

Vancouver Province Votes ANG, 173-23

Vancouver, B. C.—With the ink barely dry on its charter, Local 115 of the ANG has come close to doubling its strength.

Members of the federally-chartered CLC union representing some 275 employees of the Vancouver Province have voted 173 to 23 to affiliate with the American Newspaper Guild, AFL-CIO, CLC, thus becoming the second directly-chartered Vancouver newspaper union to join ANG in a matter of weeks.

The local's vote came before charter No. 115 was a month old. It was issued effective March 1 to the 450 employees of the Vancouver Sun, the west coast city's largest afternoon daily who had earlier voted overwhelmingly for ANG affiliation. Formal presentation of the charter was made last evening, when Secretary-Treasurer Charles A. Perlik, Jr., was on hand for the ceremonies.

The vote among Province employees, held at a membership meeting on March 11, with absentee balloting closed a week later, was the second on the same question. Once before, in mid-1956, the Province group rejected ANG affiliation by a small margin after a warm debate.

This month's referendum followed a renewed inquiry into the question, with the newly-installed 1957 executive handing down a unanimous recommendation to join ANG.

Last winter Joseph MacKenzie, director of organization for the Canadian Labor Congress, visited Vancouver to explain to officers of the several federally chartered groups the policy of CLC following the merger of the two major Canadian labor bodies.

For such groups, he said, CLC deems itself to be "holding company" only, until jurisdiction under an appropriate international union can be sought by the membership. The American Newspaper Guild, solidly established in Canada, had been allotted such jurisdiction in the case of news employe unions.

The newest unit of Local 115 was organized over eight years ago by the Canadian Congress of Labor. It represents employees in all Guild departments of the Province and holds a two-year contract with management of the Province which expires at the end of this year. Top reporter-photographer minimum is \$37.75, reached after six years of service.

The Province is the largest in the chain of Southern dailies, with a circulation of 118,000. Another Southern daily, the Ottawa Citizen, was organized by the ANG and has been under ANG contract since 1950.

International Representative

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Tenth Largest

Vancouver, B. C.—The referendum by Province staffers raises Local 115 to the position of tenth largest among all ANG locals, with approximately 725 members. Only Boston, Detroit, Los Angeles, New York, Philadelphia, St. Louis, San Francisco-Oakland, Toronto and Washington exceed Vancouver in total membership.

Announcement of the vote brought congratulatory telegrams to Vancouver from many sources. ANG President Joseph F. Collis and Executive Vice President William J. Farnson voiced official welcomes, saying they are certain the new local will make a substantial contribution to the rapidly-expanding international.

ANG Director of Organization J. William Blatz congratulated "ANG's fastest growing local," and added a welcome to the new membership. Another wire was from the Canadian District Council. In it Secretary-Treasurer Eric Cawdon, Ottawa, offered "every aid and support to the new addition to the growing family of the Guild in Canada."

New Orleans Local Votes Action Against Firing

New Orleans, La.—In a special session this week, called to determine the local's procedure in the summary discharge of Ewing Poteet, veteran music critic for the New Orleans Item, the New Orleans Guild voted to process the discharge as a grievance.

Local officers filed the notices, called for under the Guild contract, with Item management the following day. The contract provides further that the publisher shall meet with the Guild's committee within five days of the notification, and that grievances not settled within 35 days of the notice may be taken to arbitration.

The executive committee of the local had met several times since the discharge, and called the special meeting within the notification time limit.

Ellis T. Baker, ANG director of research and information, came to New Orleans for the meeting, and told the officers that the services of ANG Counsel Irving Leuchter will be placed at the disposal of the local, in view of the importance of the case.

Poteet was fired the day after his name appeared in a list of some 125 signers of a petition urging city bus lines to halt discrimination toward Negro riders.

The list was published by the Times-Picayune, rival of the Item. The Times-Picayune story pointed out that in the list were the names of two individuals who had been questioned concerning communistic ties by a Senate committee.

Poteet's written discharge notice said he had "associated for some time with persons whose patriotism has been questioned," and added that his work for the newspaper had been satisfactory.

Poteet protested the implication, and was then offered an opportunity to resign, "with future job recommendations." He refused. The local action this week sustains him in that stand.

The contract prohibits discharges except for "just and sufficient cause."

