

The Guild

Reporter

OFFICIAL ORGAN, AMERICAN NEWSPAPER GUILD (AFL-CIO, 616)
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Pension Sessions Have Comprehensive Agenda

The Guild's first union-wide seminar on pension plans, set for next weekend at Chicago's Hotel Morrison, has thus far registered 40 delegates from 30 different locals. It is likely that the three-day meetings, starting at 1 P.M. Friday, will attract additional attendance from locals in the immediate area of Chicago. That city was selected for the sessions, as being central to a large number of comparatively small Guild locals.

The seminar will give locals engaged in pension negotiations or desiring to include the subject in future bargaining a first opportunity to meet the newly-retained ANG consultant on pensions, Joseph H. Daoust, of Detroit.

In addition to a general treatment of the subject, Mr. Daoust will give direct consultation with local officers who have a specific problem not covered by the agenda. Saturday evening has been reserved for such purposes.

Some advance material has been mailed out to registered delegates by Ellis T. Baker, ANG director of research and information, who will preside at the seminar sessions.

Besides the detailed program to be followed, the delegates will have, in advance of their Chicago arrival, a recent pension summary issued by the AFL-CIO, a revised summary of the Social Security laws, and a glossary of terms used in the pension field.

The Friday afternoon session will treat of the need for planned retirement, the benefits and limitations of Social Security, the nature and effects of negotiated pension plans, and pension patterns found in other unions and industries.

Friday evening the talks will be on basic cost factors in de-

signing a pension plan, and a comparison as to costs, flexibility and guarantees between insured plans and trustee plans.

With an hour and a half for lunch, the Saturday meetings will continue from 10 A.M. to 5 P.M., on subjects related directly to bargaining for Guild pension plans. Among other topics will be existing unilateral plans, funding a pension plan, the relation of pensions to social security and severance benefits, and the policy provisions recommended for inclusion in the text of a plan.

The Sunday morning seminar will start at 10 o'clock and final adjournment is set for 2 P.M. Mr. Daoust will present a "model" pension plan and a data book which he has prepared for the use of the Guild. There will also be suggested a timetable of procedures in bargaining collectively for the pension objective.

Mr. Daoust will be aided by one or more associates.

ANG officers and the field staff of international representatives will attend the seminar, and international representatives will hold staff conferences in advance of the seminar proper. ANG Vice President Harvey H. Wing, of San Francisco, will attend as chairman of the IEB committee on pensions.

Wilbur E. Bade Memorial Award

DEADLINE MAY 1

1957

The Wilbur E. Bade Memorial Award—\$500 in cash to the winner and a plaque to his local—was set up by the Los Angeles Convention in 1954 to encourage development of local Guild leadership by stimulating participation in local activities and rewarding achievement.

It is given annually for the most notable local work in furthering the Guild's basic purposes.

• Nomination of candidates shall be by executive boards or representative assemblies of locals, or by units within locals, and must be sent to the ANG Secretary-treasurer, postmarked no later than May 1, 1957.

• Entries must be in writing, not to exceed 1,500 words, containing a detailed outline of the achievements of the candidates during the year ending March 31, 1957. Evidence of past accomplishment may be considered insofar as it indicates developing leadership culminating in the year's activity.

• Eligible for the award shall be any officer or member, or any group of officers and/or members, of any local of the ANG, whose achievements during the year are within the scope of the award. Candidates must be members in good standing at the time of their nomination.

• Not eligible are officers of the ANG, members of the ANG staff or paid officials and employees of locals.

• The award will be judged by Milton Murray, Milton J. Lapine and Joseph M. Walsh, and will be announced at the 1957 ANG Convention in St. Louis, July 8-12.

Lima Bargaining Sessions Add Up To Nothing At All

Lima, Ohio—Negotiations at the Lima News, where the Lima Guild seeks a new contract with a publisher, R. C. Holles, who is an avowed opponent of unions, went into a recess this week, to resume March 19, after the ANG pension seminar at Chicago has concluded. The meetings have been completely unproductive.

Seven sessions have been held with the management of the News, the last few with the assistance of a federal conciliator, John O. Shea, of Toledo.

Bargaining for the most part has been exploratory of the ingeniously anti-union language of a counter-proposal advanced by the Holles management when it got the Guild's contract text.

Guild negotiators have tried to ignore the inflammatory nature of some of management's clauses, and at one point gained a reluctant admission that News management didn't expect to get "all it asked for" in a final settlement.

What management was willing to drop from its list of conditions, however, has not be-

come apparent in any of the discussions thus far. Nor have the talks progressed to direct dealing with the terms set up in the Guild document.

The local negotiating committee is being aided by two international representatives, Ray Mann and George E. Bruner.

Executive Vice President William J. Farnon spent two days in Lima, meeting with Guild officials and other union heads, and with business and civic groups. ANG Director of Organization J. William Blatz arrived this week to consult with local leadership.

Meantime the Holles story has gained national attention. Labor's Daily published a full-

page story, datelined from Colorado Springs, where Holles operates a non-union newspaper after a Typographical Union strike resulted in establishing a rival daily.

Two articles written for the Cleveland Press by Jack Ballantine, State editor, stressed the community hostility which was caused by the advent of Holles as the new owner of the News, just a year ago. The story referred to Lima's new \$800,000 library as a "monument to a man nobody likes," inasmuch as Holles' editorial opposition to the project turned out a record Yes vote for the library appropriation.

And "News and Views," the Ohio State CIO Council's publication, devotes a page to the Lima publisher, headed "You're Unwelcome, Mr. Holles," with a summary of the Ballantine stories as text.

The Lima Guild succeeded in closing a one-year contract a year ago, immediately after Holles had bought the News. And the Guild is the first of the daily's organized forces to attempt bargaining with the new management. Contracts with other craft unions have several months to run.

Numerous Guild grievances have arisen during the year, with unsatisfactory settlements.

Management has increased its staff in all departments with

Second Vancouver Group Will Ballot On ANG Tie

Vancouver, B. C.—When membership of the Vancouver Province Newspaper Guild, CLC, meets next week to vote on the question of direct affiliation with the American Newspaper Guild, it will have before it a recommendation, unanimously adopted by its executive board, to approve the transfer.

The organization numbers about 275 eligibles, and like the larger group at the Vancouver Sun, which approved a similar step in January, holds a collective bargaining contract with its management, part of the Southam chain of Canadian dailies. The Ottawa Citizen, another Southam paper, has held an ANG contract since 1950.

Last year the Province membership turned down a referendum on the same subject, by a small margin.

Since that time strong representation has been forthcoming from the merged Canadian Labor Congress in favor of having its directly-chartered newsmen's locals seek relationship with the ANG's international union.

The ANG has a Canadian regional vice president, two international representatives stationed permanently in Canada, a Canadian district council and five chartered locals with a total membership of approximately 2,000.

Conditions Are Listed For Third Bade Award

Posters detailing the conditions under which the third annual Wilbur E. Bade Memorial Award will be conducted have been sent to local officers for aid in promoting entries.

The award will be announced at the St. Louis convention in July, and entries must be submitted to Charles A. Perlik, Jr., ANG secretary-treasurer, postmarked no later than May 1.

Nominations for the award may be made of individuals or groups who during the year ending March 31 have performed exceptional services for their Guild "at the local level."

Previous entries have been for services in nearly all types of local activity, such as bargaining, organizing and strike committees, as well as duties inherent to local office.

For the first competition, in 1955, 15 locals named 19 individuals for the attention of the judges. The winner was William Burke, of Lansing, one of the Guild's smallest locals.

Two of the 1955 nominees, Harvey H. Wing, of San Francisco, and Richard Lane, of Memphis, became members of the International Executive Board later that year. Both the San Antonio entries, Kenneth Byrd and Don Hayes, were appointed to the staff of International Representatives, and Ottawa's choice, Bob Buchanan, later became executive secretary for the Toronto Guild.

The 1955 judges selected Cleve Mathews and Jack Mathews, of St. Louis, the organizing committee of the Toronto Guild, Buchanan, Robert Van Wagoner, of Buffalo, and Doug Lovelace,

of SFONG, for citations.

Last year the nominations came from seven locals, with nine persons named. Washington Local provided the winner, Ray Henry, a member of the AP unit although nominated by the Post & Times Herald unit. The Twin Cities Guild, Bade's home local, submitted two entries, as did the Milwaukee local, Detroit, Kenosha, Los Angeles and Waterbury were the other locals represented in the entries. Louis Cook, now Detroit president, and Eugene Martin, of Westbury, gained honorable mention in last year's awards.

The 1955 panel of judges comprised Herb Monk, St. Louis; Gervase Love, Washington, and John J. Biddison, Twin Cities. Last year the judges were Sam B. Eubanks, SFONG; Harold Chucker, Twin Cities, and W. A. Copeland, Memphis.

For the upcoming competition, the judges are Milton Murray, former ANG president, Milton J. Lapine of Cleveland and Joseph M. Walsh, Wilkes-Barre, both former ANG vice presidents.

The award memorializes the Guild's first director of organization, who served seven years as Guild Reporter editor and who died while at work for his own local at Twin Cities, where he had become executive secretary.

persons who have not joined the Guild and who in some cases have been openly opposed.

Holles' personal pattern of editorial attitude is opposition to almost all types of government agencies and government spending. He lumps them indiscriminately with labor unions as "socialistic" enterprises.

Membership Nets 925 Gain In Year

Eight Guild locals registered new high marks in dues-paying membership to make up the January 1 tabulations, and three other locals held at record high levels previously attained.

