

Tied to this cash belt, however, and aside from its objectionable duration feature, were conditions which made it impossible of Guild acceptance.

Advertising salesmen, for example, would not share in the guaranteed increases.

Instead, the publisher would agree to work out with the Guild an arrangement for pay-increases based on volume of space sold by each individual.

And at the end of three years, the contract could be renegotiated as to wages, only if more than 4 percent increase was registered in living cost indices between September 1 of this year and June 1, 1958.

Guild spokesmen told the mediator that consideration of management's terms by the Guild would be suicidal.

And management was unwilling to discuss the Guild's own contract text.

Unit leaders said their members were firm in resisting any attempt to undermine the Guild contract, won in a series of negotiations dating back to previous ownerships of the paper over a period of 15 years.

An emergency committee was formed when the intent of the publisher became clear. It has found a heavy ground swell of support in all segments of this industrial community.

Guild spokesmen have through their committee acquainted all labor unions and civic groups in the Chester circulation area of the impasse, and found that ready support for their cause was forthcoming. Many advertisers have been embittered because of rate increases instituted by the Howard regime, and they expressed sympathy for the employees.

Harassment By Newhouse Brings St. Louis Crisis

St. Louis, Mo.—With full support pledged by ANG, the members of the Globe Democrat unit of the St. Louis Newspaper Guild will meet tomorrow, Saturday, to take a strike vote to compel settlement of a long series of contract grievances with Newhouse management.

The call for the meeting coincides with the effective date of discharge of three Guildsmen in the unit, in direct defiance of a contract clause which prohibits management from ordering such firings.

The discharge notices sparked a meeting of the local executive committee, a call for unit meetings at which the strike vote session was fixed for tomorrow morning, and a promptly request to ANG officials in Washington for strike-sanction.

Harassment of the Guild through management's misapplication of long-standing contract provisions has been steady, Guild officers here recalled.

The latest incident was issuance of dismissal notices to three men, two of them grocery-audit field men and the other a dispatch room clerk, for the stated reason that their work had been discontinued and no other work was available for them.

But the Guild contract says: "If work being performed is discontinued by the Publisher, employees doing such work shall be given their choice of transfer to work within their ability and at no less pay, or dismissal pay."

It is completely understood by management, say Guild officers, that the choice is by the employee, not by management. That intent was made clear when the contract language was first written, and was accepted by management. It was further reviewed when two of the men were involved in a previous attempt to fire them, and management abandoned its stand on that occasion.

There have also been repeated assurances from management that ownership transitions at the Globe-Democrat would not bring discharges.

In the present case, management offered two of the men, in succession, a substitute job as rack repair man—a position which the Teamsters union properly claims, says the Guild. The Teamsters union members have a petition carrying 100 names, protesting assignment of the job to Guild jurisdiction.

The substitute job was offered in one case after dismissal notice was given. Both employees refused, with Guild backing, on the ground that the position was not within their capabilities, and with the further Guild assertion that it was not actually a job within the meaning of the contract.

Later moves by management include an offer to place the men in maintenance jobs, as janitors. Two are past 60 years of age, and all are "white-collar" experienced. Management also wanted to arbitrate the issue. This the Guild refused on the grounds that the contract language is unmistakably clear, and that arbitration would mean an unwarranted gamble on losing something won by the Guild in negotiation.

The Guild holds that the contract clause was intended to prevent the discontinuance of jobs of its members, whether or not other suitable jobs were available. The language provides maximum job security, without added qualifications, Guild officers declare.

The local executive committee, which last week reviewed the grievance situation and decided to determine unit sentiment on a strike vote, also heard of the abrupt settlement of another question raised by the Guild with Globe-Democrat management.

Two photographers were sent by the Globe-Democrat to cover the political convention at Chicago. The Guild said it had no objection providing their direction and assignments were from the St. Louis office and not from other dailies in the Newhouse chain. From the Guild's standpoint, the Globe-Democrat is a separate corporate entity, not part of a chain operation, and the Guild wished to avoid possibly dangerous precedents.

Without further consultation, or attempt to work out proper contract operation, Globe-Democrat management recalled the two photographers. Later one executive upbraided the chairman of the Guild committee for the action, which the executive termed a "lousy" action by the Guild.

ANG Leaflets Get Wide Usage

Some 6,500 copies of the new Guild leaflet, "ANG Has Come A Long Way," already have been distributed by the Research & Information Department in response to demands of locals.

The four-page leaflet, in two colors, is a reprint of an article by President Joseph F. Collis which appeared earlier this year in the American Federationist, AFL-CIO's monthly magazine. It summarizes the history of the Guild, its principles and objectives.

Suitable for use in organizing, new member programs, public relations and other local activities, the leaflet sells to locals for \$1.25 per hundred copies, \$12 per thousand.

The charges for the reprint leaflet have been fixed to cover half the cost of publication, in accordance with recommendations of the Albany convention in 1955.

They are a Summary of Pension Plans on Publications Under Guild Contract, An Outline Program for New Members and An Outline Program for Shop Stewards. The two outlines are adapted from discussions at ANG regional weekend training institutes held last year.

The charges for the reprint leaflet have been fixed to cover half the cost of publication, in accordance with recommendations of the Albany convention in 1955.

They are a Summary of Pension Plans on Publications Under Guild Contract, An Outline Program for New Members and An Outline Program for Shop Stewards. The two outlines are adapted from discussions at ANG regional weekend training institutes held last year.

The charges for the reprint leaflet have been fixed to cover half the cost of publication, in accordance with recommendations of the Albany convention in 1955.

They are a Summary of Pension Plans on Publications Under Guild Contract, An Outline Program for New Members and An Outline Program for Shop Stewards. The two outlines are adapted from discussions at ANG regional weekend training institutes held last year.

The charges for the reprint leaflet have been fixed to cover half the cost of publication, in accordance with recommendations of the Albany convention in 1955.

They are a Summary of Pension Plans on Publications Under Guild Contract, An Outline Program for New Members and An Outline Program for Shop Stewards. The two outlines are adapted from discussions at ANG regional weekend training institutes held last year.

The charges for the reprint leaflet have been fixed to cover half the cost of publication, in accordance with recommendations of the Albany convention in 1955.

They are a Summary of Pension Plans on Publications Under Guild Contract, An Outline Program for New Members and An Outline Program for Shop Stewards. The two outlines are adapted from discussions at ANG regional weekend training institutes held last year.

The charges for the reprint leaflet have been fixed to cover half the cost of publication, in accordance with recommendations of the Albany convention in 1955.

They are a Summary of Pension Plans on Publications Under Guild Contract, An Outline Program for New Members and An Outline Program for Shop Stewards. The two outlines are adapted from discussions at ANG regional weekend training institutes held last year.



FOR CIVIC AID—Six officials of Indianapolis Newspaper unions display the citations their organizations received in united fund raising efforts. From left are Jim Smith, Pressman's union; Robert O'Toole, Mailers; Joe Pedicino, Indianapolis Guild president; Howard Crafton, Stereotypers; Phil Alito, Typographers, and James Draper, Photo-engravers.

Reach Accord In Milwaukee After 5 Months' Bargaining

Milwaukee, Wis.—Where only a week before a stubborn Sentinel management had set a pattern new to Guild negotiations here by flatly refusing to meet with a conciliator, this week saw agreement on a new contract which the local negotiating committee will recommend for acceptance by a membership meeting.