Telegrams supporting Poteet were sent by a number of Guild locals in the Southern District Council, after publication of the story in the March 8 Guild Reporter.

The Guild



Reporter

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXIV—No. 7

Washington, D. C.

March 22, 1957

New Model Pension Plan Outlined At ANG Meet

By JOHN M. BARRY
ANG Staff

Chicago, Ill.—A draft model pension plan reflecting current ANG goals and adaptable for use by any local emerged as the major development at the first Guild-wide pension seminar held here last weekend at the Hotel Morrison. The plan computes pensions as a percentage of pay, with a floor and a ceiling on benefits. It thus contains built-in fea-

tures which recognize individual living standards and future salary increases and safeguard against inflation.

As outlined in the model, the pension plan is funded through a self-administered local trust. It calls for pooling of the trust fund with those of other locals for maximum investment advantage and minimum cost. The pool would be "The American Newspaper Guild Commingled Pension Trust."

Selection of a trustee for the proposed fund already is in progress. Executive Vice President William J. Farnson and Secretary-Treasurer Charles A. Perlik, Jr., said they hope to make

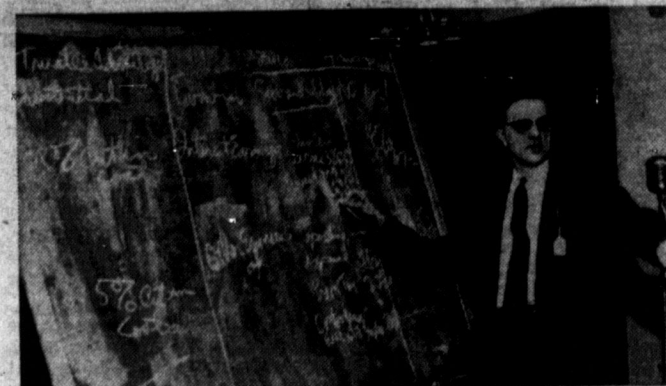
the choice soon in consultation with the ANG's new pension consultant, Joseph H. Daoust. Several companies already have submitted tentative bids which were summarized at the conference. Presentation of the draft model plan climaxed the three-day meeting, which explored the entire field of pensions.

Discussions by the 70 delegates, including representatives of 33 Guild locals were led by Daoust and an associate, Marvin Kornhauser. Daoust heads a Detroit firm of actuaries and pension specialists. Before establishing the firm in 1952, he served as senior pension consultant for the United Auto Workers in charge

of the union's major pension negotiations.

The new pension plan model is designed to guide the negotiations of any local, no matter how many or how few employees would be covered. Its major provisions include:

- Normal retirement at age 65 or later, with benefits based on a percentage of average monthly pay in the last 10 years of service multiplied by total years of service up to a maximum of 30 years.
- Deferred benefits payable at age 65 to employees whose employment terminates before age 65.



PLOTTING A PENSION—Cost computations in the design of a pension plan are illustrated at the blackboard by the Guild's new pension consultant, Joseph H. Daoust, who led discussions at the Chicago seminar.

Lima News Management Sets Contract 'Deadline'

Lima, Ohio—Management of the Lima News owned by Robert C. Holles, union-hating California millionaire, submitted a slightly improved set of alternate proposals to Guild negotiators this week as its "final offer" for a new contract and set next Tuesday, March 26, as a time limit for acceptance or rejection.

This take-it-or-leave-it tactic failed to move the Guild negotiating committee, which explained to management that such a time limit means nothing in view of the fact that the Guild has not yet had opportunity to present the merits of its own proposal for a new contract.

Any management proposal, it was explained further, is subject to a lapse of time as set forth in ANG collective bargaining procedure, involving examination at various levels. There is no disposition, it was said, for the Guild to shortcut any of the necessary processes.

Management strategy, Guild leaders here agreed, is fairly ob-

vious. By setting a time limit, management either hopes to stampede the Guild membership into acceptance of an inferior contract, or, more likely, to goad Guild members into strike action.

While negotiations continue, the old contract despite an expiration date of March 1, remains in effect by its own provisions.

And while this status prevails, management by its own choice is saddled with a burdensome payroll. For during the past several months, the longtime Guild staff has been increased to nearly double its strength in all departments by the addition of

(Continued on Page 2)

- Early retirement with lower benefits between ages 55 and 65.
- Eligibility for normal and early retirement after a minimum of ten years of service.