The January totals are affected by the annual weeding out process, which drops from the active rolls those who have not paid dues for the closing calendar year. The January 1 total showed a net loss of 158 from the December 1 figure.

Compared with the previous January 1, of 1956, this year's January tabulation shows a twelve-month gain of 925, for a standing of 28,554.

The locals which established new high membership totals as of January 1 are Albany, Bay City, the Canadian Wire Services, Cleveland, Dallas, Hawaii, Memphis and Milwaukee. The three which held their own high totals are Hazelton, Jacksonville and Kenosha.

Broun Award Winners Heard In Racket Probe



WASHINGTON WITNESSES—Winners of the Guild's Broun Award announced last month, William Lambert and Wallace Turner made new headlines last week when they testified before the Senate labor-management committee, probing into the conditions revealed in their Portland Oregonian stories of racketeering in that city.

The story which won the 1956 Heywood Broun Award for two Portland, Oregon, newsmen hit national headline status last week as it was retold to a Senate investigating committee, headed by Sen. John L. McClellan (Dem., Ark.).

Among first-day witnesses at the probe were Wallace Turner and William Lambert, Oregonian reporters and Guildsmen, and the underworld figure who gave them their earliest news tips on the story, James B. Elkins, also of Portland, described as a one-time racketeer who has "gone straight."

The Oregon story (GR, Feb. 22) has resulted in grand jury indictments against five persons involved as key figures. They include local Teamsters union officers, hoodlums and city officials. Sen. McClellan says the Portland story is only one of many to be revealed from other sections of the country.

In opening the hearings Sen. McClellan said the committee wants to "learn not only which racketeers are present in unions and employer associations but also how they came to be there, who sponsored these men and who protected them."

McClellan referred to the AFL-CIO executive committee's adoption of a strict code of ethics, but failed to note that the conditions he described apply to a tiny percentage of the labor movement as a whole.

The news stories which emanated from the hearings made no such distinction, either.

But the New York Times said editorially:

Cincinnati Contract Nets \$6.50 To \$9

Cincinnati, Ohio—A two-year contract carrying general increases of from \$6.50 to \$9 has been closed by the Cincinnati Guild with the Times-Star management, covering advertising, business office, circulation, dispatch and miscellaneous department employees.

The agreement gives from \$4 to \$6.50 effective March 1, applied in wage-bracket ranges, and \$2.50 "across the board" during the second year.

Besides the general increases, wage adjustments in several categories ranged from \$1 to \$3.75, in increases applicable before the general increase is figured.

The local negotiators succeeded, too, in advancing the accrual rate of severance pay. Heretofore it has been earned at the rate of one week's pay for each eight months' service. Under

the new contract, it will be figured at one week for each six months' service. The "ceiling" on severance equity was raised from 44 to 86 weeks.

Pension accrual was also placed on the same schedule as severance, and the ceiling was raised from 48 to 52 weeks.

Top minimum for advertising salesmen was lifted to \$122.50 this year by the new contract, for outside classified salesmen to \$98.50, and for telephone operators to \$64.25.

AMONG OURSELVES

Milton Miller, New York Guild, will visit Europe this month for a series of articles on soccer football activities in the U. S. armed forces.

Harry Gersh, former assistant ANG director of information, leaves his directorship of community relations for the Jewish Family Service, New York, to become public relations counsel for the New York State Labor Department.

Raymond Wilcox, chief of the INS staff at the House of Representatives, named to the House armed services committee staff. He first joined the Guild in Detroit in 1934, organized the INS unit of the Pittsburgh Guild and a Statewide INS unit at Harrisburg, holding a vice presidency in the latter local. In Washington, he headed the Guild's INS unit and was a member of the local executive board.

Eugene Sochor, Buffalo Courier-Express unit, earned master's degree in international relations at University of Buffalo's fall-term commencement. He holds two other master's degrees, in journalism from Columbia and in comparative literature from the University of Maryland.

Walter Freese, Buffalo Evening News traffic safety reporter, was guest speaker to 300 New York State police chiefs at their annual meeting, on cutting down traffic accidents by cooperation with newspapers.

Boland Honderich, chief editorial writer of the Toronto Star, promoted to the five-man board of directors, succeeding the late Harry C. Hindmarsh, publisher. Honderich was first president of the Toronto Guild.

Charles King, president of the Vancouver, B. C., Province Guild, C.L.C., transferred this week from the Vancouver news desk to the Press Gallery at Ottawa.

Waterbury Charges Coercion In Firing

Waterbury, Conn.—Charges of coercion against members of the Waterbury Guild by management of the American-Republican have been filed with the Boston regional office of the National Labor Relations Board.

The unfair labor practice charges refer to the discharge last month of Stuart Halpine, for his refusal to resign his membership in the Guild, as demanded by American-Republican management. Halpine and several others had been told in December that retention of their jobs depended on dropping their Guild affiliation.



UPSTATE BREAKFAST—Delegates to the Rochester Guild last month, at a week end session. Seated are Thomas J. Murphy, Rochester, re-elected council president; M. Michael Potok, New York City, council secretary-treasurer; and ANG Vice President John H. Thompson, Boston, who was a guest speaker. Standing are G. Thompson, Boston, incoming president, and Alan Nash, retiring president, both of the Rochester local.

8-Man Wire Council Appraises Local Plan

Richard Harnett, San Francisco UP, and Saul Richman, New York AP, have been declared elected as secretary-treasurer and AP vice president, respectively, of the National Wire Service Council.

Both were elected by margins of only two votes in the closest contest for council office since the formation of that body.

Meeting at Washington last week end with all present, including the victors in the only two contests, the eight-man board conferred with Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., on steps immediately necessary to meet the schedule set up by the International Executive Board in approving conditional issue of a charter to the wire service membership as a separate nationwide local.

Since the proposed charter would not become effective under the IEB schedule until next March 1, the council worked out an operating budget for the fiscal year starting May 1, for submission to the May meeting of the IEB.

A study committee headed by Arthur Edson, Washington AP, appointed to review the proposed local budget offered by last

Dalles

Dallas, Texas—New officers of the Dallas Guild are: President, David Taylor, AP; secretary, Pat Reilly, UP, and treasurer, Henry Frut AP. Taylor was chosen in a contest with N. B. Sawyer.

Thompson Is ESDC Speaker At Sessions In Rochester

Rochester, N. Y.—The Empire State District Council elected officers, heard ANG Vice President John H. Thompson, of Boston, as guest speaker, and adopted two resolutions on pending legislative proposals, at its February meeting at the Powers Hotel here.

Thomas J. Murphy, former Rochester local president, was returned to another term as head of the council. Charles J. Tano, Kingston, and Charles M. McCarthy, Utica, were named vice presidents, and M. Michael Potok, New York City, was named secretary-treasurer. George Kearney, Albany, long-time council treasurer, had not been elected a delegate by his local, and the council voted to merge the two positions, continuing Potok in the new office.

Other vice presidencies will be filled by Hudson County, Newburgh-Beacon and Jamestown local affiliates.

Thompson discussed ANG finances and organizing prospects, and told the delegates of "collective bargaining developments."

In a resolution forwarded to Governor Harriman and appropriate committee chairmen, the council recorded opposition to "any attempt to repeal or weaken the Stockholders Corporation law against the interests of workers with claims for severance pay, wages or other benefits against a corporate employer."

Affiliated locals were urged to join the council in informing members of the Legislature of their views on such a proposal.

A second resolution backed the State CIO Council in recommending greater deduction credits in computing New York State income taxes. Both actions came after presentation of the issues by Potok, who urged attendance at the State CIO Council convention in New York next August.

The delegates went on record as not favoring a present merger with neighboring councils, but as committed to cooperative effort in jointly sponsoring such activities as leadership training conferences. Objections to merger suggestions were that small locals would have difficulty in sending delegates a greater distance than at present. Albany will be host to the May council sessions.

Council delegates were guests at the Rochester Guild's annual breakfast, which saw presentation of a gift from the Rochester membership to Alan Nash, retiring local president.

Cleveland Daily Tests Photo Ban

Cleveland, Ohio—The Cleveland Press has launched a test case against Canon 35, the bar association ruling which in Ohio has been used to prevent news photographers from taking courtroom pictures.

Twice this week the Press published photographs made in the courtroom of Chief Justice Sam H. Silbert, under normal lighting conditions, and says the Press in a front-page editorial, "without the knowledge of a single person in the courtroom," including the judge.

Justice Silbert yesterday said he was starting contempt of court action against the Press, which previously had sought, without success, to test the rule. The Press holds that modern picture making is wholly in keeping with the dignity of court room procedure.



MEN OF LETTERS—Three Guild members were among winners of awards in the Fund for the Republic's first "American Traditions" competition. David Koonce, of the Washington Star Sunday department, at the left, and L. Edgar Prins, of the Star's national staff, received their awards in person. ANG Vice President Ed Marchink, of Chicago, was the third Guildsman honored.

Guild Members Win Awards In Republic Fund Contest

Two Washington-Guildsmen, and a third from Chicago were among the score of winners in the Fund for the Republic's first American Traditions award, announced at a dinner here at which Bruce Catton, former Cleveland Guild member and now a Fund director, was chief speaker.

The awards were to the writers of letters relating instances in which Americans had demonstrated their love of liberty by deeds, rather than words.

The Fund distributed a total of \$5,000 to the writers of the letters, and another \$5,000 to be given to organizations designated by the various winners.

