

The Guild Reporter

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD

Vol. XXIII—No. 19 Washington, D. C. Sept. 28, 1956

Broun Room Is Equipped, To Be Handsome Memorial

The Heywood Broun Room at ANG's international office is going to be a handsome memorial to the Guild's first president. That became evident this week when carpenters, painters, electricians and carpetlayers arrived in the wake of delivery of cabinet and shelving sections.

What had been an echoing emptiness was transformed in a few days to walnut-paneled elegance, with two long walls covered from floor to ceiling by shelving, based on somewhat deeper cabinet units below. The end wall contains a recessed area, with provision for overhead lighting of the oil painting of Broun now under completion in New York, gift of the New York Guild. Flanking the portrait section are cabinets and shelves matching those on the side walls.

Occupying the center of the room is a solid walnut table, with six arm chairs. Brass ferrules on the legs of table and chairs serve as protection for the wood finish, while the chair backs and seats are of blue-gray plastic upholstery. Carpeting is in a soft beige tone.

Its primary use will be to house the Guild's large and always growing collection of books, on subjects of both direct and indirect Guild interest. They range from reference volumes through treatises on the newspaper industry, biographies of newsmen and reminiscences of correspondents, histories of trades unions and reports of their convention actions. A fairly complete file of news periodicals, including bound copies of all Guild Reporter issues back to Volume One, No. 1, will also find shelf room.

Books by Broun himself, most of them collections of his daily column output, will have a place of honor.

And the accumulation of books written by Guild members shows a range of subject matter as

RFE Staff Organizes As Unit Of NY Guild

New York City—The New York Guild has made formal application for an NLRB election, seeking to represent the 150 radio news and office employees of Radio Free Europe. Some 92 percent of the eligible employees have signed Guild applications. It was said by M. Michael Fotoker, local secretary-treasurer.

RFE is operated by an incorporated committee from headquarters in West 57th Street, Manhattan. The New York office prepares news and feature material for RFE broadcasting outlets in Europe, beamed particularly to listeners behind the Iron Curtain.

Listed job categories include editors, writers, script writers, reporters-revriters, translators, analysts, copywriters, announcers, economists, deskmen, secretaries and typists.

The employees have been without union representation.

wide as the world of the printed page.

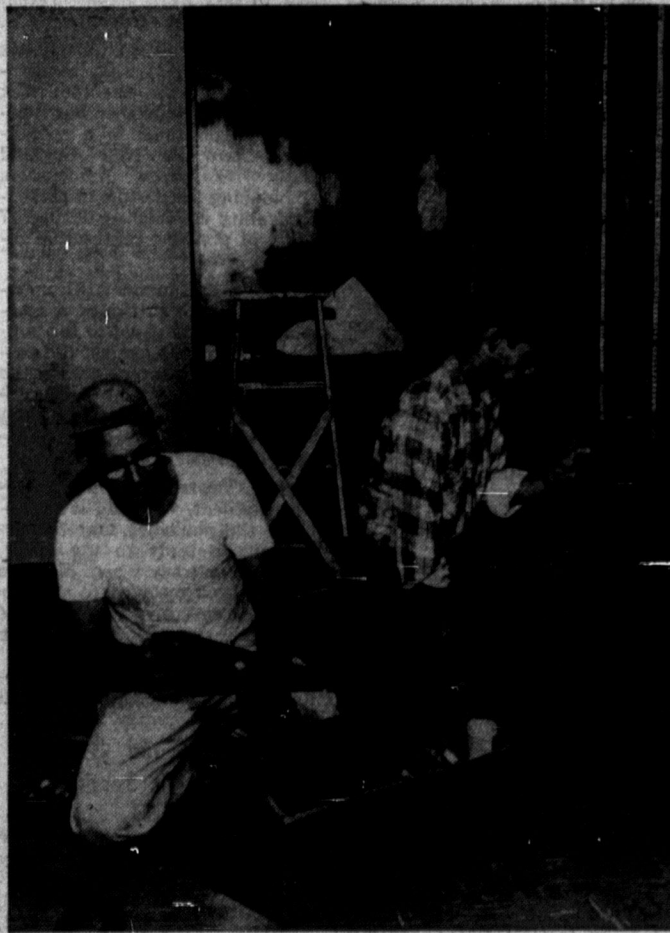
Until the opportunity came to establish ANG offices in Washington books, including some duplicate volumes, were housed in random fashion, scattered among half a dozen departmental offices, without general knowledge of either their existence or whereabouts.

Centralization of the books will expedite their use and increase their value, a point emphasized in past Guild convention in reports by committees on research and information, which have urged establishment of a central reference library when space permitted.

Contrary to some misgivings expressed by those inspecting the empty area, the finished library room affords ample space for its purposes, which also include a secluded spot for small committee or staff conferences.

Equipping and furnishing the Heywood Broun Room was made

(Continued on Page 5)



GIFTS MATERIALIZE—The job of equipping and furnishing the Heywood Broun Room as a library and conference center is under way, thanks to the contributions to a special fund from both locals and district councils for the purpose. To the cabinets and shelving pictured here will be added a table, chairs, carpeting, and a portrait of the Guild's founder and first president.

Mediation Parleys Bring Agreement At St. Paul On Arbitration Steps

Twin Cities, Minn.—Arbitration of the remaining issues in their negotiations for a new contract has been tentatively agreed upon by the Twin Cities Guild and the St. Paul Dispatch & Pioneer Press, Ridder publications. The Guild negotiating committee will unanimously recommend acceptance of the arbitration proposal to a meeting Monday night of the Dispatch & Pioneer Press unit, which earlier had voted 208 to 7 to strike and had begun preparations for the walkout in the event it became necessary.

The arbitration agreement was reached as a result of three all-day and two night sessions called by the Federal Mediation & Conciliation Service.

The issues to be submitted to a third party for determination, if the unit so agreed, are:

- Wage minimums, including nine job-classification inequities.
- Duration of the contract.
- Mileage compensation (the Guild seeks 8 cents per mile against a company offer of 7½ cents and the present rate of 7 cents).
- A holiday compensation clause. The present clause gives

the publisher the option of granting an additional day off or holiday pay to an employee required to work on a holiday. The Guild wants the employee to exercise the option, not the publisher, and also is demanding a compensating day off when a holiday falls within an employee's vacation.

Best company wage offer in the course of the mediation sessions was \$3 to \$3.25 for a 20-month agreement. It was rejected by the Guild as "too little for too long." Top minimum for key editorial, advertising and business office classifications was \$118 under the old contract. The local recently negotiated a new top of \$126 at the Minneapolis Star & Tribune.

Negotiations for the renewal began more than five months ago. Since May 31, when the old contract expired, the unit has been working under an extension of the contract which also guar-

antees retroactivity of any new provisions to June 1.

Among improvements agreed to by the parties are the addition of two weeks' severance pay bringing the maximum to 30 weeks, a straight 40-hour week for circulation men, application of contract benefits to part-time workers employed 15 hours per week or more instead of 20 hours, and a strengthened clause governing pay for work in a higher classification.

The tentative agreement on arbitration of outstanding issues was reached only a few hours after the local had obtained endorsement of its plans for strike action from the Trades & Labor Assembly, the city's central labor body.

Preparations for a strike were well under way. ANG Executive Vice President William J. Farson had wired the international's sanction and Secretary-Treasurer Charles A. Perlik, Jr. had sent an advance check for \$15,000 from the defense fund. Adolph Johnson of the Twin Cities wire service unit, headed the strike policy committee set up by the local.

Adopt Strike Action At KMOX, St. Louis

St. Louis, Mo.—The unit of six Guild members at radio station KMOX here has voted to strike if necessary to enforce demands for a new, improved contract which would bring their wages and conditions closer to Guild standards in other local contracts.