Last week the Guild proposed conciliation, as a method of getting collective bargaining machinery off a dead center position. The Sentinel officials demurred, saying, in effect, that conciliation is a fine thing—for somebody else.

Bargaining on the new agreement, to be effective retroactively to last April 24, closing date of the old contract, was started last March 29. Weekly meetings were the rule, but in midsummer had reached an impasse, with refusal to conciliate as a low point in the relations.

The settlement reached this week brings the top reporter minimum to \$118.75, gives display salesmen a dollar less, and spreads increases of from \$2 to \$4.50 throughout the job structure.

New minimum figures set up a classification for the first time for sub-editors, at \$121.75, and show the following other typical levels:

Classified outside salesmen, \$96; branch managers, \$88; classified telephone solicitor, \$70.75; telephone operators, \$62.75 and

AFL-CIO Leaders Speak Labor Day

Four top leaders of the AFL-CIO will be heard in special Labor Day radio broadcasts over the nation's radio networks.

Pres. George Meany will broadcast over the Columbia System at 10:30 p.m. (EDT) on Labor Day.

Vice President Walter P. Reuther will be heard over the National Broadcasting Co. network at 10:15 p.m. (EDT).

Sec.-Treas. William F. Schnitzer's Labor Day broadcast will be carried by the American Broadcasting Co.'s network at 9:15 p.m. (EDT).

Vice Pres. David J. McDonald will be heard over the Mutual Broadcasting System at 7:15 p.m. (EDT).

clerk-typists, \$56.75.

Effective upon the actual signing of the new pact, an additional \$1.75 per week goes to promotion and copy service artists and layout men, under the settlement.

Other changes include: An added fifth holiday for editorial and outside circulation employees.

A five-day work week for outside circulators, with the same

change for home delivery workers as of next April.

Night differential, a new contract clause paying \$1 a week for all required to work between midnight and 6 a.m.

Reduction from 18 to 8 of the number of employees on a rotation-basis six-day week.

Application of some contract provisions to temporary and part-time employees, a new feature.

Paychecks Key To Prosperity AFL-CIO Publication Says

The buying power of wages and salaries must increase continually if the country is to prosper, the AFL-CIO Labor's Economic Review emphasizes in a restatement of organized labor's views on the elements of a healthy national economy.

The current issue of the AFL-CIO Dept. of Research's publication stresses that rising real incomes are essential if workers are to share in the benefits of improved productive efficiency and the mass consumption base is to be maintained.

"Goods are produced for sale," it explains. "When production outpaces sales, goods pile up on store shelves and in warehouses, production schedules are cut back, and workers are laid off."

The Review recalls that the average non-government worker produced 85 percent more in goods and services in one hour than he did in 1929—thanks to the development of labor skills, improved machines, better raw materials and more efficient flow of work. The rise in output per man-hour tended to cut unit production costs.

"If business holds most of these benefits for itself," it observes, "the lion's share will go only to business in the form of booming profits, as in the 1920s."

"Failure by business to share the fruits of industrial progress

with other groups creates economic distortions—excessively high profits and insufficient buying power—that are followed by production cutbacks and unemployment, as in the depression of the 1930s."

"From the viewpoint of economic good sense, the benefits of the economy's rising productivity should be shared by workers, consumers and business. In that way the entire nation can share."

Wage and salary increases need not result in general price increases, the Review emphasizes, adding that in many cases, "there is sufficient room for cuts in prices."

Labor costs have been at an average of about 25 percent of sales in recent years, it explains, and a 5 percent wage hike to match a 5 percent rise in productivity "does not absorb all the benefits of improved productive efficiency," it points out.

"If a 5 percent rise in man-hour output results in savings to the company of 30 cents for each man-hour worked," it explains, "a 10-cent an hour wage increase would leave 20 cents for some price reductions, as well as for increased profits."

Pension Conference Set For Sept. 15-16

On the initiative of the San Francisco-Oakland Guild, a conference is being set up at Washington September 15 and 16, open to all interested Guild locals, to adopt a voluntary program of reasonably uniform pension objectives.

Thus far, locals at Detroit, Philadelphia and Pittsburgh have endorsed the plan, and New York was slated to take action next week on representation at the conference.

The meeting grew out of informal discussions among Toronto Convention delegates with common problems in the attainment of pensions. Since the convention, San Francisco-Oakland has corresponded with a number of locals, and when several endorsed the plan, an invitation went out over the signature of Sam E. Eubanks, SPONG executive secretary, opening the sessions to all locals desiring to send delegates.

Expenses are to be met by a registration fee of \$20 per delegate, which will pay for a hotel meeting room, a transcript of the proceedings and a fee to a pension consultant. Travel costs will be borne by the participating local.

The formal call to the conference notes that at San Francisco work on a city-wide pension plan has been complicated by the question of how to relate pension fund benefits to such contract provisions as payment of severance on retirement, known as "alternate benefits."

In particular, it is desirable, says the call, to have agreement on basic points among locals in the larger management chains. Only if such agreement is reached can interchange of credits and benefits among employers with Guild contracts be assured.

Registration for the conference is being handled by the San Francisco Guild office.



Gordon F. Johnston, executive member of the Ottawa Guild, resigned his post with the Citizen to launch an all-Canadian editorial cartoon service, first of its kind in the Dominion. Cecil Collins, Citizen home page editor, being replaced by Mrs. Gordon Pearson, a Guild nominee for vacancy caused by Mrs. Collins' departure for the west coast to join her husband, RCAF public relations. Mrs. Eileen Fox is a new staffer in the Citizen business office.

Ralph Magee, executive secretary of the Baltimore local, has been elected secretary-treasurer of the Baltimore Council of Newspaper Unions, reactivated this year with nine local groups as affiliates.

Phil Pearl, Washington Guildsman who directs AFL-CIO public relations, shot a hole-in-one on the final day of his vacation at Silver Spring, Md. The vital

Pueblo, Colo.—As part of its efforts in the coming political wars, Pueblo Newspaper Guild 174 has voted to sponsor a series of advertisements on "Get Out the Vote" in the city's two newspapers, the Star-Journal and Chieftain.

First of these ads, a quarter-page spread, is to appear in both papers next Monday. Others will appear before the general election.

It urges Puebloans to register and vote in both the Sept. 11 Colorado primary elections and the Nov. 6 general election.

Illustrations include a pointing finger with the legend, "I want YOU to register and vote," heads of both the Democratic donkey and Republican elephant, and the American Newspaper Guild seal.

Name of the Pueblo Newspaper Guild as sponsor of the ad also appears.

Mid-Atlantic Council Meets September 8-9

Hazleton, Pa.—The Hazleton Guild will be host local at the meeting of the Middle Atlantic District Council, set for September 8 and 9, at the Hotel Altamont.

Theme of the two-day meeting will be inter-union cooperation. ANG Vice President Daniel A. McLaughlin, Elizabeth, will preside at the business sessions, and Joseph F. Collins, Wilkes-Barre, ANG president, will be a guest.

The Hazleton local plans a social affair for Saturday evening.

They Criticize Press Performance Down Under, Too

Abuse of the rights and privileges of a free press is causing concern among the news writers of New South Wales, who through their district of the Australian Journalists' Association have memorialized the State's premier at Sydney for establishment of a General Council of the Press.

The AJA, counterpart in Australia of the American Newspaper Guild, prints in the July issue of The Journalist, its official publication, the first section of the NSW office section, to be filed later, will deal with how such a proposed council would be expected to function.

Americans' Guildsmen will find much that is familiar in the text, which follows: "Freedom of the Press is essentially the right of the people, not a privilege of newspaper proprietors."