First prize went for letters, one of them written by David Koonce, active member of the Washington Guild, on the Sunday staff of the Washington Star, concerning the lone stand of John B. Orr, Jr., only member of the Florida legislature to support the segregation ruling of the Supreme Court. Five other letter writers shared with Koonce the first prize money, \$2,500.

L. Edgar Prins, also of the Star, who won honorable mention in the Guild's 1956 Heywood Broun Award, made one of his Broun Award "security risk" stories the basis of a Traditions Award letter. He won fifth prize.

ANG Vice President Ed Marchink, of Chicago, shared seventh prize with another letter writer. They wrote of a priest who defended the civil rights of migrant Mexican farm workers.

Catton declared that the tradition of freedom in America is indestructible, surviving strong assaults against it, because of individual courage and the faith on which that courage is founded.

after Fox, a promoter who has had spectacular success in other fields, ran into tax demands from the government from his only venture into newspaper publishing.

Several hundred employees, including Guildsmen, tried to aid Fox in keeping the daily going, but now become his creditors for large sums of unpaid wages and severance pay.

Fox was indicted last week on a number of charges filed by employees, as test cases, under State wage laws.

The bankruptcy court will proceed with liquidation of the Post, a morning newspaper in Boston for 125 years.

Fix Election Date At Norristown, Pa.

Norristown, Pa.—The National Labor Relations Board has set Thursday, March 28, at the plant of the Norristown Times Herald as the time and place for an election to choose bargaining representation for some 55 employees in the Guild jurisdiction.

The eligible voters will choose between the Newspaper Guild of Greater Philadelphia and an unaffiliated employees' association which has a contract expiring next month. At a Philadelphia hearing last week, the association reported agreement with the Guild on an application for a consent election, to which Times Herald management made no objection.

Lawyers Disagree, Hearing Postponed

Toronto, Ont.—An Ontario Labor Relations Board hearing on a Toronto Guild petition to be certified for some 66 whole-salers employed in the circulation department of the Telegram was adjourned to a later date, unfixed, when opposing lawyers tangled on a point which the board members could not resolve.

The board called a recess to enable the opposing counsel to state their positions, but was itself unable to reach a conclusion on the point.

New Orleans Firing Is Tangle Of Rivalry, Rights and Race

New Orleans, La.—The executive committee of the New Orleans Newspaper Guild had before it this week the peremptory discharge of Guildsman Ewing Potteet, on its face, violates the Guild contract providing for "just and sufficient" causes for discharge, but is related to other issues, including racial discrimination, the Supreme Court ruling on segregation and the sharply competitive situation as between the Item and the Times-Picayune, rival dailies.

The Louisiana Weekly broke the story of the discharge a week after it occurred, quoting the Item's editor as saying:

"The grounds for Potteet's departure are not his convictions or his advocacy thereof. The grounds are much broader and involve elements extending back some time."

"The Item is proud of its reputation as a fair-minded newspaper working for the welfare of the community and all its citizens."

The statement was far from being the whole story.

Potteet was discharged, with severance, the day after the Item's rival in the daily field, the Times-Picayune, published Potteet's name in a long list of signers of a petition asking the New Orleans city officials to integrate seating on the city's bus lines, now segregated as to Negroes and whites. Potteet was not identified as to his Item employment.

Although 41 of the 125 signers in the list were members of the clergy, the Times-Picayune singled out for special notice the names of two other signers who had been questioned by the East-land committee "investigating

alleged communist activities." One of the two had invoked the Bill of Rights in refusing to answer questions before the committee.

When Potteet was called to the office of George Chaplin, editor of the Item, he went in company with Robert Morris, local Guild president. Potteet was handed a letter which read:

"It has come to our attention that you have associated for some time with persons whose patriotism has been questioned, under circumstances which may embarrass us in our determination, firmly fixed, to maintain an independent position, with loyalty to the United States always paramount."

"Under these circumstances, while we shall never hesitate to speak well of your professional work as a critic of the arts, following our discussion today we deem it best that your connection with the Item be severed at this time."

"Check to cover your severance is enclosed (without prejudice to the grounds of severance)."

Potteet vigorously protested the implication of disloyalty, and demanded clarification, but

New Orleans, La.—In its editorial attitudes and news treatment, the New Orleans Item has been scrupulous in maintaining a liberal attitude, by Louisiana standards, toward the highly inflammable segregation question raised by the Supreme Court rulings on schools and public transportation.

In contrast, the Times-Picayune has based its appeal for both readership and advertising on its "local ownership" and its open sympathy with the white supremacy doctrine preached by Citizens Councils, and shared by a majority of citizens.

Thus, the competition normal between rival newspapers is sharpened in the New Orleans situation by the racial issue.

Chaplin declined to discuss it, agreeing only that Potteet might return for an afternoon meeting.

Again with Morris present, Potteet was told that afternoon by Chaplin that if he would resign, the letter could be destroyed and he could keep the severance check. References to prospective future employers would contain no mention of the matter, he was assured.

In writing, Potteet refused to resign, repeated his protest against any suspicion of his associations, patriotism or loyalty, denied all such allegations against him as a matter of record, and demanded substantiation of any such allegations.

Failing such substantiation, Potteet demanded that the Item publish a retraction and apology, together with a statement reinstating him in his job without loss of seniority or other rights under the Guild contract.

Potteet says that he signed the petition, without reference to any other possible signers, as a matter of personal conviction.

The petition itself said that the problem of bus seat segregation should be solved under the guidance "of the highest type of moral principles."

And it continued:

"A normal respect for the orderly processes of life under law should, we believe, impel the authorities in any community to honor the supreme law of the land and to seek to implement it. To do otherwise would be a dereliction of duty not only as public officials, but even as citizens of the United States."

Four clergymen had presented the petition to city officials and to the head of New Orleans Public Service, Inc., operators of the bus system. They were Rev. Eugene F. McManus, S. J., of St. Augustine's High School for Negro Boys; Rev. Clarence J. Snelling, Jr., Methodist chaplain at Tulane University; Rev. Thomas C. Aycock, Jr., pastor of St. Augustine's Episcopal Church; and Rev. Samuel L. Gandy, D.D., Negro chaplain at Dillard University.

There was no comment on the petition at City Hall, but the head of the transit company referred the group to a statement made some time ago, to the effect that the State law providing for segregation had not been reviewed by the Supreme Court, and therefore was being followed by the bus company.

Strike Vote Stirs Boston Publisher

Boston, Mass.—Herald-Traveler management this week, for the first time in its history of negotiations with the Boston Newspaper Guild, professed to have "an open mind" on the subject of arbitration, and asked more time to consider the Guild proposal that arbitration be the method of settling all differences arising from the contract.

Guild negotiators attribute management's shift of position directly to the passage last week, by a vote of 268 to 128, of a Herald-Traveler Guild unit resolution authorizing a strike in the event other means of obtaining a satisfactory contract should fail. That vote was followed by a \$25,000 allocation from the ANG defense fund, indicative of Guild-wide support to the unit, Boston's largest.

It was the first time since the earliest years of bargaining with the Herald-Traveler that negotiation deadlocks had led to a strike-authority vote.

Management moved this week a shade closer to Guild wage goals, too, by adding twenty-five cents to its two-year package and making some upward adjustments in the application of wage increases within the middle brackets. The publisher now offers \$1 to \$4.50 during the first year and \$1 to \$2.50 in the contract's second year.

The Guild seeks a union shop, a formal pension plan under contract, jurisdictional protection in certain job areas, and correction of some classification inequities, as well as a complete arbitration clause.

The local's executive committee has initiated a membership referendum, whereby all employed members would agree to a weekly assessment of 5 per cent of salary, in the event the Herald-Traveler unit is forced to strike. Under the local by-laws, an assessment must have prior membership approval.

Los Angeles, Calif.—Management of the Compton Herald-American has agreed to abide by a Federal court order requiring it to reinstate, with lost pay and full seniority rights, four employees discharged in July, 1954, for Guild activity.

The firings took place when employees at the Herald-American sought to organize a unit of the Los Angeles Guild. A charge of unfair labor practices was lodged with the National Labor

Relations Board, which issued a complete against the newspaper.

After hearings, the NLRB ordered management to return the four employees to their jobs, and post compliance notices at the plant. Failure to follow the order led to the court case, where the enforcement judgment was handed down last month. Management decided against taking an appeal to the U. S. Supreme Court, and has posted the required notices.

Compton Reinstates Four Fired For Guild Activity

The Guild Reporter

CHARLES E. CRISSEY, Editor

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What Price Newsprint?

There were some who detected an echo in the Capitol chamber where last week a Senate committee conducted hearings on the rising cost of newsprint.

The echo was doubtless that of numerous previous hearings on the same subject. For the same facts were "disclosed," the same witnesses heard, and same conclusions drawn, as in the former sessions.

Once again, there's an unjustifiable hike in what Guildsmen's employers must pay for a basic item of supply. Once more there are charges of "monopoly," "cartel," and "squeeze," and cries of economic pain. And again comes the suggestion that "perhaps" now is the time to utilize timber sources in such areas as Alaska, within reach of federal agencies charged with rooting out price-fixing and monopolies.

If our publishers were the only sufferers, it would be permissible to be somewhat restrained in our sympathy. There might even be a touch of impish satisfaction in remembering that only 25 years ago the picture was reversed, with newsprint producers sweating out the depression and buyers holding the price-controlling upper hand.

But our Guild has a substantial stake in newsprint prices. Rising costs give our employers another weapon with which to beat back Guild demands for an adequate pension, paid for in full by the industry which Guild members serve.