• Conversion of retirement benefits, at the employee's option, into a form of benefit with equivalent actuarial value which, after the retired employee's death, would continue payments for life to his spouse.

• Permanent and total disability retirement at any age after 15 years of service.

• Credit for all past service and all future service, including sick leave, up to the 30-year maximum.

• Freezing of accrued benefits under any unilateral plan which may already be in effect upon adoption of the new, model plan.

• Payment, in addition to pension, of any severance pay or alternate benefits which may be provided on retirement by the collective bargaining agreement.

• Payment of full costs by the publisher.

• Equal representation of the Guild and the publisher on a Joint Pension Committee for administration of the plan.

• A term of one year, with negotiations conducted annually in conjunction with full contract negotiations.

About half the pension plans now covering Guild members use the percentage of pay formula to compute benefits, the range running from 1% to 2%.

At the seminar, an example of

(Continued on Page 6)

NLRB Supports Guild In Peoria Decision

Peoria, Ill.—Two representation elections will be held by the National Labor Relations Board for units of employees at the Peoria Journal Star, following this week's determination of appropriate bargaining units in two departments organized last year by the Guild.

Date of the elections is to be fixed under the NLRB order, some time prior to April 20, for employees in the editorial and outside circulation departments of the daily, a morning-and-evening operation with a circulation of about 100,000. Those on the payroll for the period immediately preceding March 20 will be eligible to vote. Eligibles in the editorial department number about 100, with about 35 in the outside circulation group.

The board's definition of the two units swept aside management's position as stated in formal board hearings last September. The NLRB also sustained the Guild in its plea that certain jobs claimed as excluded because of "supervisory" duties were properly classified within the bargaining unit.

Management had asked the NLRB to disregard the degree of organization interest in the two departments which had signed a majority with the Guild, and to declare as appropriate an over-all unit comprising all non-unionized departments.

The Guild favored either two units, one for editorial and one for circulation, or a combination of these two groups into one for election and bargaining purposes.

The Guild also offered to include both inside clerical workers and outside distribution employees in the circulation group. The NLRB declined to break precedent by calling for an over-all group, and applied the disparity-of-interest rule in declining to combine inside clerical workers with the outside circulation.

Management had argued strongly that some jobs claimed by the Guild as properly within its bargaining jurisdiction should be excluded.

Twelve such editorial department jobs were advanced by management, but in eleven of the cases the Board took the Guild's view, that "routine direction" of the work of others cannot be held to exclude them from "supervisory."

On the "employee vs. supervisor" issue, in one instance, the board said:

"When the news and telegraph editors are on duty, the city ed-

itor and the managing editor are also on duty; consequently a finding that the disputed employees" (the news and telegraph editors) "are supervisors would leave a ratio of four supervisors at the desk for the four employees involved."

The board directed that the Sunday editor, a job in dispute, was properly supervisory as to his duties, but it classified as employees, not supervisors, the day and night news and telegraph editors, the assistant sports editor, the day and night photo editors, the women's editor, the society editor, the art editor and the State editor.

In the circulation unit, the board held that two honor box attendants, sought by the Guild as eligible to vote in the election, were independent contractors, and hence were ordered excluded.

Prior agreement had been reached as to several admittedly supervisory positions, by the Guild and management, in both departments.

Organization at the Journal Star started last July, when circulation department men sought membership. Interest developed in the editorial staff at once, and on August 21 a formal request for management recognition was made. International Representative Kenneth Byrd was assigned by ANG to work on the scene, and he was aided at various times by International Representative Ray Mann.

The September hearings followed the filing of petitions, after management had refused recognition and questioned the make-up of the unit. ANG Counsel Irving Leuchter represented the Guild in the Board proceedings.

The Peoria group has organized itself into a provisional dues scale and the constitutional status of ANG members-at-large. Since the September hearings, the local membership has drafted bargaining proposals, in anticipation of the NLRB decision, and has conducted well-attended meetings.

Morale in Peoria has been boosted by the visits of Robert Holley and Dan Sullivan, of the Chicago local, and Tony Ingrassia, Milwaukee.

High spot of the Peoria Guild's young existence was in December, when it successfully served as host to a meeting of the Midwest District Council, at which ANG Director of Organization J. William Blatz was a guest.