No let or hindrance is imposed upon subject matter published in the Press. But the publisher is held responsible if his publication trespasses beyond accepted bounds of decency and reasonable criticism.

Laws of libel and defamation exist to give protection to citizens against defamatory publication.

But law is an expensive process. Libel charges are often difficult to sustain and their prosecution favors the wealthy, who can appeal to higher jurisdictions if an

adverse verdict is given in a lower court.

In addition, modern press techniques are sufficiently skilled to enable journalists to keep within the borders of defamatory criticism and to prevent the citizen or organization from having adequate opportunity to reply. Undoubtedly objectionable writing exists.

It may not be legally punishable but it is unfair and a breach of those standards an enlightened community should uphold.

One-sided presentation of matters of public moment is harmful to the democratic ideal. Democracy depends on the will of the people.

It is a healthy and enlightened democracy when the people are able to give informed judgment on public questions.

It is the basic responsibility of the Press—and upon which its claim to any right of freedom is based—that it should provide the greatest range of facts upon all questions of public concern.

In New South Wales, there exists no machinery by which an ordinary citizen who considers that a published statement is unfair or inaccurate, can be sure of obtaining redress from the journal, even to the extent of having a correct statement published.

It is true that attempt is made by the Press to present conflicting views and to permit some published criticism to be answered.

But replies to criticism may often be delayed and then published in an incon-

sistent position, so that the injurious effect of the initial and, maybe, unfair criticism, goes virtually unchallenged.

The political Labor movement and the trade unions have an especial interest in this situation.

The majority of the Press in NSW and, indeed, in Australia, is controlled by interests which favor the anti-Labor viewpoint in their approach to public questions.

Almost invariably, the Press takes the side of the employers against the unions, and of business privilege against the public welfare.

Inevitably, the matter published tends to exhibit an anti-Labor or anti-union bias.

Right of proprietors to express their opinions in their journals is not questioned. It would be advantageous if every section of community thought, including the Labor movement, had its own organ of opinion.

But the Press, particularly the daily Press, has become such an integral part of community life that its sense of responsibility and its standard of accuracy should be commensurate with the great freedom it enjoys.

Without impinging upon this freedom, the ordinary citizen should be given protection against the coloring of his judgment by propaganda disguised as news and by wrongful emphasis through one-sided presentation of argument.

It is fundamental to a democratic soci-

ety that the Press should have full right to praise or criticize governments, public institutions and all those who take part in public life. But those criticized should have equal right publicly to answer the criticism, particularly if it is considered unfair.

The NSW community has the right to demand that the standards of its Press should be high, that its objectivity should be unquestioned, its accuracy unqualified and that criticism should be based on fact—with full opportunity for the critic to be answered.

The AJA is doing its best to ensure that its members uphold the high standard of journalistic ethics to which they are pledged. Operation of the AJA ethics code has survived proprietorial opposition including a challenge to the High Court.

The AJA can and does exercise authority when its members are involved. But on those questions of Press presentation determined by newspaper management under proprietorial policy, AJA authority is quite inadequate.

That is why the AJA strongly supports this application for establishment of a General Council of the Press in NSW, not only to safeguard the splendid traditions of a free and responsible Press but to expose, by suitable publicity, the existence of any discreditable practices which "by bringing the Press into disrepute . . . weakens the confidence that should exist between the citizen and the journalist."

In Local Balloting

Buffalo

Buffalo, N. Y.—Francis J. Skimin, of the Tonawanda Evening News unit, has been elected president of the Buffalo Newspaper Guild. He fills out the unexpired term of Floyd Stein, who resigned because of illness.

Detroit

Detroit, Mich.—UAW shop officers of the Labor-Miscellaneous unit of the Detroit Newspapers Guild are headed by Joseph

Walsh, of the UAW Radio-TV department, as chairman and steward. Russell Smith is vice chairman and Jerry Dale secretary-treasurer. Both are in the public relations department. Members at large of the contracts committee are Charles Baker, m.e. of The United Automobile Worker, and Howard Lipton, m.e. of Ammunition.

Heading the Labor-Miscellaneous unit is James Richard, a public relations staffer who formerly was Toledo Guild local president.

Dished It Out—Now He Takes It

By RAY PASNICK
Chicago Guild

In the last few months I've felt like a dentist must feel when he has his own teeth drilled.

Or like a lawyer who must stand trial.

Or like a police officer when the long arm of the law reaches out and comes to rest around his own shoulder.

For some 20 years I've been chasing down stories for a living; pounding them out on typewriters; setting up pictures; interviewing elusive characters, and doing the hundred and one other things that make up the hectic life of anyone in newspaper work.

It had never occurred to me how things might look from the other end of the telescope.

A few months ago Chicago newspapermen got an opportunity to work me over. It started with a telephone call received at the Guild office. The Photo Desk of the Daily News wanted to send over a man to get a picture—of ME!

"What for?" I asked, wondering if my income tax report for 1954 had been filed.

"You're one of six nominated to fill a vacancy on the School Board," I was told, "and we've got file shots of everyone but you."

My name had been submitted for consideration, but the shock of being among those favorably recommended for the post threw me.

As photographers from the Daily News and other newspapers came around for pictures, I assured them this was an awful waste of good film. It was comforting to think this would be the last of the whole thing.

A week later, a voice on the phone said the mayor's office was calling.

"I'm submitting your name to the Council for appointment to the Board of Education," Mayor Daley said casually, "and I think you should know about it before we announce it to the press."

In my surprised state I'm not even sure if I thanked the mayor. After talking with an excited wife and a buzzing office staff, it seemed that the situation called for a profound statement that would justify service with

Raymond W. Pasnick, for five years treasurer of the Chicago Guild local, tells what it's like, in this story written for Chicago's Page One Yearbook, to switch from the role of newsmen to public official.

As a member of the Chicago Board of Education he continues his bread-and-butter job of editing Steel Labor for the Steelworkers union, but here he describes the receiving end of the newsmen's barrage.—Ed.

an important educational agency. This I began to write.

Nothing but the worst kind of humdrum would come off the typewriter. The first reporter to call, a hardboiled Sun-Times staffer, sensed it immediately: "Give me something besides platitudes," he pleaded. "Which do you feel is more important, academic or vocational education?"

My reply must have gone down as a classic in hedging. Not having given the matter much prior thought, I blurted out: "Yes, they're equally important!"

The other reporters who called, most of them veterans on the school beat, probably thought me equally unfit for so important an assignment. To their credit, they never expressed their impatience while I tried to adjust myself to the process of answering instead of asking the questions.

My wife and two kids met the situation like experts. When a reporter-photographer team from the Sun-Times showed up at the house, they fired back replies like politicians and posed for pictures like real lions.

By way of contrast, a live telephone interview with Karen Walsh on his radio program "Night Desk" almost completely unnerved me.

What you have to admire is the thoroughness of Chicago's men and women of the press. They have an uncanny method of probing your mind until every speck of knowledge about the subject at hand is revealed and examined.

In this instance, the sharpest

cross-examinations came from the school writers, most of whom have lived with their reporting days, dilemmas all their reporting days, Helen Fleming from the News; Gladys Erickson, American; Ruth Dunbar, Sun-Times and Bob Wiedrick, of the Tribune.

It's a pity we don't draw on their vast store of knowledge in a more direct way to solve some of the more puzzling school problems.