Solving the newsprint problem is the Guild's best approach to pension-bargaining. The Guild was well aware of that nearly 10 years back, when it made its comprehensive newsprint study, a document cautiously ignored by publishers.

But there's a still more important victim, indirectly represented by the Senators on the committee, but for the most part overlooked.

The American public has a stake, too, in the cost of newsprint. Reading and voting Americans have not only the right to know, but the right to read opinions on, both sides of a public question. It's a blunt fact that they don't get both sides in a one-newspaper city. Newsprint costs are partly to blame.

When the number—and inevitably the quality—of newspapers is cut down, there is permanent damage to what Morris Ernst calls "the marketplace of ideas."

Fair newsprint prices could help restore competitive zip and zing to the newspaper industry, to its editorial pages, to the scramble for the advertising contract, to the rush for the reader's nickel.

All of which, we hold, would stimulate healthy circulation of controversy, the life blood of democracy.

AMERICAN NEWSPAPER GUILD

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EXECUTIVE VICE PRESIDENT: WM. J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIK, 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. Woods, 1147 Princeton, Los Angeles 4—Fred E. Fletcher, 697 Raymond Way, Santa Rosa, Calif. 5—Arthur Rosenstock, 80 E. 13th St., Bronx, N. Y. 6—C. Joseph Beaudette, 130 Indian Road, Cress, Toronto 7—Canada.

AT-LARGE VICE PRESIDENTS: Wilfred E. Alexander, 555 Val Park Ave., No. Valley Stream, L. I., N. Y. Ed Marchinski, 21 West Superior, Chicago 10—Daniel A. McLaughlin, 111 Maple St., West Orange, N. J. Robert C. Hafford, Box 585 West Richfield, Ohio. David Wally, 1231 Westfield Ave., Pittsburgh 14, Pa. Harvey H. Wing, 1120 Hamilton Lane, Burlington, Calif.

DIRECTOR OF ORGANIZATION: J. William Blatz
DIRECTOR OF RESEARCH AND INFORMATION: Ella T. Baker, Ill.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Stephen Ripley.

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger, Robert E. Bruner, Kenneth R. Byrd, Joseph L. Campo, Joseph G. Colangelo, Charles Dale, Fred Jones, Ray Mann, Maxwell S. H. Tyle.

"First We've Gotta Put On The Wheels!"



IT SEEMS TO US

Sees 'Compulsion' in Gifts To COPE Educational Fund

BUFFALO, N. Y.
Editor: My three cents worth: The Feb. 8 GR editorial, titled "Our Six Cents Worth," slaps at the GOP national chairman for urging that compulsion in political contributions be outlawed. It drolly adds:

"The hundreds of Guild members who voluntarily contributed dollars to the AFL-CIO Committee on Political Education—and the thousands who voluntarily didn't—may well ask: 'What compulsion?'"

A good question. Unfortunately, it has an answer, as I pointed out in a letter last fall. Dues money of thousands of us was contributed last year to COPE without our pre-knowledge or approval. It was done simply by some district councils voting treasury funds to COPE above and beyond the voluntary dollar drive. Our dues money was voted away by a small group of persons, usually far from the member locals' scene and without knowledge—and in at least one case against, a local's specific wishes.

If this isn't compulsion, I don't know what it is. I've always supported the program of voluntary contributions, for COPE or any other political activity. But in compulsory contributions I see a danger much greater than the benefits we seek. Its possible misuse is staggering.

Let's get our own principles in order before we go slapping at someone else's.

BOB VAN WAGONER
Buffalo Guild

Brother Van Wagoner ignores the law which divides union gifts for political purposes into two categories. One embraces individual contributions, to which he has no objection. The other is the allocation of treasury funds, which the law says can be used only for such COPE activities as the "Register and Vote" campaign, a non-partisan effort. It was to this latter purpose that District Councils, and the IEB itself, voted contributions last year.

It is not "compulsion," but the principle of majority rule—to which Brother Van Wagoner objects. Duly-elected delegates to District Councils voted for what a majority deemed proper action, under constitutionally-approved rules.

What's compulsory about that? Are the millions who voted for Stevenson under "compulsion" to acknowledge Eisenhower as President? Not if the principle of majority rule is in order. We think it is, in the Nation and throughout all sectors of the Guild.—Ed.

Outs My Way, Rabbit, Says Sprinter Harris

BOSTON, MASS.
Editor: Dizzy Dean, the great pitcher, said "It ain't bragging if you can do it!"

As one who organized the Pawtucket Guild, negotiated its first contract and renewals for years after, I am particularly pleased at the three-hour speed with which they obtained their latest contract. The February 22 Guild Reporter stated, "Setting a new speed record for New England."

For the record, may I state the real record? I have negotiated all New England contracts at one time or another, some up to ten consecutive years. The record in this respect is at the Lynn Telegram, where I have done every contract from 1942 to 1956, fourteen consecutive years. In 1947 it took me 37 minutes to reach a complete agreement, approved by ANG. In 1948 it took me nine minutes less. And in 1950 I set the unbelievable record of eleven minutes from the time I entered the Publisher's office until I left with the negotiating committee.

Can I keep my records?

GEORGE A. HARRIS
Boston Guild

The speed records achieved by former ANG Vice President (Continued on Page 6)

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.

I always explained to the Publisher every change in the contract, and its weekly cost to him. I must have been given, in later years, confidence in my integrity. The unit gave me full authority to accept or reject.

The weak contract of 1942 has now become the model contract, in every phase of Guild activity, and as compared to any other Guild contract.

Lastly, I have negotiated in excess of 100 Guild contracts in New England, New York State and in Hearst national negotiations.

THE BRIDGE AT ANDAU. James A. Michener. Random House, New York City. 270 pp. \$5.50.

This book is not "objective reporting," in the newshandling sense of the term, and for a good reason. Michener went to Austria last fall in time to interview hundreds of the Hungarian refugees who crossed the flimsy bridge near Andau, escaping from appalling and often unprintable horrors they had experienced under Soviet domination.

What Michener heard was unbelievable, but constant checking and rechecking convinced him of its truth. He tells the story in flaming anger against communism as a fraudulent governmental system, and with the conviction that he was witnessing a turning point in world history, a Russian defeat of greatest magnitude.

For Hungary, he says, has revealed "the scum of lies, propaganda, window dressing and deceit" which has overlain the truth of what life has been under communist domination. The Budapest revolt showed that the Soviet system, elaborately built, must now rely on raw force alone to continue, at a cost which the Kremlin must weigh well before incurring.

Without losing sight of the primary goals inherent in collective bargaining, unions have, say the authors, engaged in educational, recreational, health and community activities, fought against racial and religious discrimination, and sought civil liberties, labor and social legislation, and international peace.

The book is a refreshing contrast to the impression of labor unions gleaned from a perusal of news headlines, which per se

These Jumping Indices

'Don't Blame Unions'—Humphrey

Enormous profits of "Big Business giants," not wage increases for their employees, are responsible for soaring prices about which the national administration professes concern. That view was expressed this week by Senator Hubert H. Humphrey (D, Minn.) in a Senate Chamber speech.

"There has been growing evidence that the Administration hopes to lay the blame of the rising cost of living upon organized labor, by contending that wage demands have forced the costs of goods and services upward," the Senator told his colleagues.

"Before the Administration self-righteously accuses wage earners as being responsible for the record high prices, I suggest they note the behavior of certain large and powerful corporations recently in the news."

American Telephone & Telegraph Company's net profits, after taxes, have increased 223 percent from 1949 to 1956, the Senator said.

"Average wages in the telephone industry since 1949 have gone up 37 percent. Yet AT&T officials have said that 'expenses including wages have continued to rise, and the higher cost of doing business must be met by further increases in telephone rates,'" Humphrey noted.

Last year alone, he added, AT&T showed an increase of \$94 millions in profits, after taxes, over the previous year.

"Yet the companies are applying for rate increases in many States, and pursue a program of blaming wage costs."

Turning to Standard Oil of New Jersey, Humphrey said that wages in the petroleum industry have risen 42 percent since 1947, but Standard's own profits have gone up 197 percent.

"In 1955 this corporation realized net profits after taxes of \$709 million to make it the second

biggest profit maker in the entire world, and last year its profits are estimated to be more than \$800 millions. With the recent boost in the price of crude oil, we can expect Standard to amass profits this year of better than \$900 million," said the Senator.

"These profits, he added, are not isolated cases, but are typical of industrial giants."

"I pose this question to the Administration: How does it explain these enormous profits and continuing price increases, in a time when farmers are in serious financial trouble, small business is being pressed to the wall, home construction is falling off dangerously due to tight money, and consumers face a steadily rising cost of living?" he asked.

"It is frightening when the Administration sits silently with its hands folded, while corporate giants push for more and more, despite record-breaking profits. Pious admonitions from the White House are no answer. The problem calls for forceful action and not for sermons."

Senator Humphrey said that in 1955, "eleven corporations received 23 percent of all the corporate profits made in the United States."

"When the figures are tabulated for 1956, this concentration of profits in the hands of a few industrial giants will probably be even higher. Something is seriously wrong when a few enormous corporations can continue to boost their profits while small and medium-size firms are feeling effects of the profit pinch."

"I suggest to the Administration that it engage in some introspection, and it will discover that price increases are not due so much to America's wage earners as they are to the lack of an intelligent and forceful program by the President and his official family," Senator Humphrey declared.