The local's Executive Committee was scheduled to meet yesterday to set the strike deadline.

Executive Vice President William J. Farson already has given authorization for the strike, as required by the ANG constitution.

KMOX is the St. Louis outlet for the Columbia Broadcasting System. It has an application for a television license pending with the Federal Communications Commission. The station is on 12th Street, about a half mile from the Guild office.

The Guild's contract covering the station's four newsmen and two continuity writers expired last August 18. Wages and conditions in the last contract were far below those guaranteed in other Guild agreements in the city, and management made no corrective offer throughout the long negotiations which preceded the unit strike vote. Newsmen employed by the station, for example, have a top minimum of \$103.95 compared with \$139.50 for the same classification at KSD and KSD-TV.

Severance pay maximum is five weeks, against the limit of 60 weeks set in the Guild's agreement covering KSD employees.

Best wage offer by KMOX management so far is five percent this year, two percent next year in a two-year contract.

Management's attitude in negotiations is best reflected, perhaps, in its views on employee vacations. Vacations, it contends, are periods of rest to prepare the employee for another year's work and for that reason the employee should not be allowed any compensation of unused vacation time on termination of his job.

Ballots Go Out In WS Contests

New York City—Two members of the four-man National Committee for INS-IMP have been declared elected, and two other posts are being contested in balloting which starts next week.

Those elected by unopposed nominations in each case, are Donald Bowers, Chicago, for the central region of wire service membership, and Ted Frenzel, San Francisco, for the far western region.

There are three nominees in the race for the New York-New England regional post, and two for the place to be filled in the Pennsylvania-Southwest region.

Robert Metz and Irving Schulman, both of New York, and James W. Bagley, Boston, are in the three-way contest. The nominees in the Pennsylvania-Southwest region are Don Dixon, Washington, and Henry Hicks, Philadelphia.

Balloting is to be conducted by mail.

Knoxville Meets Its CQPE Quota

Knoxville, Tenn.—The Knoxville Newspaper Guild has met its \$30 quota in contributions to the Register-and-Vote program of the AFL-CIO Committee on Political Education.

COPE Analysis Raps GOP, Platform And Candidacies

Chicago, Ill.—An 8,000-word report submitted by the AFL-CIO Committee on Political Education to the meeting here this month of the AFL-CIO General Board formed the basis on which the board almost unanimously voted endorsement of the Stevenson-Kefauver candidacies.

The detailed document dealt with matters directly related to the national aims of organized labor in many fields of activity. It analyzed the party platforms, cited the record of the Eisenhower administration in each particular, and finished the analyses of the top candidates for both Republican and Democratic parties.

The report said that both Stevenson and Eisenhower are "men of stature, high patriotism, and deep devotion to public service," but was sharply critical of the president on the grounds that:

- He had failed to keep the promises that Taft-Hartley would be properly amended;
- In contrast with "his failure to carry out his campaign promises to labor," the president was highly active in the "giveaway" of "Tide Islands";
- He took the lead in "putting over tax reduction for big corporations and wealthy families, but opposed comparable tax relief for those in the low income brackets"; and,
- He has "initiated fiscal and credit policies which have enriched the bankers but pushed small business to the wall."

THE REPORT declared that in every case the Eisenhower administration "has moved promptly and effectively to help big business. In almost every instance, this administration has been hesitant and ineffectual in providing action to meet the needs of the average citizen."

The report charged that the president had surrounded himself with leaders and representatives of the "big busi-

ness world" and that their philosophy allied and dominated the whole administration and even nullified "the occasional attempts of the president to take a more liberal course."

"If he is re-elected," the report continued, "it is obvious that the president, because of his physical condition will have to lean more and more heavily on his big business 'team.' This offers no hope to the workers of this country."

AS FOR Vice-President Nixon, the report noted that he had "voted consistently against measures supported by labor," and added:

"There is nothing in his record in public office to provide any assurance that Nixon is qualified to serve as president of the United States. He has shown ultra-partisanship in political campaigns. He obviously lacks the breadth of views and understanding to be the president of all the American people."

Stevenson, on the other hand, the report said, "places human values first. He is devoted to the free enterprise system, but does not believe that the demands of big business should be given prior consideration over the needs of the people as a whole. The positive program outlined by Stevenson at the AFL-CIO unity convention last December and his subsequent campaign address inspire us with confidence in his ability, sincerity and vision."

The report also praised Estes Kefauver, Stevenson's running

mate, as "one of the most consistent and able liberals to emerge from the South." It added that on the basis of his record in Congress Kefauver has "consistently supported progressive measures and fought vigorously against reactionary legislation and giveaways. He is a great asset to the Stevenson candidacy and well-qualified to serve as president himself, if fate so decrees."

HIGHLIGHTS of the COPE analysis of the GOP and Democratic platforms follow:

Foreign Policy: COPE condemns the Republicans for assuming that "the threat of global war has receded," and that "the advance of Communism has been checked." It declares that the Democratic platform, on the other hand, "correctly evaluates the threat of Soviet imperialism."

The COPE analysis declares that it would be most dangerous for the United States to put any stock in the idea that the Communists have reformed and are now following a peace policy.

Taft-Hartley Act: The COPE report lashes out at the Republicans for their failure to recognize the anti-labor clauses of the Taft-Hartley Act and to do something about them. In contrast it cites the Democratic plank calling for repeal of Taft-Hartley and concludes: "The record clearly shows that labor cannot look to administration supporters in the Congress for a just labor law." COPE also points out that the Democrats denounced state "right-to-work" laws as "vicious" while the Republicans ignored the "right-to-work" threat.

Civil Rights: COPE declares that neither the Republicans nor the Democrats spoke out "with the courage, conviction and leadership demanded by the realities of this day," and declared that both parties had failed to live up to their responsibilities. At the same time it declared that the Democratic plank was preferable because it called for the "elimination of the filibuster."

National Economy: COPE charged that the Eisenhower administration placed its reliance on "an atmosphere of confidence" inspired by its pro-big-business approach, but that no mention was made in the platform of the need for higher consumer purchasing power. The Democratic platform, on the other hand, COPE said, was in line with labor demands for an expanding economy and higher standards of living.

Taxes and Minimum Wages: COPE charged that the Republicans gave tax relief to the upper brackets and corporations without worrying about balancing the budget, but now promises relief for the lower brackets only when the budget permits. The Democrats, on the other hand, have promised relief for the small taxpayer. On minimum wages COPE notes that the Democrats want \$1.25 while the Republicans only vaguely call for extension coverage.

COPE also contrasts the Republican and Democratic records on social security, housing, farm policy, aid to education, immigration and Federal employment. In each case it declares that the Democratic position is much closer to that of organized labor than is the Republican position.

Settle For \$4-8.50 At Washington Star

Wage increases totalling from \$4 to \$8.50 over a two-year term have been negotiated by the Washington Guild with management of the Star, evening daily. The agreement came after management had withdrawn its demand for a five-year probationary employment period. Unit members considered this so serious a weakening of job security provisions that they had passed an almost unanimous strike vote in protest.

Bargaining thereafter resulted in obtaining not only the withdrawal of the objectionable try-out language, but substantial gains elsewhere in contract provisions.

The wage increases, all added to prevailing minimum rates, bring the top reporter figure to \$123.50, retroactive to last June 1, and the top reporter minimum next June 1 will go to \$127. The increase range for the first half of the contract term is from \$2 to \$5; for the second year from \$2 to \$3.50.

Partial elimination of a differential in pay between newsmen and display advertising salesmen was effected, and telephone solicitors were upgraded in pay.

A fourth week of vacation was added, earned after 15 years of service, and the requirement for three weeks' vacation was reduced from five years to three years of service.