It is interesting to note that personal friendship does not interfere with objective reporting. Miss Fleming, whom I have for years regarded as a close friend, was cordial and pleasant before and after a visit to my office.

But during the interview which she came to get, Helen demonstrated her superb skill as an interrogator. She fished, analyzed, re-fished, unearthed new angles and then searched some more. First class reporting.

This zealous hunt for objectivity is the hallmark of Chicago-style journalism. Take it from me. I've been through the mill.

Court Decision OK's Severance Plus State Pay

Denver, Colo.—A discharged employee given severance pay is not barred from receiving state unemployment compensation, said a precedent-setting decision by District Judge Albert T. Frantz.

Judge Frantz emphasized in his opinion that separation pay is often created as an inducement to "faithful, continuous service."

He said that employment benefits refer only to periods of unemployment, while severance is ordinarily payable in full even though other employment is obtained immediately after discharge.

The opinion was given on a suit filed by three women employees of Armour & Co. They were laid off a year ago when a department closed down. After receiving severance pay they applied for unemployment benefits, but their applications were denied.



—Photo By Tom Barlet, Madison Guild
HEAT BEATER—Bermuda shorts were Newsmen John Hunter's answer to this summer's midwest heat wave. Shown here being interviewed for the Madison, Wis., Capital Times is University of Wisconsin post-graduate Mrs. Khin-Khin Jensen, a native of Burma, whose mortar board graces Hunter's reporter's brow for picture-taking purposes only.



Holds Guild Will Survive Toronto Vote On Jolles

DETROIT, MICH.

Editor: There were a lot of us with deep feelings on the losing side in the Toronto convention vote on which a Toledo brother remarks with concern (GR, July 27).

But the Guild is not going to pot because on that, and I don't think the brother feels that way either.

FELIX B. WOLD,

Detroit, Mich.

Says Arbitration Is Key To Equity In Jolles Case

PORTLAND, ME.

Editor: Valhalla must have rung with ribald laughter as Heywood Brown, looking down on Toronto, observed a convention of the democratic union he founded paying lavish lip service to his memory and, in almost the same breath, denying Eva Jolles arbitration of her grievance.

I was not privileged to know Brown personally. But from everything I ever read or heard of the man, I believe this is a safe conclusion:

Brown would not be overly interested in whether Miss Jolles was or was not assayed to Ralph Novak and/or Bill Farson.

And he would deem secondary the justification or lack thereof in Farson's discharge of this Guild employee.

He would, in my judgment, consider that the primary issue is simply this:

How can the Guild, which long has held arbitration of its grievance to be the keystone of its collective bargaining program demand arbitration for its members and deny it to an employee?

He would, in my judgment, consider that the primary issue is simply this:

In the final analysis Miss Jolles was employed by Farson, not by the IEB which upheld him, and by the delegates, but by the 28,000-odd members of the American Newspaper Guild.

For that reason, I sincerely hope that they—the members—will have a chance to decide, in referendum, whether Miss Jolles will get the same consideration each and every one of them would expect the Guild to fight for, if he or she were in trouble.

W. C. LANGZETTEL, Portland, Me.

Dissents As To Resolutions On American Aid To Israel

ST. LOUIS, MO.

Editor: The resolution on "Arms to Israel" adopted by the Toronto convention makes me wonder if I should be proud of belonging to the Newspaper Guild any longer. I am very surprised that such a distinguished organization allows itself to misinform and mislead.

The resolutions committee should have taken a little time to study the situation in the Middle East. A resolution of this nature could create more anti-Arabs in the Arab world than the United States would like to see.

Careful study of the tense situation in the Middle East will show that almost a million Palestinian Arabs were driven out of their homes and livelihood when Israel was created. The only excuse for creating the state was that almost two thousand years ago a Jewish state existed in the area. It is hardly

logical or just to create a state and drive the peoples of the land out to live in a state worse than death.

I am aware that there is a tremendous support from America to Israel. I am also aware that there are many who are willing to sing the praise of Israel in America day and night. But I have always believed that newspapermen and women are dedicated to the truth.

When the Newspaper Guild finds it necessary to express itself on international affairs, I think it advisable that journalists, not classified girls or clerks, should handle the problem.

I am angered that the Newspaper Guild allows misinformed persons to represent it on sensitive international issues. Because I believe that Americans want peace, I demand as a Guild member that this resolution be reviewed in the light of facts and truth, not mere propaganda.

We need more international understanding. If the Newspaper Guild cares to contribute to this understanding, it is time to inform the misinformed, members first and Americans in general.

AZIE SHIHAB,

St. Louis, Mo.

Hammond Presents Robust Backing Salary-Party Aim

HAMMOND, IND.

Editor: I feel it is incumbent upon me to reply to my friend and erstwhile colleague, Bob Hickey, of San Jose, whose broadside (GR, Aug. 10) indicated that the position of the Hammond Guild, in pressing for elimination of discrepancies between rewriters' and reporters' salaries, is foreign and contrary to the best interests of the Guild.

A review of recent contract settlements will show that more and more publishers are facing up to the fact that reporters are just as important—and often more important—than the desk-bound rewriters, and are rewarding them with comparable wages. This trend, I feel, is in the noblest tradition of the American Newspaper Guild.

I'm afraid Brother Bob used a bad example in trying to clinch his argument. Indeed, I'm not looking through "green-eyed glasses." You see, I've been a rewriter for the past three years.

ED KECHE, President, Hammond Guild

Sees Trade Union Tenets Sacrificed In Jolles Case

NEW YORK CITY

Editor: I read with surprise and dismay that the Toronto Convention had voted to deny the appeal of a Guild employee to the right of arbitration in her firing.

I was appalled to read that so many Guildsmen whom I had previously respected highly had played parts in the sell-out of union principle to political expediency.

In more than 15 years in the labor movement I have seen very few instances of refusal to go to arbitration except in the cases where a dissenting party feared the decision. Is this the case of the Guild in the Jolles matter?

If it is so, then politics are playing too big roles in our union. It is time that the members reassess our leadership and their operation of our union.

IRVING BURLEIGH, Los Angeles Guild

Letters shall be limited to 300 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. During elections or referendum letters on the question to appear in the edition immediately preceding the distribution of ballots shall be deemed to be material appearing in the preceding edition.

Originally we organized on a political basis to chase the southpaws, who were pitching foul balls in our name, to the showers. Those who are now serving in their places are becoming equally unacceptable.

Since when should good trade unionists—among themselves—be afraid to submit a case of great importance (and the firing of a worker certainly is of top seriousness) to the umpire for a ruling?

As a former Guild local president for five years, I know of the splendid work which Miss Eva Jolles performed for my own local and for a number of neighboring ones. A test of her effectiveness is the fact that she has been called upon by half a dozen locals to help them with problems, since she was elected by the present Guild leadership.

Come on, boys, let's play the game according to the rules. Play your petty pool-room politics if you must, but let's not sacrifice the fair play of real trade union principles in the process.

I'm afraid that the Jolles case is going to be thrown up against leaders of local unions throughout the country in future negotiation sessions.

From now on let's act like a grown-up trade union. The sacrifice of one of our best workers in the vineyard of too little reward is already too great a price to pay for such a lesson.

JOE KUTCH, New York Guild

Office Staffs Vote Closer Attention, Says LA Member

LOS ANGELES, CALIF.

Editor: In the August 10 Guild Reporter you quote King Pastures Mary Hickey as saying, "They tell me, by and large, the Newspaper Guild is the only labor group that is strongly organized in the domain of clerical (or white collar) employees."