"This was the first opportunity many of our new members had of making personal contact with other Guilds," the Peoria officers wrote to the District Council president, Vern Fox, of Sheboygan. "We were more than impressed, and feel specially honored."

The Peoria members also became the largest bloc of members-at-large to attain coverage under the newly-available ANG group insurance plan. The Peoria members were enrolled in the insurance program as of March 1, their premium payments being carried by the ANG from remittance of dues.

Peoria will shortly apply for a formal local charter, and plans to affiliate as well with the Midwest District Council.



NEWEST AFFILIATES—Representatives of the 275 staff members at the Vancouver Province who approved ANG affiliation by referendum vote heard the vote tabulation from Dan Illingworth, right, who acted as chief returning officer. From the left are Bill Theod, Earl Wright, K. O. Roblin, Jack Wheelhouse, Art MacKenzie, Austin Delaney and Joyce Danchak. Seated are Jean Haworth and Marion MacDonald.

Convention Is Official

Official notice of the 24th annual convention of the American Newspaper Guild has gone out to local officers over the signature of ANG Secretary-Treasurer Charles A. Perlik, Jr.

The call cites the constitutional provisions regarding representation and the requirements as to credentials, notes the practice of advance committee assignments, and tells of accommodations at the convention headquarters, the Sheraton-Jefferson Hotel, St. Louis.

The five-day convention opens on Monday, July 8. The number of delegates to which each local is entitled is based on the number of per capita dues payments during the year ending March 31. Computations are expected to be ready by May 15.

Credential copies and fees covering each delegate are due at ANG headquarters at least ten days in advance of the convention. The credentials committee is to be named by the International Executive Board prior to the convention, and recommendations are asked for the makeup of other committees, for referral to the convention.

Hotel reservations are to be handled directly with the hotel, on reservation cards being sent out by the St. Louis Guild, the host local.

Mid Atlantic D C Chooses Officers

Philadelphia, Pa.—Sid Benjamin, of the Scranton Times, was elected president of the Middle Atlantic District Council, at a meeting last week, arranged by the Philadelphia Guild local. Benjamin, president of the Scranton local, succeeds ANG Vice President Daniel A. McLaughlin, Elizabeth, who was not a candidate for reelection.

Fred Cassin, of the Plainfield unit of the Elizabeth local, was chosen vice president, succeeding Nicholas Krill, Wilkes-Barre. Charles Zalmes, of the Lehigh Valley local, is the new secretary, succeeding Franklin O. Williamson, Elizabeth. The council named its treasurer, John Farson, Philadelphia, to another term.

All represented locals reported on their bargaining and organization status, and Ellis T. Baker, ANG director of information and research, discussed national phases of Guild operation. The Scranton local will entertain delegates to the summer council meeting, set for June 8 and 9.

... Vancouver Vote

(Continued from Page 1) Charles Dale has been handling the Vancouver projects. He is now working with the staff of the city's only morning newspaper—the Herald—where about 65 employees are organized under a federal charter. A vote on ANG affiliation is expected soon.

One other directly-chartered local of newspaper employees—approximately 110—represents the staff of the Victoria Colonist and the Victoria Times, in the B.C. capital on Vancouver Island.

ANG has been representing employees of the British Columbian in New Westminster, about 17 miles from Vancouver, for over two years now. It was the first federally-chartered local in western Canada to affiliate with ANG.

Charge Labor Law Violations By Gannett Daily In Albany

Albany, N. Y.—The Albany Newspaper Guild has filed charges of unfair labor practices against management of the Gannett daily, the Knickerbocker News, where the Guild has a contract covering, among other groups, nine employees in the classified advertising department who are paid on a commission basis.

Last month the classified employees were notified that a new method of payment would go into effect, following by about a week an announcement that all existing commission rates were "cancelled."

Local President Chris Cunningham sought a meeting with Gerald H. Salisbury, general manager, to protest the unilateral change in working conditions specified by contract and therefore subject to collective bargaining. Cunningham was told that management "had not even consulted counsel" in ordering the change, and that the decision was not a subject for negotiation.

At a later meeting, Cunningham was told that company attorneys approved the action of management, and again that the subject was closed.