How-To-Buy

It's Expensive To Live, Anywhere

By SIDNEY MARGOLIS
Consumer Expert for The Guild Reporter

With the cost of living marching to new heights despite the Bureau of Labor Statistics' predictions of "stability," some surprising facts about comparative living expenses have been developed by a wage-and-prices expert for this department.

The facts are, living costs are not necessarily smaller in small cities than big towns, are not cheaper in the South, and are not lower in low-pay areas. Nor can you depend on a particular area as "cheaper to live in." Changes in living costs, as in the once-cheap Pacific Northwest, move swiftly these days.

In the chart with this article, you'll find estimated annual living costs for a wage-earner family in various cities. The costs listed in this chart bring up to date the Bureau of Labor Statistics' famous "modest but adequate" budget for a family of husband, wife, and two children under 15. When they said "modest" they weren't fooling. This budget allows the husband one heavy wool suit every three years, the wife a heavy wool coat every four years and the whole family three phone calls a week.

This chart shows that living costs in big cities such as New York, Chicago, Philadelphia and Detroit, are no higher and are sometimes even lower than in smaller cities such as Portland, Ore., Seattle, Houston, Atlanta, Milwaukee and Minneapolis. It also shows the surprisingly high living costs in the South. It costs about as much to live in Atlanta as in Detroit, Los Angeles and Chicago. But average industrial wages in Atlanta are 26 to 34 percent less than in these highly-unionized cities. Similarly, living costs in Memphis and Richmond, Va., not shown in this chart but close to those in Atlanta according to previous surveys, are higher than in New York and a number of other cities in the North and West.

There are exceptions. New Orleans, one of the lowest-paid cities in the country, and depressed Scranton, Pa., are among the lowest-cost cities in the country. San Francisco has the highest living costs in the country. The 1955-56 BLS report showed a typical in Atlanta earning \$47 a week, and an auto mechanic \$1.57 an hour. Figures for a typist in Chicago were \$55.50 and an auto mechanic \$2.48 an hour. However, Chicago living costs were even a little less than in Atlanta. Numerous other examples confirm this situation.

Except for housing, most retail prices in most cities run about the same, especially food. And the price of food threatens to become this year's cost-of-living problem. According to a recent study, a moderate-income family spends almost a third of its entire income on food alone. This summer with pork production low, meat's price is scheduled to go up sharply. As an aid to keeping the coming food-price rise from doing serious damage to your budget, here's how the average family has been spending its food dollar.

Meat, fish and poultry, 28 cents; daily products and eggs, 20; fruit and vegetables, 14; cereals and baked goods, 12; canned foods, 9; beverages (coffee, tea, soft drinks), 7; sweets and sugars, 5; fats, shortening and baking supplies, 2; miscellaneous, 3.

You'll have one help in battling rising food prices, especially meat. Eggs and poultry will be at their lowest prices in years this spring.

LIVING COSTS IN DIFFERENT CITIES FOR FAMILY OF FOUR

City	Pop.	Dec.	Inc.	Rate	Rate
Atlanta	478,000	\$4,462	\$4.46	2.4%	106
Baltimore	578,000	4,500	2.9		
Boston	585,000	5,516	2.1		
Chicago	3,760,000	5,457	6.5	105	
Cincinnati	525,000	4,494	6.8		
Cleveland	925,000	4,370	6.5		
Detroit	2,405,000	4,476	6.7	105	
Houston, Tex.	600,000	4,480	4.3		
Kansas City, Mo.	400,000	4,306	6.2		
Los Angeles	2,125,000	4,576	6.2	107	
Milwaukee	600,000	4,576	6.2	106	
Minneapolis	540,000	4,415	6.1	106	
New York City	8,610,000	4,263	4.4	104	
Philadelphia	2,140,000	4,210	5.7	101	
Pittsburgh	600,000	4,417	6.1		
Portland, Ore.	400,000	4,394	2.8	102	
St. Louis	570,000	4,388	6.7	102	
St. Paul	280,000	4,760	10.3	106	
Scranton	130,000	4,132	2.9		
Seattle	550,000	4,515	5.5		
Washington, D. C.	500,000	4,288	2.9		
*New York City equals 100.					

War prices went up most in the South and on the West Coast where war activity was great.

These facts also do much to shatter the idea that high wages raise living costs. The 1955-56 BLS report showed a typist in Atlanta earning \$47 a week, and an auto mechanic \$1.57 an hour. Figures for a typist in Chicago were \$55.50 and an auto mechanic \$2.48 an hour. However, Chicago living costs were even a little less than in Atlanta. Numerous other examples confirm this situation.

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DATELINE: WASHINGTON

By WILLARD SHELTON
Washington Guild

EVER SINCE SENATOR FRANCIS CASE of South Dakota last year sprang the sensational story that oil-company lobbyists had offered a \$2,500 "campaign contribution" in the hope he would vote for the Fulbright-Harris natural gas bill, "clean elections" bills have crowded the hoppers of Congress. These bills should be studied in the most skeptical manner.

Everyone will agree that elections in a democracy should be "clean" and "honest." Most people will agree that campaign contributions should be reported under the most rigid standards of honesty.

An argument can be made, theoretically at least, for Senator Albert Gore's proposal to prohibit or limit the movement of campaign funds "across state lines." A lot of people in New York, New England and elsewhere have discovered that a little bit of money spent in half a dozen Rocky Mountain states may have a profound influence on what senatorial candidates are elected. A total of \$25,000 invested in Nevada or Montana would be a higher pre-vote expenditure than 10 times that amount in Michigan.

It is this reporter's judgment that most attempts to "reform" the laws would produce a less vital and vigorous expression of democracy than the laws we have now—and that to frame corrupt practices laws fairly is an exceedingly difficult task.

LET US EXAMINE certain proposals. Philip Graham, publisher of the Washington Post, thinks that "small" contributions from many people should be encouraged by the grant of tax exemption for political gifts up to \$100 a year.

But to claim a tax exemption, taxpayers must list all their exemptions and avoid using the so-called "standard" deduction of 10 percent of income or \$1,000, whichever is less.

The majority of taxpayers simply do not list exemptions; they take advantage of the "standard" deduction. The clerk and the laundry truck driver and the factory worker, generally, all take the "standard" deduction. They can't afford to give \$100, and even if they did give something less, a special exemption for the gift would be of no practical value to them, because it would still make their total allowable listable deductions smaller than the "standard." A provision for a tax "credit" of maybe \$5 or \$10—allowing them to deduct that amount from their tax bill if they can show a valid receipt for a political contribution of the same amount—might really encourage "small" contributions from many people. But not the \$100 exemption.

CORE'S DISTASTE for the interstate movement of political funds is understandable, but it ignores the fact that this country is a union.

Many business firms have offices or counsel in many states. Those which don't could establish offices in many states. Unions have members in all states. A shrewd observer on Capitol Hill said Gore's program should be entitled "a bill to encourage further the diversification of industry among all states."

A lawyer's fee can be increased by \$1,000—and if he chooses to give \$500 in an Alabama campaign thereafter, who can prove that the contribution was an illegal movement of funds interstate? This observer's guess is that Gore's proposal could be easily evaded no matter what legislative language it was clothed in. And what power has Congress to say, anyway, that a resident of one state has no right to express his interest in helping a citizen from another state reach the Senate? Maybe he thinks his favored candidate is a good one against a bad one. It is his country, too.

ANOTHER PROPOSAL is that no group or committee can spend money in behalf of a candidate without being specifically "authorized" by him.

What is the constitutional provision that says one person does not have the right to help elect a candidate for office unless that candidate knows about and "authorizes" the assistance?

Suppose a group of Illinois people feel very deeply about an Illinois political contest. Are they to be barred from participating, financially, unless the candidate they favor grants them the privilege of assisting him?

It costs money to run campaigns. Money does not win elections, generally, but lack of money may lose them. The right to participate in the financing of campaigns may be as precious a part of the democratic fabric as the right to vote.

THE WHOLE SUBJECT, let us grant, is sticky. We don't want elections "bought" or members of the government "bribed" by campaign contributions.

This observer's judgment is that by and large no contributor tries to "buy" elections or "bribe" elected officials. People make contributions because they think they know what officials or candidates honestly believe and stand for.

A union political committee that thinks the candidate generally is on the union's side, by his personal convictions. A corporation official may give another candidate money because he wants to defeat the candidate favored by the union committee—and what's wrong with either viewpoint? Or either campaign gift?

The full identification and honest reporting of campaign contributions is another matter. Congress clearly has the right to pass laws that try to compel full and detailed disclosure of campaign financing—and even to encourage small contributions by special tax provisions.

If Congress will confine itself to practical reform moves in these directions, a useful revision of the corrupt practices laws might emerge.



ALL FLUSH AND GOLD—Lucius Beebe, once this country's most vocal aesthete, and now publisher of a Virginia City, Nev., weekly newspaper, descended magnificently on Washington recently.

—Washington Post Photo
and allowed newsmen and photographers to examine his personally-owned Pullman car, and marvel at his 17th Century outlook on current events and issues.

Training Institute Topics Sought By Calif.-Nev. D. C.

Sacramento, Calif.—California-Nevada District Council will ask other district organizations to inform ANG of their views on training institutes.

At its February meeting here, the Council also named Charles Goodman, San Jose, to a second term as president.

New Council officers are First Vice President Thomas L. Crownover, San Diego, and Second Vice President Paul A. Freye, Sacramento.

Elected to second terms were Secretary Dale Lane, San Jose, and Treasurer James Barnhill, Reno.