Now at Toronto we had panels devoted attention to special segments such as advertising workers, direction, and the other whole body which is the Guild. Where the hell was the panel looking out for the interests of the myriad of clerks, bookkeepers and stenographers of the business office and elsewhere around the plant?

All the organs have to be cared for if the whole body is to grow and be healthy. The white collar field of the Guild offers the greatest opportunity for gains that need to be made. There's plenty to be done.

As a matter of fact, in the same issue you carried a story about a clerk-typist who was fired in the President's own local, Wilkes-Barre, because she had made some errors, not as a clerk-typist, but on payroll work which should have been the duty of a bookkeeper or an accountant. See what I mean?

You've got to have three arms to work in the average business office. Someone working the accounts A through G is a senior bookkeeper. The guy right alongside him working the same accounts G through Z is a junior bookkeeper. That's a union!

Yours for a better and stronger Guild,

IRVING BURLEIGH, Los Angeles Guild

GUILD BOOKSHELF

WASHINGTON LOWDOWN.

Larson D. Farrar, New American Library, New York City, 156 pp. Signet paperback, 25c.

There is neither rancor nor ill nature in this sharply defined "inside picture" of the Nation's capital and its fabulous folk. Author and former newsmen Farrar closes his final chapter, in fact, on a cheering note: "... Washington is for me a city of hope."

But before he reaches that optimistic conclusion, his book dissects with a sure scalpel the Senate, the House, the three most recent occupants of the White House, the Cabinet, and the Supreme Court. What he lays bare is vastly more entertaining—and challenging—to any serious student of governmental operations—than the superficial critical gossip-mongering recital that in less steady hands the volume might have become.

Farrar left newspapering in the South to do magazine editing and writing in Washington, plus a tour of ghost-writing chores for one Republican campaign. That he has grave misgivings about both major parties is obvious, and what he tells of their maneuvers shows why.

And to one TVviewer of last week's Chicago convention, there was little doubt that more than one Democratic orator had also closely read Farrar's compactly-written prose.

COMMUNITY EDUCATION IN THE WORLD AFFAIRS. William C. Rogers, Univ. of Minnesota Press, Minneapolis, Minn. 86 pp. \$1.25.

This booklet is devised ideally for Guild locals that want to take part intelligently and constructively in community betterment through extension of

knowledge in the area of international affairs.

The author is director of the World Affairs Center at Minneapolis, and the booklet is essentially a how-to-do-it treatise on setting up local replicas of the fine programs and projects fostered at the university, and exemplified in the world affairs information service at the Minneapolis Star, which Dr. Rogers also directs.

The manual sketches methods of organizing groups, tells how to get speakers, printed matter and films, and discusses sample programs and potential problems to be encountered and overcome.

That capsule statement by Lou Boudreau leads off this documentation of how racial and religious barriers have been torn down in the ranks of U. S. athletic competition, with resulting good for the cause of democratic common sense.

The booklet is the work of Sports Columnist Jack Mahley, of the Chicago Daily News, and the Anti-Defamation League of B'nai B'rith rates a bow for its cooperation in seeing that it was published. Just to make an all-Guild job of the manuscript itself, Jerome Gibbons, also of the Chicago Daily News, did the attractive drawings which embellish it.

And for the reader who wants to dig further into the theme of fair play to all, there is a list of a dozen excellent recent sources.

Guild-negotiated wage hikes in recent months have kept pace with the upward trend noted by AFL-CIO. The latest issue of Recent Contract Settlements, distributed by the Research & Information Department, reports that of 38 settlements negotiated since March 1 by Guild locals, more than half provided for increases of 24 a week and up in the key classifications. Three-fourths of these higher increases were obtained since May 1. The range was from \$1.50 a week to \$7.50.

"A significant element in negotiations in most industries," says Collective Bargaining Report, "is the fact that employers generally have been doing extremely well. Most industries have been succeeding, not only in maintaining their high 1955 profit levels, but in surpassing them. . . ."

"It appears likely that wage

reporting that its condition was such that the existence of facial scars could not be verified.

The FBI declined to expand on the motive but from appearances the attack was connected with devious underworld operations in the garment district, rather than with the widely-publicized inference that Riesel's preoccupation with labor racketeering, in his writings and radio work, had brought criminal reprisals.

The FBI account held that the assailant himself bore facial scars from splashing acid. The District Attorney's spokesman said that the autopsy record showed an old scar, but no recent disfigurement. There was disparity, too, in height measurements.

The FBI said that the acid thrower was Abraham Telvi, 21, who had been paid \$1,500 for the Riesel attack, and that two of the three being held were also paid for a share in the arrangements. The remaining person arrested is Telvi's brother, held as a material witness.

The body of Telvi was later exhumed from a Queens cemetery, but police were quoted as

WHO'S ON FIRST. Jack Mahley. Public Affairs Committee. New York City. Pamphlet, 28 pages, 25c.

"Discrimination has no place in baseball and I hope that baseball may be an instrument to show that it has no place in America."

That capsule statement by Lou Boudreau leads off this documentation of how racial and religious barriers have been torn down in the ranks of U. S. athletic competition, with resulting good for the cause of democratic common sense.

The booklet is the work of Sports Columnist Jack Mahley, of the Chicago Daily News, and the Anti-Defamation League of B'nai B'rith rates a bow for its cooperation in seeing that it was published. Just to make an all-Guild job of the manuscript itself, Jerome Gibbons, also of the Chicago Daily News, did the attractive drawings which embellish it.

And for the reader who wants to dig further into the theme of fair play to all, there is a list of a dozen excellent recent sources.

Increases negotiated in the second half of the year will broadly match the amounts typical in the first half.

"Although there undoubtedly will be exceptions for particular companies or industries troubled with any sharp economic downturn, the level of settlements thus far this year is a compelling force for agreement on comparable increases in forthcoming negotiations."

The continuing rise in productivity in most industries and in the nation as a whole, together with the current high level of business activity in most parts of the economy, also bolster the prospect for widespread wage increases in the 10-to-15 cent range in the months immediately ahead."

Trends in benefit improvements are summed up as follows:

1. Health and Welfare Benefits—There has been a continuing (a) increase in benefit levels, in part to meet rising costs of medical service and in part to provide more fully for worker needs, (b) widening of coverage, particularly to provide for doctor's care outside the hospital, and (c) extension of coverage to worker dependents and to retired workers.

Also, in a number of contributory plans, the worker contribution has been reduced or eliminated in favor of financing entirely by the employer.

2. Pension Plans—The spread of negotiated pension plans has continued. Plans already established are being liberalized, particularly through increases in pension payment levels.

3. Paid Vacations—Major changes reduce the period service required for 2 and 3-week vacations and provide 4-week vacations for longer-service employees.

4. Paid Holidays—Widespread negotiation of additional holidays to raise total to 7, 8, 9 or more. Most noticeable trend is observance of days before Christmas and New Year's as half or full holiday with pay.

Also, in a number of contributory plans, the worker contribution has been reduced or eliminated in favor of financing entirely by the employer.

2. Pension Plans—The spread of negotiated pension plans has continued. Plans already established are being liberalized, particularly through increases in pension payment levels.

3. Paid Vacations—Major changes reduce the period service required for 2 and 3-week vacations and provide 4-week vacations for longer-service employees.

4. Paid Holidays—Widespread negotiation of additional holidays to raise total to 7, 8, 9 or more. Most noticeable trend is observance of days before Christmas and New Year's as half or full holiday with pay.