Car mileage allowance was upped from eight to nine cents. Other gains were in language strengthening seniority and rehiring provisions and night differential; and the addition of clauses on work schedules and pay for time served on jury duty.

The union has now turned to the boycott weapon, and that has achieved a success which has pulled, even if reluctantly, headlines from the general press, indicating a public opinion trend which now bulwarks the union's belief that, regardless of how long it takes, it will eventually win the strike.

Kohler has been making bath-tubs and other plumbing fixtures since the firm was established more than 80 years ago. They were a good product, nationally advertised in slick-paper periodicals. But from the day the factory opened, its family-ownership survival of trade unionism itself.

Herbert V. Kohler, company president, has put it plainly enough. Said he:

"You have to bargain . . . but you don't have to give them anything . . . And as pickets testified in NLRB hearings: 'He (Kohler) turned around and said that the pickets on the line, when he got through with them, will crawl back on their bellies begging for their job.'"

He had a club in his hand . . . and somebody says, 'Who are you?' Mr. Kohler says, 'I am the law here, and then somebody said, 'What do you mean?' He says, 'My name is Herbert V. Kohler.'"

Or at the company's attorney, Lyman Conger, summarizes the issue: "Frankly we would not grieve to see Local 833 . . . broken in this struggle. And again: 'We are going to teach the union a lesson.'"

At no time has the company moved from that position. When legally compelled to do so, its bargaining representatives have sat with union negotiators, gone through the motions of talking

When the New Deal era dawned, union strikers were felt even in the citadel of Kohler. In 1934 an AFL union struck for bargaining rights. Two pickets were killed in that struggle, and the union fight was lost when

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Reporters were pegged at a top of \$97, as were display solicitors, the latter also receiving a bonus on production. The figure for elevator operators was \$38 and for office boys \$36.

The "offer" of \$40 for starting minimum pay came after the Guild committee pointed out that the old rates undercut the new federal law on minimum wages. Management's explanation was that while the contract figures might be illegal, actual pay in all cases met federal requirements.

The dispute concerned John J. Quinn, newsman in the UP's Chicago picture bureau. He had been assigned to Louisville for photographic coverage of the Kentucky Derby. The Guild held he was entitled to overtime pay under a contract clause which provides that pay unless the employee's duties "require frequent and prolonged absence" on out-of-town assignments.

Mr. Wolf found as a matter of fact that Quinn's regular duties consist of editing pictures at Chicago and writing captions for them. In the past two years he

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Boycott Potent Weapon In Kohler Strike

Sheboygan, Wis.—When the American Newspaper Guild, at its Albany convention in 1955, adopted resolutions of support for the United Auto Workers strike against the Kohler firm here, the UAW strike was already a long and expensive one—expensive for both parties to the dispute. Now the walkout has stretched into its twenty-eighth month, and has established new records for longevity and costs.

It's both the longest and most costly strike in labor history. Union strike benefits figure up to about \$10 million, by the UAW's own records. And no one, least of all the management of the Kohler outfit itself, will divulge what losses the company has sustained.

But the strike has developed one other aspect of the arsenal of union weapons, in remarkable fashion. Mass picketing, tried during the early days, failed when the State Employment Relations Board slapped a ban on that activity.

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Mr. Wolf found as a matter of fact that Quinn's regular duties consist of editing pictures at Chicago and writing captions for them. In the past two years he

had been on only one out-of-town assignment, and that for a single day.

Management did not dispute the amount of the overtime—35 hours in all—but professed to find a precedent in an arbitration award of two years ago, when a photographer also assigned to the Kentucky races was denied overtime.

Wolf noted that in the 1954 case it was clear "that the grievant had had a good deal of out-of-town assignments in a period reasonably prior to the assignment involved."

He concluded, "It appears to me that Mr. Quinn's assignment here involved does not come within the exclusion provided . . . I am satisfied . . . he should be paid the overtime claimed."

International Representative Joseph G. Conger directed the case for the ANG.

national Labor Relations Board, with 11 unfair labor practice charges, bolstered with more than a million words of testimony, including that of Herbert V. Kohler, that he still thinks tear gas is the "humane" way to handle strikers. When the entire Sheboygan community rose in protest, Kohler Co. had riot guns and tear gas shells taken from inside the plant across the street to the Kohler Village police station.

Through all this, the strikers have remained steadfast. At the largest meeting in its history, the membership of Local 833 voted, by secret ballot, to continue the strike—by a 98 percent margin.

And the company held ground even when others tried settlement suggestions. The Governor, nephew of the Kohler president, tried. So did a federal judge, and so did civic and religious groups throughout the State. All got the company brushoff, curtly and contemptuously. Kohler, managed to make a travesty, too, of all the legally-required mediation and conciliation steps.

A Senate subcommittee, in Washington, invited the union and Kohler management to appear before it. UAW Secretary-treasurer Emil Mazey appeared; the company sent a spokesman who admitted to the committee that he was without authority to effect a settlement.

In the mock bargaining sessions, the company even tightened up on some of its demands, evidently afraid that concessions offered by the union might bring about a settlement that would still preserve the form of the hated organization.

For example, its last "offer" was a refusal to reinstate 90 strike leaders, who had been fired, to their seniority position. It "offered" to call back slightly more than 500 strikers—a fourth of the total that left their jobs—only as "new employees," without seniority status.

The UAW has not been alone in its strike. Mayor Rudolph Pfoetz, elected in Sheboygan with the backing of organized labor, refused lake shore dock space to a Norwegian freighter loaded with clay for the strike-bound plant.

The freighter went down the lake to Milwaukee, where the head of the State CIO Council said if it were unloaded all CIO unions in the city would walk off their jobs.

The clay shipment finally was unloaded back at Montreal, reloaded on freight cars and hauled to Sheboygan by rail. But trainmen at Sheboygan refused to handle the picketed, clay cars when they arrived, to transfer freight through the token picket lines at the plant. Plant supervisors unloaded the cars, and the railroad prevented a repetition of the union tactics by a threat of Taft-Hartley law injunction.

The company has launched a series of legal actions still making their slow way through the Wisconsin courts. The union has brought action through the National Labor Relations Board.

The trustees—Attorneys Thomas W. Lawless, Charles W. Bartlett and Joseph T. Healey—are seeking to borrow an additional \$200,000, with which they estimate they can keep the Post publishing for a few months, or long enough to re-establish it as a sound institution and attract a purchaser.

In an effort to keep the Post alive, Guildsmen and craft union members agreed to return to work as new employees when the paper reopened after an eight-day suspension. While their claims for back pay due them will be given priority (up to \$500 maximum per employee) in any reorganization of the paper, claims for severance pay as of the August 15 suspension are lumped in with the claims of general creditors. And there appeared to be little likelihood that the claims of the latter group would be met. Assets of the

Post total about \$1,200,000 against some \$3 to \$4 million in liabilities.

Taking another avenue to recover the back wages due Guild members, the Boston local brought 105 complaints against former publisher John Fox in municipal court under a state criminal statute holding corporation officers liable for the wages of their employees.

Judge Jacob Lewitson referred the cases to the grand jury which has yet to consider them. The Guild plans to present an additional 150 cases to the grand jury.

Fox did not appear in municipal court when the hearing was first opened, and it was rescheduled when his attorneys assured Judge Lewitson he would show up.

He did not appear at the second hearing and his attorneys quit.

When Fox finally showed up at the third hearing he was represented by an attorney he did not know and who had to be pointed out to him in the courtroom.

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IEB Fall Session Set For 4 Days Next Week

The Guild's fifteen-man International Executive Board will start its fall meeting next Monday at the Washington headquarters, for a scheduled four-day period. It will be the first board meeting since the post-convention session at Toronto Friday, July 13, final day of the convention.