In the charges prepared for filing with the National Labor Relations Board, the Albany Guild points out that both the unilateral action and refusal to bargain on the question violate the national labor law.

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.

Wilkes-Barre Authorizes Assessments For Insurance

Wilkes-Barre, Pa.—The membership of the Wilkes-Barre Guild has unanimously voted to assess all dues-paying members at the rate of 50 cents per month, in order to finance participation in the ANG group life insurance plan.

Effective April 1, each member of the local will have the protection of a \$1,000 policy, for the additional outlay of 50¢ per year. The local treasury will pay the additional 32 cents per month for those assessed, and will pick up the full cost of insurance for members on pension and in the armed services.

The action was taken under an omnibus motion approved at the March membership meeting. The recently closed contract with the Wilkes-Barre dailies terminated group insurance as such, but included equal death benefits under the pension plan.

The local insurance committee studied the plan sponsored by ANG and found it met the needs of the local, if it could be financed.

All feeling that the local should pay the full cost of the insurance faded when the finance committee reviewed last year's income and expenses and reported that 45 members did not pay dues equal to what it cost to keep them in the local.

With the finance committee brought into the picture, a series of talks and one joint meeting was held with the insurance committee. The result was the program presented to the membership passed without a dissenting vote.

The local ordered the program to become effective April 1, but because of changes in the local bylaws, the action must be reviewed at the April meeting. As there was unanimous consent at the March meeting that the treasurer was to send a covering check for the April 1 starting date, the executive committee authorized immediate implementation of the measures.

The first assessment will be collected after the April meeting formalities.

The local treasury will pay approximately \$600 a year toward the program and the payments by the local are open for review at any time. They must be reviewed once a year under the action of the membership mandate.

Members of the insurance committee were Walter Rickert, chairman; John McConlogue and Louis Cottle. Members of the finance committee, which has final say on other than routine expenditures of the local, are Treasurer Arthur Albertson, chairman; Harriet Sweeney and Jack J. Arthur.

Hawaii Guild Establishes Memorial To Sarah Park

Honolulu, T. H.—The Hawaii Newspaper Guild has established an annual award in memory of Sarah Park, Star-Bulletin news and feature writer who was killed in a plane crash March 9 while covering the Hawaii tidal wave disaster.

Miss Park, 29, a member of the Hawaii Guild since its inception, died instantly when the light plane in which she was riding plunged into the sea at Laie Point on the island of Oahu.

Advertising agency official Paul Beam, 42, a former Associated Press newsmen and the pilot of the aircraft, died the next morning of injuries. Jack Matsumoto, Star-Bulletin photographer, is still confined in the hospital with severe injuries.

The Hawaii Guild said that the \$100 cash award will be open to anyone in the community "for outstanding contribution to the community beyond the call of duty, as exemplified by the career of Sarah Park."

Miss Park, a native of Honolulu, had worked for the Star-Bulletin since 1949 after serving as correspondent in the Far East for L.N.S. and Reuters.

She covered the Korean war front briefly for the Star-Bulletin as well as other important news events in Hawaii and had a host of friends from all walks of life.

Cheerful and charming, a capable and hard-working newspaperwoman, Miss Park was a great favorite of the Star-Bulletin staff and of the newspaper fraternity in Honolulu, which

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Cleveland Boosts Prestige With Page 1 Awards and Show

Cleveland, Ohio—Cleveland Guild members are "adding up the profits" in prestige resulting from an outstanding Page One Awards Show held last week, which combined the awarding of prizes for journalism work with stage entertainment.

The affair, first of its kind attempted by the local, was jointly sponsored by the Guild and the Cleveland Press Club.

Journalistic awards were given in 15 categories. In addition, there were special awards for public service to the Cleveland Reporter, the strike paper put out during the city's news blackout last November, and for "dean of the year." The dean is Nina Donberg, 55-year employee of the News.

Civic awards were given to Mayor Anthony Celebrezze, for his efforts at ending the November strike and lockout, and to five other citizens who distinguished themselves during the year.

The awards were presented by Gov. C. William O'Neill and Congressman Michael Feighan and William E. Minshall.

Jackie Cooper was master of ceremonies and entertainers included Robert Nagy, Joel Gray, Jack Paar, Jo Ann Miller, Pom-poff, Teddy and Family, Don Cherry, Peggy King, Andre Previn and Andy Williams.