Also, in a number of contributory plans, the worker contribution has been reduced or eliminated in favor of financing entirely by the employer.

2. Pension Plans—The spread of negotiated pension plans has continued. Plans already established are being liberalized, particularly through increases in pension payment levels.

3. Paid Vacations—Major changes reduce the period service required for 2 and 3-week vacations and provide 4-week vacations for longer-service employees.

4. Paid Holidays—Widespread negotiation of additional holidays to raise total to 7, 8, 9 or more. Most noticeable trend is observance of days before Christmas and New Year's as half or full holiday with pay.

Also, in a number of contributory plans, the worker contribution has been reduced or eliminated in favor of financing entirely by the employer.

2. Pension Plans—The spread of negotiated pension plans has continued. Plans already established are being liberalized, particularly through increases in pension payment levels.

3. Paid Vacations—Major changes reduce the period service required for 2 and 3-week vacations and provide 4-week vacations for longer-service employees.

4. Paid Holidays—Widespread negotiation of additional holidays to raise total to 7, 8, 9 or more. Most noticeable trend is observance of days before Christmas and New Year's as half or full holiday with pay.

Also, in a number of contributory plans, the worker contribution has been reduced or eliminated in favor of financing entirely by the employer.

2. Pension Plans—The spread of negotiated pension plans has continued. Plans already established are being liberalized, particularly through increases in pension payment levels.

3. Paid Vacations—Major changes reduce the period service required for 2 and 3-week vacations and provide 4-week vacations for longer-service employees.

4. Paid Holidays—Widespread negotiation of additional holidays to raise total to 7, 8, 9 or more. Most noticeable trend is observance of days before Christmas and New Year's as half or full holiday with pay.

Induced To Resign, Arbiter Restores Job

Local Copy

Wage Gains Up In '56, Guild Locals Keep Pace

"Wage and benefit increases negotiated in the first half of 1956 have been markedly larger in most instances than in 1955," reports the AFL-CIO Department of Research in the summer issue of its Collective Bargaining Report.

Largest number of negotiated wage increases in recent months, the department noted, has been between 10 and 15 cents an hour—roughly 3 to 5 cents more than typical increases last year.

In addition, improvements in non-wage benefits generally have accompanied the wage increases, AFL-CIO notes.

The Research Department tabulates the results of bargaining throughout the country in the first six months of this year as follows:

• About 25 percent of the increases were 13 cents or more an hour.

• About 35 percent were 10 cents or more an hour.

• About 80 percent were 7 cents or more.

• At the bottom of the scale, only some 20 percent were as small as 4, 5 and 6 cents.

• Less than 3 percent of settlements were concluded without a wage increase. This is a slightly smaller percentage than last year and only about one-third as large as the no-increase percentage in 1954.

Guild-negotiated wage hikes in recent months have kept pace with the upward trend noted by AFL-CIO. The latest issue of Recent Contract Settlements, distributed by the Research & Information Department, reports that of 38 settlements negotiated since March 1 by Guild locals, more than half provided for increases of 24 a week and up in the key classifications. Three-fourths of these higher increases were obtained since May 1. The range was from \$1.50 a week to \$7.50.

"A significant element in negotiations in most industries," says Collective Bargaining Report, "is the fact that employers generally have been doing extremely well. Most industries have been succeeding, not only in maintaining their high 1955 profit levels, but in surpassing them. . . ."

"It appears likely that wage

reporting that its condition was such that the existence of facial scars could not be verified.

The FBI declined to expand on the motive but from appearances the attack was connected with devious underworld operations in the garment district, rather than with the widely-publicized inference that Riesel's preoccupation with labor racketeering, in his writings and radio work, had brought criminal reprisals.

The FBI account held that the assailant himself bore facial scars from splashing acid. The District Attorney's spokesman said that the autopsy record showed an old scar, but no recent disfigurement. There was disparity, too, in height measurements.

The FBI said that the acid thrower was Abraham Telvi, 21, who had been paid \$1,500 for the Riesel attack, and that two of the three being held were also paid for a share in the arrangements. The remaining person arrested is Telvi's brother, held as a material witness.

The body of Telvi was later exhumed from a Queens cemetery, but police were quoted as

reporting that its condition was such that the existence of facial scars could not be verified.

The FBI declined to expand on the motive but from appearances the attack was connected with devious underworld operations in the garment district, rather than with the widely-publicized inference that Riesel's preoccupation with labor racketeering, in his writings and radio work, had brought criminal reprisals.

The FBI account held that the assailant himself bore facial scars from splashing acid. The District Attorney's spokesman said that the autopsy record showed an old scar, but no recent disfigurement. There was disparity, too, in height measurements.

The FBI said that the acid thrower was Abraham Telvi, 21, who had been paid \$1,500 for the Riesel attack, and that two of the three being held were also paid for a share in the arrangements. The remaining person arrested is Telvi's brother, held as a material witness.

The body of Telvi was later exhumed from a Queens cemetery, but police were quoted as

reporting that its condition was such that the existence of facial scars could not be verified.

The FBI declined to expand on the motive but from appearances the attack was connected with devious underworld operations in the garment district, rather than with the widely-publicized inference that Riesel's preoccupation with labor racketeering, in his writings and radio work, had brought criminal reprisals.

The FBI account held that the assailant himself bore facial scars from splashing acid. The District Attorney's spokesman said that the autopsy record showed an old scar, but no recent disfigurement. There was disparity, too, in height measurements.

The FBI said that the acid thrower was Abraham Telvi, 21, who had been paid \$1,500 for the Riesel attack, and that two of the three being held were also paid for a share in the arrangements. The remaining person arrested is Telvi's brother, held as a material witness.

The body of Telvi was later exhumed from a Queens cemetery, but police were quoted as

Grievance Case History No. 33

San Francisco—An arbitrator has upheld the right of a management-induced resignation obtained from him while he was emotionally disturbed in return for the payment of severance pay.

Arbitrator Arthur C. Miller ordered the San Francisco Examiner to reinstate the sports writer, Harry Borba, "with back pay and service record unimpaired."

Borba had more than 21 years of service on the Examiner sports staff at the time of his resignation. In recent years, he had been hired away from the Examiner by the San Francisco News in September 1934 and his accession to the Examiner staff was announced by a full-page spread in which he was proclaimed "one of the best known football writers in the West."

Since 1946, he had been assigned exclusively to football and baseball. In recent years, he had been hired away from the Examiner by the San Francisco News in September 1934 and his accession to the Examiner staff was announced by a full-page spread in which he was proclaimed "one of the best known football writers in the West."

Later that day, however, after further reflection on his action, Borba consulted the Guild, which arranged a meeting with management. But the Examiner rejected Borba's attempt, through the Guild, to withdraw his resignation.

San B. Eubanks, executive secretary of the San Francisco-Oakland Newspaper Guild, then wrote the Examiner that Borba was available for assignment to normal duties in the sports department and was prepared to return his severance pay upon his return to the staff. Management replied that it had accepted Borba's resignation.

The Guild then proceeded to arbitration. It contended, first, that Borba was under the undue influence of a situation contrived by the sports editor for the very purpose of putting pressure upon him to act rashly and hand in an ill-considered resignation, and, secondly, that apart from this, the resignation was invalid "as an attempt by an individual employee to vary the terms of the agreement by waiving rights thereby conferred upon him with the consent of the Guild as one of the contracting parties."