Departmental reports will be received covering summer activities, and operating budgets for the second and third quarters will be up for consideration.

One matter was specifically referred to the October meeting by the post-convention session.

The convention adopted a minority report of the constitution committee, fixing a model dues schedule to become effective August 1, 1957, based on five percent of one week's pay per month. A question arose concerning the meaning of a phrase used in fixing the maximum dues payable.

The constitutional language reads:

"... With the maximum at the half-dollar or even dollar point next above 5% of the highest top minimum wage rate, without exception, in the member's contract or policy statement."

Vice President Ed Marciniak, Chicago, questioned the meaning of "the highest top minimum wage rate," and motion to include the query in the October agenda was carried.

The board will also have before it a request from the Cleveland Guild for a definition of the

Salt Lake President Transferred To N.Y.C.

Salt Lake City, Utah—Local President Howard Benedict has been transferred by the Associated Press to AP Newsfeatures in New York City.

The local, composed solely of wire service employees, named Vice President Philip D. Kief to fill out the remainder of Benedict's term, which expires next December 31. The post of vice president was left vacant.

Broun Room

(Continued from Page 1)

possible through the contributions of more than a score of locals and district councils, with designation by each donor of the specific unit to be financed, and with personal memorial mention asked in some instances. Donor plates will be affixed to the various items of furniture, in acknowledgment.

NLRB Election Finally Ordered In Florida Circulation Dept.

Jacksonville, Fla.—A Guild representation election within 30 days for the 31 circulation department employees of the Jacksonville Journal, and a similar separate International Mailers (Ind.) election among the 25 mail room employees have been ordered by the National Labor Relations Board. The action by the NLRB culminates a series of moves initiated by the Journal management a few days after January 17, 1956, when the request for voluntary recognition of the Jacksonville Guild local as a bargaining agent for the circulation employees was served on Norvin S. Veal, Journal publisher, by C. Douglas Danford, then local president, and ANG International Representative Max Pyle, and which have continued in the months since.

The Journal editorial department has been under a Guild contract for a number of years.

In sequence, the various actions in the Journal project include:

Filing by management of its own representation petition Jan. 25.

Postponement of a scheduled NLRB hearing from Feb. 15 to Feb. 21 at management's request.

Filing by Independent Mailers of a petition Feb. 15. The Guild did not seek mail room employees.

Feb. 21 hearing: Independent Mailers moved to intervene; move was denied by NLRB because the IMU was not in compliance. Management Attorney Theo F. Hamilton and other management personnel walked out of the hearing after the NLRB hearing officer had denied a management move for continuance in which the Journal was joined by the IMU.

NLRB dismissed management's representation petition.

The Guild filed its own representation petition.

NLRB set hearing on Guild petition March 5.

NLRB failed to notify management for the March 5 hearing; management refused to waive service and the hearing adjourned.

Management appealed to the NLRB from the regional director's dismissal of its petition.

NLRB reset Guild hearing for March 28.

Independent Mailers filed representation petition for mail room employees March 16.

March 23: NLRB consolidated

Guild and IMU representation cases.

Management refused to honor Guild subpoenas and refused to testify or stipulate commerce facts. No hearing was held. Guild asked NLRB to go to Federal Court to enforce its subpoenas.

NLRB wrote letters to Journal attorneys concerning the amount of business with Journal in 1955.

NLRB dismissed management appeal of the regional director's dismissal of management's petition May 1.

May 29: Hearing held, over management's continuous objections, on both Guild and Independent Mailers' petitions. "Secondary" evidence to show commerce facts presented by NLRB; both units were stipulated during course of hearing.

In its Sept. 19 order for the election, the NLRB said:

"Although the Employer denies that it is engaged in commerce, we find that as the gross volume of the employer's business exceeds \$500,000 per year, it is engaged in commerce and that it will effectuate the policies of the (Labor-Management Relations) Act to assert jurisdiction herein."

Reviewing the numerous moves that have been made by the Journal management, the Board reported:

"The Employer also moved to dismiss the petitions herein on the grounds:

"(1) That the Board's 1954 jurisdictional plan is illegal and void and is not pursuant to or consistent with the Act and is arbitrary and capricious;

"(2) That the 1954 jurisdictional plan is a 'rule' within the meaning of the Administrative Procedure Act, and as it was not promulgated in the manner set forth in the Administrative Procedures Act, it is void.

"We find no merit in any of these contentions, and the motions are denied."

The NLRB also pointed out that:

"Prior to the March 28, 1956 hearing, the Guild requested the Board to issue subpoenas . . . to certain officers of the Employer, for the purpose of securing evidence concerning the operations

of the Employer to enable the Board to determine if it would effectuate the policies of the Act to assert jurisdiction in these proceedings.

"The subpoenas were duly served.

"The Employer thereafter filed a petition to revoke the subpoenas, which was denied by the hearing officers.

"Thereafter, although the officers subpoenaed by the Board were present at the hearings herein, and were served at the hearing with subpoenas . . . they refused to furnish jurisdictional information requested or to testify."

The Board continued:

"The hearing officer then received other evidence of the jurisdictional aspects of the Employer's operations.

"The Employer asserts that it was in error to receive such evidence."

"As the Employer ignored the subpoenas," the NLRB concludes, "the replies to which would have furnished primary evidence, and as representation proceedings are not, in any event, governed by the technical rules of evidence, we find no merit in this contention."

Attorneys Edwin C. Coffee, Sr., and Edwin C. Coffee, Jr., represented the Jacksonville Guild at the hearings.

The Employer also moved to dismiss the petitions herein on the grounds:

"(1) That the Board's 1954 jurisdictional plan is illegal and void and is not pursuant to or consistent with the Act and is arbitrary and capricious;

"(2) That the 1954 jurisdictional plan is a 'rule' within the meaning of the Administrative Procedure Act, and as it was not promulgated in the manner set forth in the Administrative Procedures Act, it is void.

"We find no merit in any of these contentions, and the motions are denied."

The NLRB also pointed out that:

"Prior to the March 28, 1956 hearing, the Guild requested the Board to issue subpoenas . . . to certain officers of the Employer, for the purpose of securing evidence concerning the operations



—Photo by John Neltz, Akron Guild completes an organizing job in the Beacon Journal maintenance department by signing a first contract for such members. Local President Richard Dietz, left, and BJ Business Manager Kenneth Milburn stand, while looking on are, from the left clockwise, James Curry, mechanical superintendent; ANG President Joseph F. Collis, Local Vice President Craig Wilson, Richard Bailey, of the maintenance department, and Art Oullison, chairman of the local contracts committee.

Akron Signs Contract For Maintenance Crew

Akron, Ohio—Akron Newspaper Guild, Local 7, tied up its agenda in one big package on the day, two weeks ago, that saw the arrival of ANG President Joseph F. Collis as a guest of the local Guild. The day's events: An informal lunch

severance pay are other gains, plus participation in the health and welfare plans extended to other employees. The contract is retroactive to June 28, and extends through February 28, 1958.

The annual election meeting chose Craig Wilson as president, to succeed Richard Dietz. Wilson is reporter-photographer in suburban Barberton.

Other officers are: Vice presidents, Art Oullison, Kenneth Cole and Robert Kotzbaue; corresponding secretary, Harold Taylor; recording secretary, Terry Turner; treasurer, Henry Ruppelt; at-large board members, Richard Bailey, Hal Fry, William Gurgash and Don McClure.

Bylaws were changed to provide a place on the local executive board for a member from the new maintenance group. Bailey was unanimously chosen for the post.

Collis spoke informally on organizing problems and future goals for the ANG. While in Akron, he was the house guest of Ray Warner, a former president of the Uica, N. Y., Guild local.