Freye won approval of a plan to request that other district councils give ANG suggestions on possible subjects and schedules for training institutes. International Vice President Fred D. Fletcher said such information could play a part in budget planning at the May IEB meeting.

The California-Nevada Council is requesting two institutes in California in the coming year. It will be suggested each institute deal with more than

one subject. Arbitration of wages and of grievances was suggested as a subject of value by Justin McCarthy, Los Angeles.

If institutes are to be successful, individual locals must do "selling jobs" on their members, said International Vice President Harvey H. Wing.

Goodman was instructed to contact the other councils on the question of institutes.

In another action, the Council congratulated William J. Rogers, Stockton, on his long career as a newsmen. A former Council president, Rogers has announced his retirement.

The Council also congratulated the Sacramento Bee on its 100th anniversary and commended the Bee staff on its centennial edition.

The Los Angeles Newspaper Guild will be host to the Council's June 1-2 meeting.

IEB Reviews Contracts, Votes Approval For KMOX

Eight contracts referred to the International Executive Board by the Board's contracts committee, for lack of committee approval, met with board support of the committee's findings. A ninth contract, that for Guild employees at Radio Station KMOX, St. Louis, was the subject of appeal by the St. Louis local, and after discussion, the IEB reversed the committee, which had withheld approval.

Motions sustaining the committee were adopted for contracts with the Columbus Citizen, the Duluth News-Herald, the Harrisburg Patriot & News, the Honolulu Advertiser, the Memphis Commercial Appeal & Press-Scimitar, the New York Times (two) and Time, Inc.

The St. Louis appeal was presented to the board by Vice President James B. Woods, who successfully argued that points deemed weakening in the settlement reached after a strike by the six workers involved were not actually so.

The board returned to the IEB contracts committee primary decisions on contracts containing so-called "zipper clauses." When several years ago, such clauses

made their appearance in management proposals, they were at first declared automatic grounds for disapproval. Later, the board ruled that when such a clause was met, the contract would be referred to the full IEB, automatically, for final appraisal. This latter rule the IEB voted to rescind.

In discussing the action, the board members warned that although in practice, the hazards of the zipper provision proved less than had been expected, local negotiators should continue to be wary of conceding bargaining rights granted unions by law, and that the referral of authority back to the committee does not mean any change in ANG policy, in this respect.

The board members heard reports of the collective bargaining situation in Lima, where a particularly objectionable zipper proposal has been made by management.

For fair labor laws
Keep your eye on
Your Congressman

Lucius Beebe Condescends

Readers of the Washington Post & Times Herald were regaled recently with a five-column photograph and a column of text interview, stemming from the *deus ex machina* appearance at the Nation's capital of Lucius Beebe, publisher extraordinary.

Beebe inherited most of his wealth and all of his thinking from a century now in nostalgic mists. He retains the full vigor of his hatred for everything modern, including labor unions, taxation, government spending (except for mailing subsidies for his weekly), and Republicans postdating Coolidge.

Post Columnist Bill Codd, a Guild member, took occasion to ask whether Beebe is still opposed to the Guild. The answer, verbatim:

"More so. Unalterably so. I'm opposed to all labor unions. They are organized coercion—a conspiracy to blackmail—protection of the shiftless and the worthless at the expense of sensible, hard-working people who don't want to join. The union movement is characterized by an utterly wrong social attitude."

"Certainly I'm opposed. But come, let me show you the rest of the car. You must see our golden goblets. We use them for water glasses—when we drink water."

Beebe and his partner, Charles Clegg, were in town to glean publicity for their books, published by Rinehart. The names of the books? Gold doesn't seem to have remembered to ask.

Erie

Erie, Pa.—Charles Stockman, a display advertising solicitor, succeeds Elwyn Hildum as president of the Erie Newspaper Guild. The election returned Bernice Brower to her eighth term as local secretary-treasurer. Vice president is Hugh Barr, and recording secretary is Harry Morgan.

Letters

(Continued from Page 4)
Harris remain unsatisfied by the Pawtucket performance.

Perhaps left ambiguous in the editing, the Pawtucket story should have made it clear that the "record" there was in getting recognition for a new bargaining unit, and closing a contract covering that unit, both in a matter of hours.—Ed.

Statement of Condition of General Fund as at January 31, 1957

ASSETS	
CURRENT ASSETS	\$58,263.74
Cash in Bank and On Hand	12,821.86
Advances Receivable	352.59
Exchanges Receivable	6,100.00
Loans Receivable	—
Total Current Assets	\$77,444.09
OTHER ASSETS	\$3,742.59
Accounting Equipment, Less Depreciation Allowance	—
Deposits	9,065.10
Total Other Assets	\$13,358.69
TOTAL ASSETS	\$90,802.78
LIABILITIES AND RESERVES	
Liabilities	\$28,364.50
Exchanges Payable	\$44.97
W. E. B. DuBois Memorial	48.00
Fund	4,442.04
Payroll Taxes Payable	—
Disa International	7,500.00
Accrued Interest Payable	5,021.75
Notes Payable	5,000.00
Loans Payable	2,000.00
TOTAL LIABILITIES	\$22,876.73
Reserves	\$6,487.77
Reserve for Severance Pay	—
Reserve for Hearst	1,180.06
Reserve for 1957 Convention	4,307.71
TOTAL RESERVES	\$44,444.56
TOTAL LIABILITIES AND RESERVES	\$67,321.29

Analysis of General Fund Budget and Expense For The Quarter Ending January 31, 1957

	EXPENDED Qtr. Ending 1-31-57	BUDGET Qtr. Ending 1-31-57	BUDGET Qtr. Ending 1-31-57
1. PER CAPITA TAXES	\$1,865.97	\$1,865.97	\$1,865.97
2. ORGANIZING AND SERVICING	\$17,547.00	\$19,000.00	\$22,000.00
Salary—Director & Rep.	\$17,547.00	\$19,000.00	\$22,000.00
Expense—Director & Rep.	\$2,395.42	7,500.00	7,500.00
Misc. Organizing Expenses	\$29,616.43	\$28,260.00	\$31,250.00
3. COLLECTIVE BARGAINING	\$1,981.00	\$1,982.50	\$1,982.50
Salary—Contract Committee	\$1,981.00	\$1,982.50	\$1,982.50
Expense—Contract Committee	\$42.61	500.00	500.00
Pension Consultation	75.34	100.00	100.00
Expense—Miscellaneous	—	25.00	25.00
4. WIRE SERVICE ADMINISTRATION	\$2,347.00	\$1,982.50	\$1,982.50
Salary—Administrator	\$2,347.00	\$1,982.50	\$1,982.50
Expense—Administrator	200.00	500.00	500.00
Expense—Sec. Steno.	\$1,113.25	2,000.00	2,000.00
Expense of Personnel	5,725.25	5,000.00	5,000.00
Regional Conference	455.25	2,000.00	2,000.00
Regional Conference	694.00	1,000.00	400.00
Wire Service Paper	417.25	400.00	400.00
Arbitrations	25.00	500.00	500.00
Organizing and Servicing	\$11,927.50	\$14,452.50	\$18,518.00
5. RESEARCH AND INFORMATION	\$2,175.00	\$2,177.50	\$2,177.50
Salary—Director	\$2,175.00	\$2,177.50	\$2,177.50
Expense—Director	2,000.00	2,000.00	2,000.00
Expense—Sec. Steno.	11.19	100.00	100.00
Expense—Assistant	422.81	500.00	500.00
Legal and Bargaining Services	174.81	400.00	400.00
Subscriptions	125.00	100.00	100.00
Research and Information, C.O.P.E., etc.	23.27	50.00	50.00
Publications and Literature	522.25	500.00	500.00
Org. and Other Literature	448.00	1,000.00	2,500.00
Travel	—	500.00	500.00
Miscellaneous	—	100.00	100.00
TOTAL EXPENSES	\$7,264.04	\$8,462.50	\$11,112.50
Less: Sales of Publications	—	—	—
Net Expense of Department	\$7,264.04	\$8,462.50	\$11,112.50
6. GUILD REPORTER	\$2,175.00	\$2,177.50	\$2,177.50
Salary—Editor	\$2,175.00	\$2,177.50	\$2,177.50
Expense—Editor	2,000.00	2,000.00	2,000.00
Expense—Assistant	174.81	400.00	400.00
Printing	4,064.12	5,000.00	5,000.00
Distribution—Mailings	\$70.89	1,000.00	1,000.00
Postage	254.11	500.00	500.00
Addressing	228.15	500.00	500.00
Pictures and Special Material	185.40	500.00	500.00
Engravings	497.55	500.00	500.00
Miscellaneous	194.77	150.00	150.00
Total Expense	\$9,941.19	11,355.00	11,350.00
Less: "Reporter" Income	112.43	—	—
Net Expense of Guild Reporter	\$9,727.77	\$11,355.00	\$11,350.00
7. ADMINISTRATIVE	\$1,752.50	\$1,755.00	\$1,755.00
Salary—Office Manager	\$1,752.50	\$1,755.00	\$1,755.00
Expense—Office Manager	1,644.00	1,675.00	1,675.00
Expense—Bookkeeping Dept.	1,000.00	1,000.00	1,000.00
General Office	3,000.00	3,100.00	3,100.00
Rent and Maintenance	1,500.00	2,000.00	2,000.00
Stationery and Supplies	201.25	200.00	200.00
Equipment	201.25	200.00	200.00
Bookkeeping Machine Expense	529.89	1,000.00	1,000.00
Telephone and Telegraph	1,754.87	1,500.00	1,500.00
Repairs and Improvements	72.14	200.00	200.00
Postage	724.19	700.00	700.00
Auditing	500.00	500.00	500.00
Insurance and Bonding	105.81	1,000.00	1,000.00
Miscellaneous	277.34	200.00	200.00
Group Insurance Program	—	1,000.00	1,000.00
TOTAL	\$15,268.55	\$18,092.50	\$18,405.00
8. EXECUTIVES	\$5,460.00	\$5,235.00	\$5,235.00
Officers—Salaries	\$5,460.00	\$5,235.00	\$5,235.00
Expense—Officers	1,865.20	1,500.00	1,500.00
TOTAL	\$7,325.20	\$6,735.00	\$6,735.00
9. OTHER EXPENSES	\$3,201.45	\$3,000.00	\$3,000.00
Legal Fees	\$3,201.45	\$3,000.00	\$3,000.00
Headquarters Relocation	500.00	500.00	500.00
Payroll Taxes	1,800.00	2,500.00	2,500.00
Contributions	—	100.00	100.00
Brown Award Expenses	—	500.00	500.00
Delegates and Committees	200.00	200.00	200.00
IER Meetings	175.00	4,000.00	4,000.00
Severance Pay Provisions	2,000.00	2,000.00	2,000.00
1957 Convention Reserve	2,000.00	2,000.00	2,000.00
1958 Convention Expense over Res.	—	200.00	200.00
Philip Murray Foundation	250.00	250.00	250.00
TOTALS	\$10,053.18	\$16,775.00	\$17,900.00
	\$7,558.25	\$10,752.50	\$12,115.00