Upholding the first contention, Arbitrator Miller felt it unnecessary to consider the second. It was quite evident from the testimony, he noted, that Borba had become increased and emotionally disturbed just prior to his resignation.

"It is true that according to Borba's account of the brief conversation he had with the sports editor . . . he it was who opened the general subject of a termination of his employment by asking 'Can you get me my severance pay?' But it is noteworthy that in this somewhat ambiguous inquiry Borba made no direct allusion to resigning and, as both he and the sports editor knew, under the agreement severance pay becomes due only to employees who are discharged, not those who resign. Thus the more natural implication of the inquiry was that in

view of his position as a senior employee and his established reputation as a baseball writer, Borba at least was entitled to timely notice of a change in assignment and an explanation of the reasons for it. Instead, he first learned of the shift from an outside source, 'an upward circumstance which could not have failed to lacerate Borba's sensibilities over his employment status.'"

Answering management's contention that Borba presumably had full legal capacity to act in his own interest, the arbitrator said:

"I would agree that it is no part of the function of an arbitrator to appoint, under this agreement to protect such employees from the folly of whatever contractual commitments they may make consistent with their provisions if they have freely assented to them. Nevertheless, the law under which the agreement was made and according to which it is to be enforced had long accorded relief from such commitments to those whose assent was not thus freely given. Each such case, of course, depends upon its own particular facts; and where, as here, it appears that an employee with a long record of admittedly satisfactory service, without reasonable opportunity for deliberation and considered judgment, was induced by his superiors summarily to resign and surrender all of the contractual rights and benefits accruing to him therefrom, under the pressure of circumstances materially aggravated by their neglect, if not design, it is my conclusion that such relief should not be denied. . . ."

"I said, you really mean it?"

"He said, I have something I want to tell you. I asked what it was. And he said, you are not doing baseball any more. I asked why. And he said because Walter Judge is a better writer. I said, is that your opinion? And he said yes, it is."

"I said, you really mean it?"

"He said, I have something I want to tell you. I asked what it was. And he said, you are not doing baseball any more. I asked why. And he said because Walter Judge is a better writer. I said, is that your opinion? And he said yes, it is."

"I said, you really mean it?"

"He said, I have something I want to tell you. I asked what it was. And he said, you are not doing baseball any more. I asked why. And he said because Walter Judge is a better writer. I said, is that your opinion? And he said yes, it is."

"I said, you really mean it?"

"He said, I have something I want to tell you. I asked what it was. And he said, you are not doing baseball any more. I asked why. And he said because Walter Judge is a better writer. I said, is that your opinion? And he said yes, it is."

"I said, you really mean it?"

THE GUILD REPORTER

CHARLES E. CRINSEY, Editor
Published by the American Newspaper Guild (AFL-CIO, CLC) the second and fourth Fridays of each month at 1128 16th St., N. W., Washington 6, D. C. Single copy 15¢. Re-entered as second-class matter July 20, 1956. Washington, D. C. Post Office, under Act of Aug. 24, 1912.
Guild Reporter deadline at 1128 Sixteenth St., N. W., Washington 6, D. C.; letters, features and ads the Friday preceding publication date; news, Tuesday preceding publication; news bulletins, Wednesday preceding publication.
Acceptance for mailing at the special rates of postage provided for in the Act of February 26, 1949.

AND INTERNATIONAL OFFICERS
PRESIDENT: EXECUTIVE VICE PRESIDENT: SECRETARY-TREASURER: Joseph F. Cella William J. Farson Charles A. Ferik, Jr.
REGIONAL VICE PRESIDENTS: 1—John H. Thompson, 42 Windsor Road, No. Quincy, Mass. 2—Richard Lane, 61 North Reese St., Memphis, Tenn. 3—James B. Wood, 714 Princeton St., Louis 8, Mo. 4—Fred D. Fletcher, 4267 Raymond Way, Santa Rosa, Calif. 5—Arthur Rosenstock, 200 E. 14th St., Bronx, N. Y. 6—C. Joseph Bessiere, 160 Indian Road, Toronto 8, Canada.
AT-LARGE VICE PRESIDENTS: Whitford E. Alexander, 886 Val Park Ave., No. Valley Stream, L. I., N. Y. Ed Marchinas, 21 West Superior, Chicago 16, Ill. Daniel A. McLaughlin, 11 Maple St., West Orange, N. J. Robert G. Stafford, Box 68, West Randolph, Ohio. Ward Wells, 1331 Broadway, New York 10, N. Y. Harvey H. Wing, 1129 Hamilton Lane, Burlingame, Calif.
DIRECTOR OF RESEARCH AND INFORMATION: Ellis T. Baker, III.
INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger (on leave), Kenneth R. Byrd, Joseph E. Campo, Joseph G. Colangelo, Charles Dale, Don Hayes, Ray Mann, Maxwell E. H. Pyle, Stephen Ripley.

August 24, 1956

Vol. XXIII—No. 17

Letter To Guild Locals Spurs Political Action

Emphasis on the vital need for political action in this presidential election year is supplied in a letter which this week went to the presidents of Guild locals and district councils from the ANG Department of Research and Information.

The letter notes that in the 1954 "off-year" congressional elections, candidates listed as friends of labor won by the narrowest of margins in eleven instances. In these cases, a switch of one or two votes in each polling precinct would have spelled defeat for the aspirants, including some for congressional places.

Closest margin of all was that which seeded U. S. Senator Richard Neuberger in Oregon. In his case, less than one vote in each precinct of his State separated him from defeat. The support of his friends in the labor movement was an important factor.

COPE, the AFL-CIO agency which the Guild, among other labor unions, helps to finance, is the tested means by which Guildsmen may make certain that their campaign dollars will count in areas where slim election margins may be encountered.

In the November balloting, COPE designates the Committee on Political Education.

It stresses first the need for registering all eligibles, so that public elections will actually be representative of the many, rather than the few.

Its second purpose is to acquaint all affiliated labor groups with the voting records of office holders and the avowed principles of new entrants in the political arena, so that union members may judge where their interests lie, as to choice of candidates.

COPE stresses that, like the over-all aims of the AFL-CIO, its purposes are not solely devoted to organized labor as such. The 15 millions enrolled in labor unions are a representative cross section of American citizenry to whom COPE is able to appeal directly.

The Guild's Toronto convention urged wider participation in political action by all Guild members. The current letter encloses a copy of the report dealing with the subject as adopted, and a supply of COPE receipt books for use by locals in conducting drives for COPE dollars.

Move To Decertify At Waterbury

Waterbury, Conn.—In the midst of a season of bargaining for a new Guild contract to succeed that which terminates October 1, a petition has been filed with the Boston office of the National Labor Relations Board seeking to have the Waterbury Guild decertified as bargaining agent for American-Republican employees.

Signatory to the application, which asserts that a "substantial" percentage of the affected employees seek decertification, is a former Guild member-employee.

A hearing at the Courthouse in Waterbury is set for next Monday before a field examiner for the NLRB.

The Waterbury Guild was first certified through an NLRB election in December, 1954, with 31 voting for and 21 voting against the choice of the Guild. Negotiation meetings followed, and resulted in signature of an initial contract last October. Its substandard terms led to withholding of approval by the IEB contracts committee, and the agreement was listed as a policy statement rather than a Guild-recognized contract.

Counterproposals by management in negotiations which were

started last week would lower the contract further from accepted Guild standards, local officers noted. Management negotiator is a spokesman for the New England Daily Newspaper Association.

In response to the filing of the petition, ANG Counsel Irving Leuchter has written to the Boston NLRB office noting that a hearing on the matter may be unnecessary.