Check-off of dues, job security provisions, six paid holidays and

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Reporter's Job Complex, Demanding, Says Columbia Dean

New York City—News will never again be simple, and the need increases for hewmen with a broad liberal arts background and the concept of "perspective" in reporting rather than the traditional "straightjacket of objective reporting." These are the views expressed by Edward W. Barrett, newly appointed dean of the Columbia University graduate school of journalism, opening the scholastic year this week in an address to 70 journalism students.

"The key journalists of the future," the dean added, "will be the enlightened craftsmen—individuals of broad education and inquiring mind with a facility for writing understandingly and appealingly. They must be able to relate today's events to yesterday's fact in a way that helps indicate tomorrow's meaning."

"Foresighted editors," he continued, "are coming to see that the old straitjacket concept of 'objective reporting' can play into the mountebank's hands, can give the blatant lie the same impact as the truth, and can raise the knave to the level of the statesman."

Excerpts from the talk, his first since becoming dean, follow: "Today, as the most exciting era in all history brings vast changes in our world, the role of our citizenry is also changing. And, partly as a result, American journalism is in transition."

"The American citizen of today is rapidly becoming less the spectator and more the participant in the great decisions of the day. Only a few decades ago the citizen looked upon foreign affairs as a specialized field to be left to a little group of experts known as diplomats. Now millions who have traveled the world in uniform, plus others acutely aware of the cold war feel a very real personal involvement in international politics. The knowledge that a rash diplomatic move could unleash forces of appalling destruction has made the everyday citizen determined to make foreign affairs his business too."

"So it is also in other branches of public affairs. Few are the fields where government is willing to move without at least tacit approval of the mass of citizens. More than a century ago de Tocqueville foresaw this as a great danger when he dealt with the 'tyranny of the majority.' Some—like Walter Lippmann—today see the domination of 'mass opinion' as a grave threat to democracy."

"Others of us, with deep faith in the innate intelligence and decency of the plain American, are less pessimistic. We are heartened by the profound change in our citizenry's world outlook within the last forty years; by the rapid strides in formal education for the millions; and by even such small

facts as that as many concert tickets as baseball tickets are now sold each year.

"But we must recognize that our salvation may well depend on whether we exert ourselves heroically to see that millions of inherently intelligent Americans shall also be reasonably informed Americans. And this comes at a time when we know that news will never again in our lifetime be simple."

"To an extent unique at any other time in history an informed public will be our greatest security."

"Happily, the true leaders in American journalism sense this problem. It is healthy—that perhaps the severest and most intelligent criticism of journalism today comes from journalists themselves. Foresighted editors—in group meetings, in writings, and individually—are subjecting themselves today to vigorous self-examination as never before in memory. They are reexamining old shibboleths."

"Some are recognizing that simple reporting of the minutiae of hourly developments does little to inform unless it is set in perspective. Many are coming to see that the old straitjacket concept of 'objective reporting' can play into the mountebank's hands, can give the blatant lie the same impact as the truth, and can raise the knave to the level of the statesman. They are experimenting more and more with the addition of impartial analysis and perspective."

"Responsible editors are taking another look at high speed reporting lest it permit the smear permanently to outdistance the denial, irresponsible incitement to outdistance sober restraint. In techniques, too, we begin to see long-overdue experimenting. And we see new demonstrations that simple direct language need not mean banalities and journalistic clichés that news writing can be informative, interesting and stimulating without being unfair."

"In recent years, we have seen some newspapers die. Not all need be mourned. A thoughtful analysis shows that most of the deceased were papers that put entertainment—the gaudy and the gimmicky—above full and fair news reporting—or papers that blatantly merchandized their publishers' prejudices. The papers that do their basic job fairly and skillfully survive."

professionals, they no longer need expect their rewards to be exclusively in terms of 'romance.' "All this underscores why I believe our predecessors at this institution were profoundly right in making this a graduate school, working only with selected individuals who have already received the full liberal education of our colleges."

"Our task in the months and years ahead is to further this blending of skill with knowledge. As our world grows more complex we must seek to merge still further the substance of journalism with the skills of journalism. And we will strive to develop clear, direct writing that avoids both the threadbare forms of hack journalism and the ponderous prose of pseudo-scholarship. "This is no easy assignment

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Among Ourselves
 Toledo, Ohio, departures: George Hewes, 22-year newspaperman for the Blade, to practice law; Melvin Hayes, Blade education writer, to Washington as information specialist for the U. S. Department of Education; Leo Christensen, Blade editorial writer, to teach political science at Miami University, Oxford, O.; Dick Roberts, Times reporter, to publications staff, Owen-Illinois Glass Company; Jack Casey, Times police reporter, to the Detroit Free Press; . . . Toledo changes: Charles W. Gilmore, Times reporter, to Blade city staff; Ed Ways, Blade staff member 23 years, to Times as city editor.
 Joel B. Jacobson, president of the Newark Guild, awarded a plaque by the Crusade for Freedom, for his fund-raising efforts for Radio Free Europe and Free Europe Press.
 Eleanor Clark French, former women's news editor for the New

York Times, candidate for the State Senate from Manhattan's 20th district, with both Democratic and Liberal party nominations.
 Ottawa promotion for N. Gregor Guthrie, from Citizen news staff to newly-opened post of promotion manager. He was one-time chairman of the Guild's Ottawa Journal unit. . . . Local Secretary Phyllis Wilson on a month's vacation tour of Europe. . . . Norman Campbell, Citizen newsman, returned to his former assignment in the Parliament press gallery.
 John V. Wilson and Thaddeus Knap, of the Indianapolis Times, are among the winners of annual awards of the American Political Science Association, carrying with them expenses-paid attendance at a two-week conference in public affairs reporting. The conference is set for December 1-15 at the University of Illinois.

AFL-CIO Researchers Find Long-Term Contracts Tricky

Washington—The publicity given a "trend" to longer-term union agreements, is often misleading, according to the Collective Bargaining Report just issued by the AFL-CIO Dept. of Research.

While there has been a trend in that general direction, the report notes, the phrase "long-term agreement" is used too loosely as though all long-term contracts are comparable.

Long-term agreements which do not contain adequate provision for review and adjustment during their life can be "dangerously restrictive," the report warns.

"In considering agreement duration, a union must look not merely to how long the term will run, but to how frequently and under what conditions it will have an opportunity to negotiate and adjust wages and other provisions to meet changed conditions which arise during the life of the agreement."

Some recent studies, the report finds, "may unfortunately spread an erroneous impression that long-term agreements are closed to collective bargaining and do not permit any wage or other adjustments before their expiration date."

Agreements for more than a year, the report continues, "have been favored mostly by management. The main reason advanced for them is that they provide greater 'stability'—that

they mean longer periods of labor-management peace and that they better enable management to estimate its wage bills well in advance."

However, it finds, closed long-term agreements are no guarantee of constructive or rewarding peace.

"If unforeseen conditions arise to make provisions of the long-term agreement inadequate or unreasonable long before the scheduled expiration date, and the agreement is not re-opened to make suitable adjustments, labor-management relations may be troubled by considerable unrest and deterioration of worker morale even though there may be no work stoppage."

The major inducement for different unions which have been willing to sign long-term agreements appears to be the more liberal concessions offered to them in exchange for their acceptance of the longer term desired by management.

The report adds that "most unions agreeing to a long term have taken steps which they believe can retain adequate flexibility. Some have insisted on provisions for periodic reopening on wages and other provisions so that adjustments might be made to new conditions. Others have adopted provisions for fixed wage increases and cost-of-living adjustments as a means of gaining wage protection and improvement."