*Denotes red figures.

Local Copy Here's How Arbiters Judge Dismissal Cases

In determining whether or not a dismissal is justified, what yardsticks do arbitrators themselves actually use?

To find out, J. Fred Holly, an arbitrator himself, analyzed more than 1,000 dismissal arbitrations reported in BNA's Labor Arbitration Reports in the 13 years between 1942 and 1956.

This is what he discovered, as reported in BNA's Union Labor Report Weekly Newsletter:

1. INCOMPETENCE AND INEFFICIENCY

Standards of competence must be reasonable; the average-man concept often is used as a test of reasonableness.

Standards should not be applied strictly where the factors causing incompetence are beyond the control of the employee.

The employee must have been given adequate training—in other words, training comparable to that given to people on the same or similar jobs. The presence or absence of adequate supervision also is considered crucial by many arbitrators.

A charge of incompetence probably will stick if it can be shown that an employee has consistently ignored warnings about his performance; by the same token, the case is likely to fall if management has "condoned" incompetence by silence.

Deliberate action, wanton disregard of company property, or undue carelessness is cause for discharge; but discharge has been held too harsh where an employee's conduct was thoughtless or negligent rather than willful or malicious.

2. INSUBORDINATION

Abusive and threatening language toward management and excessive displays of temper have

been held just cause for discharge.

But personality clashes, marked by momentary outbursts or use of abusive language alone, have been held not to be cause for discharge.

Arbitrators rarely disturb discharges for refusal to comply with valid management orders; to protect his job, an employee generally must obey an order he questions and then grieve about it. Merely protesting a valid management order is not cause for discharge, however.

And, in any event, workers cannot be required to do things that would injure their health or violate the instructions of a physician.

3. PLANT RULES: Arbitrators consistently say the employee must know about the rule he has violated. A common test is that the necessary information must have been made available to all workers in the usual manner.

Warning (either written or oral, unless the contract specifies otherwise) must normally precede discharge. Moreover, each of several warnings shouldn't be labeled a "final" warning.

Disciplinary action must be consistent, but it needn't always be uniform. An employee's length of service is often given weight, and the seriousness of an offense may vary with the type of work or with the nature of the work area.

Arbitrators usually demand substantial proof of a rule violation from management. This requirement may be relaxed, however, if the employee has committed similar acts in the past.

4. STRIKES: Where the contract contains a no-strike clause, arbitrators generally have sustained discharges for violation of such a clause so long as there was no evidence of anti-union bias or discrimination on the part of management.

To support such discharges, however, management must present a high degree of proof; and the union can support a charge of discrimination by showing that most of those discharged were union members or leaders.

Holly's study also showed that, more often than not, dismissals taken to arbitration have been found to be unjustified. Arbitrators, he found, uphold management most often in discharges for incompetence.

For example, Holly found that: Discharges for insubordination have been upheld 32.5 percent of the time.

Discharges for violation of plant rules have been upheld 41.3 percent of the time.

And discharges for incompetence have been upheld 44.5 percent of the time.

Guild Awards? Mirror Proud of Them, Too

Like the Cleveland Press, the New York Mirror is proud of the Guild awards its staff members have won.

So proud, in fact, that it issued a two-color promotional pamphlet, entitled "Highest Awards," listing them, along with other citations won by the paper.

"Year after year," the pamphlet asserts, "the New York Mirror, through its staff members, is awarded high honors in the nation's foremost competition for journalistic achievement."

After Collier's

He Finds Guild Contract 'Pretty Comforting Thing'

By Pierre Salinger

At 10:14 p.m., Dec. 14, a group of employees gathered around Crowell-Collier publicity director Walter R. King in the lobby of the publishing company's building at 640 5th Ave.

"The Board of Directors of the Crowell-Collier Publishing Company," King said, "has decided to suspend publication of Collier's and the Woman's Home Companion."

With these words, two magazines with a combined circulation of 8,350,000 died.

Although rumor had been chasing rumor through the plant for a week, many of the employees not on the lobby death-watch first learned about the suspension from radio and TV broadcasters or by reading all about it in the next day's newspapers.

Out of work were 2,400 employees, 600 of them in the editorial, advertising and circulation departments in New York. These 600 had received checks for one or two weeks depending on their particular payroll status.

These were their last checks. The company did not give the customary two weeks discharge pay.

The company paid no severance pay.

What did the company do? It mailed checks for one and two weeks pay (depending on length of service) to the 600 employees.

For me this was the second experience with a mass layoff. Before I joined Collier's I spent 13 years at the San Francisco Chronicle. Twice I served as

Pierre Salinger, who was among the 600 New Yorkers who lost their jobs when Collier's and the Woman's Home Companion folded, now works for Time, Inc. His article first appeared in On Time, the Time, Inc. unit shop paper.

There was no Guild at Collier's. And so the 600 NY people had no contract, no legal basis on which to argue for the most fundamental human rights of an employee. And during that final week, with the death of both publications a near certainty and with their backs to the wall, the employees organized.

It was too late. By this time their only real weapon was moral force. And now, one month later, the employees' committee has had only minor success.

The company has admitted that it has a "moral obligation" to pay severance. When C-C folded the American Magazine last July, editorial, advertising and other workers laid off received two weeks' pay for every year worked, up to a maximum of 40 weeks' severance. Many of these employees guessed wrong, passed up their severance to stay with C-C, joining the staffs of Collier's or WHC. But when the second act fell, they did not get the severance pay they could have collected six short months before.

On Friday, January 11, C-C mailed checks for one and two weeks pay (depending on length of service) to the 600 employees.

For me this was the second experience with a mass layoff. Before I joined Collier's I spent 13 years at the San Francisco Chronicle. Twice I served as

chairman of the Guild unit there. In November of 1952 that newspaper went through what came to be known as "Black Friday."

It was the day after Thanksgiving and the paper picked that day to lay off 54 editorial and advertising personnel in a large-scale economy move. It was the same paralyzing situation as the C-C death rattle but there were these major differences:

1.—All employees got severance pay—2 weeks pay for each year worked—plus notice of 2 weeks and full vacation pay.

2.—They all went on a rehiring list.

In the months of negotiations that followed, the Guild and Chronicle management studied the situation that led to the dismissals. In subsequent months, almost all were offered jobs on the paper again. Many chose not to return, but at least they were asked. In all cases, long-time employees of the paper got enough severance pay to allow them a decent amount of time to look for another job. That's what happened in a Guild shop.

After these two tragic experiences I'm certainly glad to be back working for a company with a Guild unit. It's a pretty comforting thing to see a Guild contract sitting on top of my desk.



A Standard of Greatness

In Cleveland one newspaper stands out in editorial achievement

SINCE 1929, editorial staff members of the Press received 86 of the Awards made by the Cleveland Newspaper Guild.

The Press is proud of this record of achievement, and prouder still that its employees won nearly half (45.7%) of all the Guild Awards made in this 4-paper city. To the Press and its staff members the symbolic "Heywood" is more than a statistic; it is a recognition by journalistic colleagues of work of exceptional merit.

For example, Holly found that: Discharges for insubordination have been upheld 32.5 percent of the time.

Discharges for violation of plant rules have been upheld 41.3 percent of the time.

And discharges for incompetence have been upheld 44.5 percent of the time.

Some Tips On Filing Your Tax Returns

Filing Date. You must file your return by April 15, 1956. Early returns will enable the Department of Internal Revenue to process promptly any claim for refund due.

Use the Proper Form. Form 1040A may be used only if (1) your income was less than \$5,000, (2) your income consists only of wages, interest and dividends, and (3) your income from which no tax was withheld does not exceed \$100.

Form 1040 can be used only if your gross income is under \$5,000 and should be used when a husband and wife wish to file a joint return even though one spouse has no income, or one spouse died during the year.

Long Form 1040 may be used by any taxpayer regardless of the amount of his income or the nature of his income. However, if his adjusted gross income (and his wife's income, if a joint return) is greater than \$5,000 he MUST use a Long Form 1040.