The Guild, Leuchter wrote, will consent to the holding of an employee election any time after September 15, that date being chosen to avoid the possibility of vacation-time absences.

The unit acceptable to the Guild would include employees in the news and editorial department, and exclude executives, supervisors within the meaning of the Labor Relations Act, part-time and temporary employees.

Quiet Integration Progress

A survey by the Southern Education Reporting Service indicates that more than 256,000 Negroes were "integrated" in public schools in southern and several border States and the District of Columbia.

Washington Roundup

By WILLARD SHELTON
Washington Guild

SAN FRANCISCO—In this incomparable city—which during the Republican convention a girl reporter described as "this land of milk and plenty"—the ratification ceremonies for Eisenhower and Nixon left reporters with a grim, unflattering conviction that they never knew where their next story was coming from.

They noted, ad infinitum, that for the convention the enterprising brokerage firm of E. H. Hutton & Co., New York, installed on the lobby floor of the Fairmont Hotel a Dow-Jones ticker, so that apprehensive Republicans from the East could "keep track of their holdings."

They noted that in the Fairmont, the Mark Hopkins, the St. Francis and other plush hotels, convention visitors—well-heeled delegates and reporters worried about their expense accounts—received impartially under their room doors each day's spanking-new edition of the Wall Street Journal.

One sad man, commenting on the activities of himself and colleagues, remarked: "We're all writing the same story but we arrange the paragraphs differently." This was good for a lot of mileage including a column by a syndicated Washington writer.

THE MOST PROVOCATIVE early incident was the announcement from Washington that President Eisenhower would arrive a day ahead of schedule to "visit his friends." It has not been noticeable that Mr. Eisenhower's intimate "friends" previously included ordinary Republican delegates. Mostly the "friends" he invites to his White House stag dinners are corporation presidents, board chairmen and their lawyers and bankers.

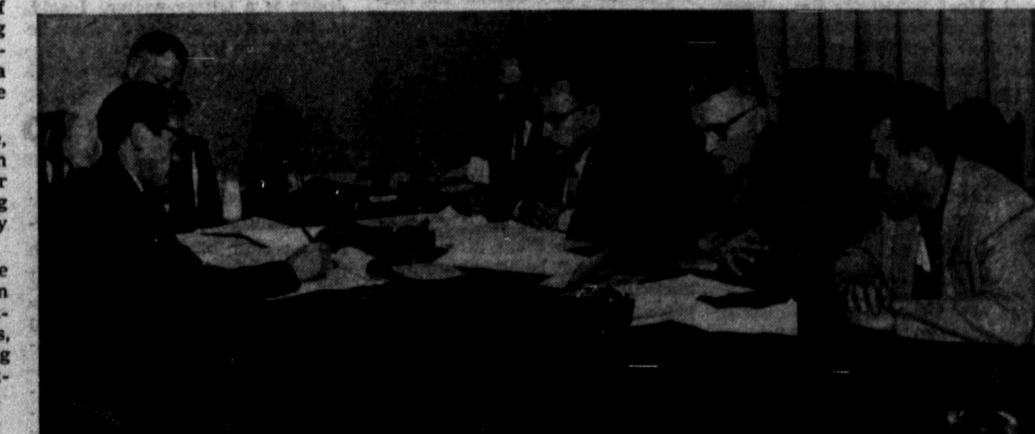
Observers sat around and guessed that maybe the Democratic uproar in Chicago had got under the President's skin a bit; he is not a man who tolerates criticism easily.

People guessed that Eisenhower's managers may have decided that the contrast between the Democrats' uninhibited shindig and this well-scrubbed aseptic operation in San Francisco would have a bad public relations effect.

A local newspaper on Monday, Aug. 20, carried a banner line, "WHY IKE WILL FLY HERE EARLY," and so help me, there wasn't a word in the story about why Ike would "fly here early." Everyone is familiar with the trick of building a headline on the most trivial speculative paragraph in a story. When the banner line is built on nothing, things are desperate.

THE FANCY EVENT of the early days before Mr. Eisenhower arrived to "visit his friends" was a remarkably well-attended press conference held on a stairway landing in the Fairmont Hotel by that aging demagogue, Gerald L. K. Smith.

This reporter, in a job which seems like a previous incarnation, happens to have known Smith when he was a "liberal" Protestant clergyman in Indianapolis, before he went to Louisiana and became, in effect, Huey Long's chaplain and later Huey Long's funeral eulogist.



FOR FOREIGN CONSUMPTION—Tape-recorded for "Voice of America" broadcasting was this grievance session between the New York Guild local and management of The Jewish Day, held at the American Arbitration Association offices. Purpose was to demonstrate the democratic methods of settling employee grievances in this country. Shown at the right are three Guild representatives, M. Michael Potoker, New York local secretary-treasurer, with Samuel Landan and Leon Burley, "Day" unit officers. At the head of the table is A. K. Knowlton. At the left is Arthur L. Jacobs, "Day" general manager and at Potoker's right is Edgar DeGross, tribunal clerk.

If there had been any early news from the Republican convention, Smith's staircase press conference would have attracted no attention. The faker, bragging about his 35 years of marriage to his wife, would have whistled to the wind.

There was no early news, so Smith got an audience. He had the red twinkling eyes of the newscameras fastened upon him—although I doubt that he got, in any city or any network, much more than a place on the cutting-room floor.

He talked about the horrendous plots of Milton Eisenhower, the President's brother, and Sidney Weinberg, the Goldman-Sachs investment banker, to "dump" the 100 percent American, decent right-wing Republican Richard M. Nixon. He said that plots against Nixon took form in a "meeting" in New York City, in the Waldorf Astoria Hotel, on Aug. 14, in the suite of Arthur J. Goldsmith, an allegedly "mysterious" figure. He talked about "New York Jews."

How did he know about what took place privately between Milton Eisenhower, Weinberg and Goldsmith, Smith was asked. Well, a waiter in the Waldorf Astoria observed who was there.

The "waiter" wasn't in the room all the time, but Smith learned about the discussions from reports in the "lobby" later.

So he held a news conference here, and reporters lacking anything better to do trotted contemptuously to hear what he had to say. It wasn't much—except that if he had a vice presidential preferential choice, he would rather have Senator Bill Jenner of Indiana even over "right-winger" Nixon.

FOR PUBLIC CONSUMPTION, the GOP speakers talked about the Democratic convention as if it were unclear. It was an indignity, perhaps even an impiety, for Democrats to have spoken scalding words about Gen. Eisenhower, the Republicans intimidated.

Well, San Francisco is a well-washed city. There is fog but no smog. There is no baking heat. The wind comes at times from the sea. The city peers at the Orient. The great bridges march across the Bay and the Golden Gate, but San Francisco thinks of the trade overseas—the same trade that Yankee Clipper ships from New England enriched themselves on some hundred years ago.

San Francisco, like other maritime cities, is an insurance center, a banking center, a place where admiralty law is greatly respected.

A posse of commentators said, during the Republican convention, that San Francisco was an ideal place to have a "non-controversial" and "rational" meeting of the Republicans, renominating Eisenhower and Nixon and rubber-stamping the platform.

My own guess is that San Francisco, looking at the Orient, is as unruly and as little tamed as Chicago. Foreign policy isn't a joke to the insurance, banking and brokerage firms looking toward the Orient.

For the time being, however, the beautiful city was hospitable to all. To all, that is, except the reporters desperately searching for a story.