Conciliation Wins Concessions For Ottawa Citizen Engravers

Ottawa, Ont.—Gains for the employees of the Citizen engraving department, for which the Guild won representation rights early this year have been made through recourse to conciliation.

Local Guild negotiators had reached tentative agreement on a first departmental contract with Citizen management, only to have the terms rejected by Guild executive action. Over the protests of management, the provincial conciliation service was asked to intervene.

Assigned to the dispute was Jack Dunklee, of Toronto.

Points on which the Guild con-

tract text was improved include both wages and hours. A seven and one-half hour working day was established for nighttime employees, over an eight hour period, providing a half-hour lunch time and overtime rates for work in excess of seven and one-half hours.

A "foreman" differential was also gained, to be paid to the employee assigned to take charge of the department. The differential was set at \$5.

Previously wage increases of from \$3 to \$8 were negotiated for the engraving department staff.

Rutland, Vt., Management Orders Unilateral Raises

Rutland, Vt. — Another unilateral round of pay increases for Rutland Herald employees—the first occurred last March—has been dropped in the laps of Rutland Guild members by the Herald management.

The Guild is seeking a first contract with the Herald. Early this month negotiations reached what management termed a complete impasse. Guild members set a meeting date to discuss the situation, with a "get tough" policy on the agenda.

On the eve of that meeting, the management's move for a second wage increase was made. Last March, reportedly, found an extra \$4 in their weekly pay. This time management raised the ante substantially. Last week's pay boost was in some cases as much as \$10.

The Guild meeting, by referendum vote, amended its by-laws into a more "free-wheeling" document, and adopted a strike

vote vesting authority in its negotiating committee to call a work stoppage at its discretion. Guild leaders pointed out that Rutland management, like several others in which the Guild faces critical situations, has employed the bargaining services—and operating techniques—of the New England Daily Newspaper Association.

Brookton Guildmen last week received an uncollected, and rejected, unilateral increase of \$2

a week, also at a period of lapse in negotiations. At the Lynn Item, negotiations have been under way, with small progress, for more than a year. And in Waterbury, this week, the National Labor Relations Board has scheduled an election for the purpose of decertifying the Guild as bargaining agent for Republican-American employees. The NEBNA has been retained by Brookton, Lynn and Waterbury management.

Charter Guildsman, Lewis Gannett Retires From Herald Tribune

New York City—Lewis S. Gannett, who retires at age 65 next week as book critic for the Herald Tribune, also closes a Guild career pre-dating the Guild itself. Gannett was one of the "originals" who met with Heywood Brown

seems to me no more a 'question' than joining the City of New York. I came here because I wanted to be here; being here, I have certain responsibilities. I don't always like the way the City of New York functions politically, but I'm a quitter if I don't pay taxes and vote.

"I might conceivably have some criticism of the functioning of the Guild, but the only decent way to express it would be to go to meetings and fight. Some day industrial democracy will seem as inevitable, as natural, as right as political democracy does to most of us now—and as full of faults. But we won't, because of the faults, be arguing that it shouldn't be."

"There have been good kings, and there are good newspaper bosses—and neither proven that it isn't a good thing for the citizen to get together and talk things over; there have been rotten unions, and assuredly will be more of them—and that doesn't prove much either, except that human nature, even among union members, perhaps even among newspapermen, is still human nature."

And this year, when the Guild headquarters moved from New York to Washington, and a Heywood Brown Room was included in the office floor plans, Gannett offered a selection of his own book collection for the library shelves now being installed, as part of the Brown Room furnishings.

Gannett shared none of the misgivings with which many newspapermen greeted the formation of a newsmen's labor union.

As early as December, 1934, Gannett met some of the objections raised against the Guild by writing for the new ANG publication, the Guild Reporter, in the following vein:

"Joining the Newspaper Guild

Izvestia's Profit \$10 Million, Newhouse Bids For Purchase

The Russian newspaper Izvestia makes an annual profit of 40 million rubles—or \$10 million at the official exchange rate—its acting editor, A. G. Baulin, told American publisher S. I. Newhouse during a tour of the paper's Moscow plant.

"I'll buy it," replied Newhouse.

His host laughed politely, the Associated Press noted. Newhouse asked to visit the plant on his arrival in Moscow two weeks ago. He was given a two-hour tour of the plant, which seldom opens its doors to Western visitors.

He learned: Izvestia's circulation is 1,600,000 (compared to a combined circulation of 2 million for Newhouse's 13 American papers).

Izvestia employs about 2,000 people—250 in the editorial de-

partment, 1,300 in printing departments and 200 in the publishing division which turns out official government publications and other newspapers and magazines in 64 languages. A copy of the paper sells for 20 kopeks of which 7½ kopeks—about 2 cents at the official rate—is profit. The editor said most of the annual profit is used to build apartment houses, rest homes and sanatoria for the paper's employees, but about 2 million is put into technical improvements in the plant, and "what little is left is paid to the government."

Newhouse said the quality of the plant impressed him, as did the newspaper it uses. He said the paper was of better composition than U. S. newspaper, although its finish was not up to U. S. standards.

THE LAW Poverty Plea Requires Proof, Supreme Court Holds

By IRVING LEUCHTER
 ANG Counsel

The U. S. Supreme Court has affirmed the position of the National Labor Relations Board that an employer's reliance on economic reasons for refusal to agree to a wage increase requires "some sort of proof of its accuracy."

The Supreme Court reversed the 6th Circuit Court of Appeals in *NLRB v. Truitt Mfg. Co.*, thereby dispelling the confusion introduced by the Court of Appeals (Local Copy Page 23, Sept. 23, 1955).

The Supreme Court's ruling is not that the employer must "open the books," but only that he must reasonably document his position.

Although the decision is favorable in result, it could cause difficulty. For the court holds that a finding of refusal to bargain does not follow from a refusal to document an economic position standing alone, but is only an element which the board may take into account in determining whether the whole record shows a refusal to bargain in good faith.

This point is emphasized by a dissent by Frankfurter, Clark and Harlan. The dissenters would have

sent the case back to the board for evaluation of good faith bargaining on the whole record, rather than on the sole point of refusal to support an economic position. Does this mean that the employer may safely take points by bargaining "in good faith" on major issues so as to reach agreement?

Pertinent excerpts from the majority opinion follow:

"We think that in determining whether the obligation of good-faith bargaining has been met the board has a right to consider an employer's refusal to give information about its financial status.

"Good-faith bargaining necessarily requires that claims made by either bargainer should be honest enough to present in the give and take of bargaining. It is important enough to require some sort of proof of its accuracy."

"And it would certainly not be farfetched for a trier of fact to reach the conclusion that bargaining lacks good faith when an employer mechanically repeats

the claim of inability to pay without making the slightest effort to substantiate the claim. . . . We agree with the board that a refusal to attempt to substantiate a claim of inability to pay increased wages may support a finding of a failure to bargain in good faith.

"The board concluded that under the facts and circumstances of this case the respondent was guilty of an unfair labor practice in failing to bargain in good faith. We see no reason to disturb the findings of the board."

"We do not hold, however, that in every case in which economic inability is raised as an argument against increased wages it automatically follows that the employees are entitled to substantiating evidence. Each case must turn upon its particular facts. The inquiry must always be whether or not under the circumstances of the particular case the statutory obligation to bargain in good faith has been met."

"Since we conclude that there is support in the record for the conclusion of the board here that respondents did not bargain in good faith, it was error for the Court of Appeals to set aside the board's order and deny enforcement."

Publishers Add More Negotiating Seminars

The American Newspaper Publishers Association is extending its regional seminars for newspaper executives who negotiate with unions in the industry.

The seventh such institute since the series was announced last January was scheduled for last week and in New York. Two others will be held next month in Denver and Dallas.