IF YOU HAVE DEPENDENTS
(See page 1 and 2, Exemptions, of the Return Form.)
Exemptions for dependents remains at \$600, but it is now possible to claim as dependents:

(1) Students, irrespective of age, as long as you furnish more than half your child's total support, including cost of education.

(2) Foster children and children awaiting adoption.

(3) An aged parent or other dependent supported by several persons, none of whom alone furnishes more than one-half of the support but who together do furnish more than one-half. Such dependent can be claimed by any one of those contributing more than 10 percent of the support, providing others who also contribute more than 10 percent waive their right to claim a deduction for the same dependent.

(4) Any person regardless of relationship who resides in your home and is supported by you.

(5) Your child, if he is a student or under 19, and you furnish more than one-half of his support, regardless of how

This list of pointers on tax returns is prepared by Sidney Shulman, a senior partner in the firm of Roy E. Williams & Co., ANG auditors.—Ed.

much he earns. When your working child files his tax return, he can also claim a \$600 exemption.

(6) A dependent who is born or who dies during the year, if you furnish more than one-half of his support. A full \$600 exemption is allowable for the fraction of the year the dependent was living.

SICKNESS, ACCIDENT AND DEATH BENEFITS
(See page 1, line 4, return form.)

Health and accident benefits paid you by your employer to cover your medical expenses are exempt from taxes. Payments by your employer to make up for loss of wages as a result of illness or accident are also exempt up to a maximum of \$100 per week. However, in the case of absence because of illness, what you received in the first week is taxable unless the sickness was serious enough to put you in a hospital for at least one day. All death benefits up to \$5,000 paid to a widow or other beneficiary are exempt from tax.

YOUR CHARITABLE CONTRIBUTIONS
(See page 2, Contributions.)

The deduction for charities has been increased from 20 percent to 30 percent, provided that the additional 10 percent was given to churches, schools or hospitals.

CARRYING CHARGES ON PURCHASES
(See page 2, Interest.)

You can deduct the carrying charges on installment purchases up to 6 percent of the average unpaid monthly balance during the year, even when such charges do not show the portion which is interest.

IF YOU LIVE IN A COOPERATIVE APARTMENT
(See page 2, Interest and Taxes.)

A tenant-stockholder of a cooperative apartment or housing corporation can de-

duct his share of the corporation payments for interest and real estate taxes.

IF YOU HAD MEDICAL EXPENSES
(See page 2, Medical.)

You will be permitted to deduct medical and dental expenses exceeding 3 percent of your gross income.

The maximum medical expense deduction is \$2,500 per exemption and the maximum in the case of a couple filing a joint return is \$10,000.

Drugs and medicine may be included in medical expenses only to the extent that they exceed 1 percent of gross income.

You may deduct medical expenses for any dependent for whom you meet the support test even if you may not claim the \$600 exemption for such dependent because such dependent had income of \$600 or more.

DEDUCTIONS FOR CHILD CARE
(See page 2, Child Care.)

Women, widowers and men who are divorced or legally separated may deduct up to \$600 expended in caring for a child under 12, or a dependent who is physically or mentally incapable of caring for himself, provided such expenses are necessary to enable the taxpayer to be gainfully employed.

Working wives living with their husbands may also deduct up to \$600 for the care of children. However, this deduction is reduced by the amount that their combined income exceeds \$4,500. E.g., if adjusted gross income were \$4,900, the maximum deduction would be \$200, (\$500 minus the difference between \$4,500 and \$4,900).

LOSSES FROM FIRE, ETC.
(See page 2, Casualty Losses.)

Losses by fire, collision, theft, storm, hurricane, flood or other casualty are deductible to the extent that they are not paid for by insurance or other emergency aid. Losses by theft are deductible in the tax year in which the loss is discovered.

IF YOU PAY ALIMONY
(See page 2, Miscellaneous.)

Payments of alimony or separate maintenance are a tax deduction to the husband, and make the wife taxable on pay-

ments received under a written separation agreement, even without a court decree, where the husband and wife file separate returns.

MISCELLANEOUS DEDUCTIONS
(See page 2, Miscellaneous.)

Union dues and assessments are deductible, as are fees paid an employment agency, entertainment expenses directly related to your duties, and subscriptions to trade journals.

STOCK DIVIDENDS
(See page 2, Schedule 2 and page 4, Schedule 3.)

If you own stock, the first \$50 of dividend income is entirely tax free and 4 percent of all the remaining dividends may be subtracted from your income tax.

IF YOU ARE RETIRED
(See page 4, Schedule E.)

Retired workers, 65 and over, get a tax credit amounting to 20 percent of their taxable income up to \$1,200.

If the retired person's wife is 65 or over, she also gets the 20 percent credit on \$1,200 of her own income. In computing this credit, the taxpayer must subtract from the \$1,200 base his social security payments and certain other tax-free income, plus his earned income in excess of \$500 if he is less than 75.

OWN YOUR OWN HOME?
(See page 2 and Separate Schedule D.)

If you sell your home you can, in computing taxes, reduce the sales price by any sales commissions paid, repairs made, or other expenses incurred to make the property salable. There will be no tax on the profit you make on the house sale, provided the proceeds of the sale are used within one year to buy another home the price of which exceeds the sale price of the old home. Should you build a home and occupy it, you are allowed an 18-month period instead of a 12-month period to use your gain on the sale of the old home.

FOR WIDOWS AND WIDOWERS

If you are a widow or a widower with dependents, you can, for two years after the death of your spouse, split your income in figuring your tax, for the same tax benefits that married couples obtain in filing joint returns.

Three NY Guildsmen Win '56 Polk Memorial Awards

New York City—Three New York Guildsmen are among 1956 winners of the George Polk Memorial Awards given annually by the Long Island University Department of Journalism.

Jack Lotto of International News Service was cited for "outstanding national reporting" for his series of exclusive articles exposing Soviet pressure on refugees in the United States. The articles led to the revision of U. S. Immigration Department procedure, the expulsion of a top-rank Soviet diplomat, and the dramatic rescue of Tanya Chwastov, an American-born child of a Soviet-refugee father who was spirited out of the U. S. by a member of the Soviet U. N. delegation.

Lotto was formerly chairman



JACK LOTTO
Polk Award Winner

of the INS unit in New York and two-term member of the executive board of the New York Guild. In 1951 he won the George R. Holmes Award for outstanding reporting.

Phil Santora of the New York Daily News is the winner of the Polk award for metropolitan reporting for his series of articles "Teen Troubles in N. Y. Bars," a study of the relationship between teen-age drinking and auto accidents.

Mel Elfin of the Long Island Press won the award for suburban reporting on the basis of his series, "Spotlight on Mortgage Loans," which exposed unethical practices in the mortgage business.

The Polk awards were established following the death of CBS Correspondent George Polk in Greece nine years ago. He was slain while trying to reach rebel General Markos Vafiadou for an interview. Winners will receive gold plaques at the ninth annual awards luncheon, April 3, in New York. Judging was by the faculty of the LIU Department of Journalism, all of whose members are professional newsmen.

SDC Sets Washington For April Meeting

Knoxville, Tenn.—The semi-annual meeting of Southern District Council will be held April 27-28 in Washington, SDC President Willard Yarbrough has announced.

The spring meeting invitation was extended by Harris Monroe, administrative officer, for the Washington Guild. First sessions will follow Washington's Page One Ball.

Fletcher Wilson Gets Field Award

Chicago, Ill.—Fletcher Wilson, former president of the Chicago Guild, has received the Marshall Field Award for outstanding editorial contributions to the Sun-Times in 1956.

Wilson was cited for his coverage of transportation—the Chicago Transit Authority, the St. Lawrence Waterway, Calumet-Sag Harbor developments, and the Illinois toll road situation. He provided the Sun-Times with exclusive stories revealing that no arrangements had been made for a connection between the Illinois and Indiana toll systems.

A native of Minnesota, he was one of the founders of the Twin Cities Newspaper Guild. He served the Chicago Guild as president in 1950-53.

LA Gets 'Half A Loaf' In NLRB Settlement

Los Angeles, Calif.—In a settlement agreement to which the Los Angeles Newspaper Guild declined to be a party, the Hillbro division of the Hearst Publishing Company, and the Business Office Employees Association, an independent union, have agreed to post notices defining the extent of a contract between the two, signed last May.

The settlement followed charges by the Guild to the National Labor Relations Board that the contract was in violation of the labor law, in that it ignored the bargaining rights of the Guild at the time it was closed.

The case grew out of the

merger of certain operations of the Los Angeles Examiner and the Herald-Express, both of them Hearst dailies.

The settlement arrived at, which grants less than the Guild had sought, defines the independent contract as applicable only to former Examiner employees. The posting of notices by management merely states that Hillbro does not recognize the independent "or any other labor organization" as exclusive bargaining agent, pending determination of either union as "legally established" agent.

The notice by the independent union pledges it not to "restrain or coerce" employees in their choice of a bargaining agent.



INAUGURATION DATE—ANG President Joseph F. Collis officiated at the installation of 1957 officers of his home local, Wilkes-Barre, last month. To the right from Collis, the picture shows Local Secretary Edward Shredo, Treasurer Arthur Al-

bertson, Vice-President Wesley Boyle, Recording Secretary Martin Thomas, Sergeant-at-Arms Ben Kupstas, Vice President Jack Wallace and President Carl Peavente. The local president is beginning his fifth term of office.