George N. Dale, chairman of the ANPA's Special Standing Committee on labor relations which conducts the seminars, told New York State publishers at their annual meeting that the seminars were one of the major trends in labor relations over the past 50 years. Others, he said, were:

1. ANPA's policy of arbitration.
 2. Its strike insurance program.
 3. "Production clinics" which enable newspapers to maintain publication during strikes.
- Dale paid tribute especially to the Bloor Scheppler organization for its "traveling clinics" to help publishers in strike situations. Guild locals occasionally have encountered Scheppler in past organizing efforts, negotiations and strikes.

"Analysis of union contract proposals."

"Advice and information furnished by telephone and correspondence."

"Office bulletins on labor news, wage trends, contracts and personnel matters."

"Special surveys to provide supplementary data on such matters as fringe benefits."

"Advice and information furnished by telephone and correspondence."

"The growth of the practice of vesting eliminates, in some cases, the need of companies to make heavy contributions for older workers."

"There is a noticeable trend to retirement of workers later than age 65, thus reducing the period of pension payments and cutting costs."

"Newly hired older workers have a lower rate of turnover than the rest of the work force, resulting in cost savings for replacement and training."

"Some pension costs are part of a 'package' that includes benefits for dependents, such as maternity care, and the total cost may actually be lower for an older worker than for younger workers."

The committee's survey concludes that pension and insurance costs should not be considered a "real obstacle" to the employment of older workers and that hiring practices should be based on ability, regardless of age.

Local Copy Bigger Ad Staffs Needed To Handle Linage Boom

In the next ten years, newspapers will have to hire seven new advertising employees for every six now on their staffs if they expect to take care of expanding business and compensate for staff turnover.

Publishers can't expect their present advertising staffs to handle the big jumps in lineage foreseen over that period, says Dr. Roland L. Hicks, assistant professor of journalism at Pennsylvania State University.

"Most advertising sales people are overworked now," and staffs are spread "too thin," says Dr. Hicks in Editor & Publisher.

He bases his estimate of future advertising staff needs on the prediction made at the ANPA convention last spring that newspaper advertising lineage will be up 65 percent in 1965.

"This prediction," says Dr. Hicks, "certainly seems conservative when measured against the increase in the last ten years when newspaper advertising volume jumped from \$921.4 million in 1945 to \$3,070.0 million in 1955, an increase of 233 percent."

Taking an average newspaper with 24 advertising salesmen, Dr. Hicks concludes it will have to hire 28 new advertising men in the next 10 years.

"It works out like this," he says. "Since the average newspaper has a 5 per cent turnover, in ten years half the staff will leave because of natural depletion. So 12 men will be needed for replacements. Assuming that the present salesmen are kept busy with their current lineage, 16 new men will be needed to handle the two-thirds increase in business. These 28, plus the 12 old staff members, will give a staff of 40 men."

"Twenty-four is used as a comparative because a study of 154 newspapers, made in 1952, indicated that the average newspaper employed 25 salesmen: 12 in retail, 9 in classified and 4 in general." Depending on circulation, the averages were 37 advertising staff members on large papers, 15 on medium and 8 on small. None of the papers was below 10,000 circulation.

Reducing the professor's formula to its lowest common denominator, for each 6 men now working, 3 will be gone in 1965.

"The simple fact is that, most advertising sales people are overworked," Dr. Hicks declares. "If you don't believe this just bend down your ear and listen to the grizzle of your staff members."

A study of 154 newspapers with 3,795 salesmen, the professor notes, revealed that the papers ran a total of 3,251 million lines of advertising or more than 800,000 lines per man. Lineage volume ranged from 2,400,000 per man on a small paper to 250,000 on a large paper. The averages were about a million lines for papers up to 35,000 circulation, 800,000 lines for papers between 35,000 and 100,000, and 600,000 lines for larger newspapers.

"These figures include total lineage for advertising—retail, general and classified—compared to the total number of salesmen working in the ad department," Dr. Hicks reports. "The lineage varies tremendously from one department to another and, of course, from one person to another."

The major problem, according to the professor is:

"Where are the people going to come from to handle the 65% increase in volume predicted for the next ten years? Obviously, the present staff is spread too thin now."

On the 154 papers surveyed, the greatest single source of new salesmen has been from other newspapers, he said. More than half the salesmen came from other papers or were promoted within the plant.

"This certainly is no solution to the general shortage of competent help."

"Newspapers cannot survive by taking 'what's left.' The drop in journalism school enrollments between 1947 and 1955 is an indication of the growing apathy toward journalism as a career. If the experience at Pennsylvania State University is typical, even among those who graduate in journalism and advertising fewer than half actually go to work for newspapers. Agencies, manufacturers, magazines, broadcasting and public relations are more alluring."

"The simple fact is that the better people are no longer attracted in sufficient numbers to journalism as a career."

What to do about it? Dr. Hicks suggests that newspapers:

- Grow their own by building a "talent pool" of interested young people in lesser jobs from which future salesmen can be drawn.
- Sell their own field, by talking about advertising and newspapers—in public and in private—at every opportunity.
- Advertise and publicize to stimulate interest in advertising and newspaper work as a career.
- Conduct short courses or seminars for the training of new staff members.
- Finally, keep the staff members happy once they are hired.

Press Box Plea

Major league baseball players, under a new plan adopted Aug. 24, will receive pensions of, up to \$275 a month for life, beginning with age 50. Players who begin drawing retirement pay at 65 can receive up to \$350 a month for life.

These top figures apply to men with 20 or more years of service in the majors. With only 5 years service, the monthly pension is \$83 at 50 and \$175 at 65; after ten years, \$175 and \$350, and after 15 years, \$225 and \$450.

"Good," says the New York Guild's Frontpage. "And now, what about a pension plan for the big league sports writers who make baseball famous, along with the other newspaper workers on the big league dailies of New York?"

THE GUILD REPORTER

CHARLES E. CRISSEY, Editor

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Don Hayes Accepts Wire Service Post

Don Hayes, international representative now stationed in Hawaii on an organizing and negotiating assignment, has accepted an invitation from the National Wire Service Council to become wire service administrator.

The appointment, to take effect at a date not yet determined, is subject to approval by the Guild's International Executive Board, which meets next week in Washington.

Hayes became an international representative last March, after service on the San Antonio, Texas, Light, as a newsman. After a short period of being based in that city, he went to the newly-chartered Hawaii Local, to aid in renegotiating pre-Guild contracts for its membership. He found organization work under way, and aided in the processing of documents through the NLRB for the new departments' representation.

His Guild experience has been extensive. He headed his local's negotiating committee for three years, has been vice chairman of the ANG Hearst Chain Council, and served as his local's delegate to three ANG conventions. He has held membership in the Steelworkers unions, founded a

Portland Plans Oldtimer Center

Portland, Me.—A recreation program devised particularly with older members of the Guild in mind is being worked out by the Portland local after a plan suggested by Harold Bulger, local treasurer, was adopted by a membership meeting.

The proposal is to use the Guild conference room as a center several afternoons a week, under volunteer supervision, where chess, checkers and other table games would be available, and where "retired" Guildsmen could drop in at will.

Special projects would include the encouragement of hobbies, discussion groups for treating the special problems of retirement-age members, and the repair and reconstruction of toys during the pre-Christmas period, for distribution to underprivileged children.

Part-time employment service would also be a part of the program.

union newspaper for a local of that organization, and held a number of offices as well.

In San Antonio, he served as secretary of an interunion newspaper council.

Soon after his appointment as an international representative, he was interviewed by members of the National Wire Service Council as to his availability for the administratorship, but deferred acceptance until this month.

The administrator's job has been on an acting basis since last December, with International Representative Joseph G. Colangelo holding the position at present. He was a former director for wire services.

Wire service operations are conducted from an office in New York, where major wire service managements have their headquarters.

Present likelihood seems to be that Colangelo will continue his tenure until January, when Hayes presumably will have completed present projects at Hawaii and when the results will be known of a wire service referendum proposing major changes in the direction and control of its members' affairs. The referendum balloting will occur in November.

A vacancy exists in the assistantship to the administrator. It had been held until last March by William Ray Pitt, who then resigned to resume his United Press job. For several weeks last summer it was held by Terry Reese, who decided against continuing when a requirement of the job was operating from Washington instead of New York.

Charlotte Is Host To Southern Council

Charlotte, N. C.—Local contract problems will get major attention at the fall meeting of the Southern District Council, set for October 6 and 7 at the Charlotte Hotel. Willard Yarbrough, Knoxville, is council president.

Guests will include ANG President Joseph F. Collis, Wilkes-Barre, and Ellis T. Baker, ANG director of research and information. The latter will conduct a forum session on contract problems, with direct reference to the collective bargaining activities of the locals represented.

Bud Cox, Charlotte local president, said that the Saturday session will start at 1 p.m. and that the program will end at noon on Sunday. A cocktail party and dinner are part of the host local's plans for entertaining delegates.

Scripteasers

by NELL WOMACK EVANS

...to Spell Well'

IT PRODUCES GREAT PRAISE to a lady to spell well," wrote Thomas Jefferson to his daughter, Martha, in 1783. Perhaps little Gloria Ackerman would agree with Jefferson on this score as she professed to do politically at the National Democratic Convention. Perhaps, too, this year's National Spelling Bee champs—who were little ladies spelling big words like "infatuated" and "condominium"—would go along with this view. After all, these three spelling-ladies have reason—and great praise—to back up such an opinion.

On the other hand is Eleitheros Ravounidis who had to change his name to Larry Andrews because his wife could never spell his proper name. That is more in line with the current view that poor spelling is the defect most frequently marked in so-called educated

persons of today; that a need to spell well went out with the secretary, or endorsement of "simplified spelling" as advocated by yet another president, Theodore Roosevelt.

Whether it produces great praise or not the composing of words, letter after perfect letter, simplified or standard, has its votaries, of which I am one. Sure "a rat in the house may eat the ice cream" is the long way around to spell arithmetic—first letter of each word in the sentence, you know—and ditto for "George Elliott's oldest girl ran a pig home yesterday" for geography but since that long-ago day I learned them, collecting mnemonics as memory aids to proper spelling has been a pleasant pastime and made proofreading and writing jobs easier.

Interested? Then here are

Draft Contract Clauses For Chester Settlement

Chester, Pa.—Chester Times Guildsmen who three weeks ago held a three-day strike against their employer to safeguard vital security clauses in their Guild contract, await a meeting set for next Wednesday at which drafted

language for the new agreement will be submitted for management approval.

The strike was settled when management and officers of the Philadelphia Newspaper Guild, of which Chester employees form a unit, initiated a rough draft of the terms ending the work stoppage. The detailed contract language will formalize the settlement.

Shop union members who refused to cross the Guild picket lines, and who were told they were fired because of that refusal, suffered no loss of pay for their two days of idleness—Saturday and Monday. A condition for the Guild settlement, reached

with management by I. Michael Segal, local president, and International Representative Maxwell E. H. Pyle, was that neither Guild nor craft union members would be penalized as to pay.

The new contract succeeds one which expired midnight, August 31, in which management had sought to eliminate many clauses, to the sure detriment of the Guild's effectiveness. The strike was precipitated when management refused a request from a federal conciliator for a second week's extension of the conditions of the expired agreement, pending further negotiations.

Sixty-one employees are members of the Chester Guild unit.

Living Costs Show Slight Dip In BLS Consumer Price Index

Washington—The cost of living dropped two-tenths of one per cent between July and August because fresh-fruit and vegetable prices went sharply down, they always do at this time of year, while costs of practically everything else went up.

The Labor Dept.'s Bureau of Labor Statistics reported its Consumer Price Index stood at 116.8 on Aug. 15, compared to 117 on July 15 and 114.5 in August 1955. The decline was the first since January. It reversed an upward movement that began in March and reached its peak in July.

Prices of fresh vegetables dropped an average of 21.9 per cent as bountiful harvests began finding their way into the markets. In August fresh fruit prices sagged 9.2 per cent, but despite these declines the over-all food index was down only 1.5 per cent.

Prices of other foods, like most of the other goods and services in the CPI market basket, increased. Higher costs were registered for beef, veal, some pork cuts, eggs, some dairy

products and bread. Poultry prices, down 3.9 per cent, reflected increased supplies of young chickens.

Many of the other market basket components continued the upward trend which in recent months has been concealed by declining food prices. Housing went up again. So did anthracite and bituminous coal, gas bills, apparel, both new and used cars (the latter greater than seasonal), and gasoline and motor oil. The long-term rise in consumer services continued. Declines were registered in house furnishings and household appliances.

BLS Commissioner Ewan Clague refused to go out on a limb with a forecast on the September index reading. Without committing himself, he said it could hold at the present level, drop a little or go up a little.

ARE YOUR UNION DUES PAID UP?

the ten words listed in Dr. Victor Heiser's "Odyssey of an American Doctor" as unspellable, and used as traps by Dr. William Lyon Phelps to stump the learned. It tickled my fancy to make mnemonics for them, just in case. Words and mnemonics follow:

Embarrass, misspelled by many, is easy with its two doubles meaning two robbers (double r) Sing Sing (double s).

Harass, somewhat similar in meaning, takes only one r affront that ass. And this is just silly enough to stick in the memory and perhaps prevent the harass so common as a typographical error.

Innocuous, two n's like innocent, since both denote rather harmless ideas. **Innuendo**, hinting does it for me. (*Innuendo*, though, and *innuendoes*, frequently misspelled though not a part of this list, I remember by associating, inject—a shot, you know, with one s—and *innuendoes*, also one s. Mental gymnastics take less time than the telling, fortunately.)

Supersede—the only sedending word in the language, if we can believe lexicologists and our own eyes. That lets out *cede* as an alternative, and makes for proper spelling—the aim of all this.

Plaguy, which I admit I seldom see. Nevertheless, I'm all set. *Play* guy, I'll say to myself, is a nuisance, and then I'll take out that y in play, and remember that spelling is all a memory trick anyway, one as good as another.

Rarely and *villify*—no doubles, the obvious temptation. Then do a quick turn on rare keeps its regular spelling, *vile* changes an e to i, and by associating the two stumblers neither will stump.

Dedicate—To dry up; *Sie(k)*, perhaps? It works, if you remember in this case *sick* is spelled with a double e instead of a k.

Fencing—King on the end, no pick at the beginning.

Learn these and you're all prepared for some smartaleck who makes parlor games of spelling tests—or to get through a manuscript without constantly consulting the dictionary. I'm adding a few of my own off-found misspelled words and their preventive just to erase any inferiority you might have as a result of misspelling misfortunes—and to tease this script sufficiently for my proper word length, as well.

Tonsillitis, always coming up in the winter—two tonsils, two l's.

Ecstasy. Sigh (sy) huh? It eliminates the possibility of a cy ending, which comes about much too often.

Familiar, peculiar and similar come out right with "persons too familiar or peculiar end with lar, but a person similar to me or you is never a lar." Far-fetched, maybe, but it works.

Indispensable, *incomparable* stump you? Able men may be described thus, while *incorrigible* and *incomparable* are not able in the end. That makes 'em able.

Occurrence, double event, with two c's and two r's, and no disputing that an occurrence is an event, which gives authority to that s. In this case, it's the last word.