Louis B. Seltzer, editor of the Press, gave each Press winner a cash award of \$150 for first place and \$50 for honorable mention. No cash awards have been announced by the Plain Dealer and News.

Judges for the journalistic awards included the Chicago Guild, three Federal Judges, Bill Corum, National Conference of Editorial Writers, New York Daily News staff, Life Magazine editors, Kent State University and several local committees.

The winners: BEST SINGLE NEWS STORY (3-way tie): Joseph A. Breig, Catholic Universe-Eagle, for story on "Objectionable Orphan Annie Strips." Plain Dealer's coverage on windstorm damage, Wilson Hirschfeld, Plain Dealer, reporting on the pending cut in property taxes.

BEST RUNNING NEWS STORY: First: Forrest Allen and Richard Murray, Press, for stories on housing blight.

Honorable Mention: Sanford Sobul, News, for stories on cut in plumber permits. Wilson Hirschfeld, Plain Dealer, for stories on zig-zag bus line.

BEST SINGLE FEATURE: First: Ben Marino, Press, for proposed integration of Beachwood area with Shaker Heights. Honorable Mention: Larry Hawkins, Plain Dealer, for "A Night to Remember"—story of a train wreck in Ashtabula.

Representation elections ordered, March 25, within 30 days. Peoria (Ill.) Journal Star editorial dept. (100 eligibles) and outside circulation dept. (35 eligibles). Mar. 15, by Albany Guild for baristas (N.Y.) newspaper editorial dept. (35 eligibles).

Representation hearings rescheduled, April 3, Toronto (Ont.) Telegram district managers (60 eligibles). Representation hearing scheduled, April 5, Toronto Police News editorial dept. (2 eligibles).

OTHER PROCEEDINGS: Arbitration with ANG voted, Mar. 11, by Vancouver (B.C.) Province Newspaper Guild, Local No. 297, C.I.O., 175 to 22. Hearing set, Mar. 26, in New York on raiding charges brought against Guild by Building Service Employees union, Los Angeles (Calif.) Examiner and Herald Express companies maintenance depts. (45 eligibles).

CONTRACTS COMMITTEE: Bay City (Mich.) Times, contract renewal approval withheld for continuing Guild shop exclusions, lack of job security and protection against split shifts, and low severance pay award. Massillon (O.) Evening Independent, contract renewal approval withheld for low minimums, low severance pay rating, lack of arbitration and union security, and inequities for women. NE Daily News, contract renewal approved.

North American Newspaper Alliance, in-lod contract approved. St. Paul (Minn.) Dispatch & Pioneer Press, contract renewal approved. Sacramento (Pa.) Times, contract renewal approved.

Southern District Council meeting, Washington, April 17-18. Bade Award deadline for entries, May 1.

COPY DEADLINE: Two weeks preceding publication date. All copy subject to publisher's approval. Inquiries or requests for brochures should be addressed to PHC, Inc., 100 Harrow-road, Westfield, N. J.

ATTENTION, GUILDSMEN!

The Guild Reporter has opened a nation-wide campaign for paid advertising in its columns, with Guildmen directing the sales venture, and with a direct mail approach to business firms, informing them of the Guild Reporter as a medium for reaching 28,500 newspaper employees, and their families. Income is earmarked for bettering your publication.

ADVERTISING RATE: Seventy cents a line, flat. It's an economically salable rate, enabling national advertisers to reach the select home market which Guild membership represents.

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The Guild Reporter



CHARLES E. CRISSEY, Editor

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March 22, 1957

Vol. XXIV—No. 7

A Start On Pensions

There was solid worth, to those present and to the thousands of Guild members whom they represented, in the three-day seminar on pensions which ANG conducted at Chicago, the first since convention authorization for retaining a consultant in this complicated field.

Elsewhere in this issue is a comprehensive, if condensed, account of some of the discussions and their conclusions. It merits careful reading.

For many of those at Chicago, the seminar gave a first grasp of the elements of the problem, in spite of Guild studies in the subject which date back a dozen years or more.

It is meaningful, too, that the Guild should find itself engrossed in such a topic. Not many years ago the question was how long one might hold a given job in newspaper work, not how to plan for a useful lifetime in it.

Guild wages and Guild working conditions have changed a once doleful outlook. Present-day contracts have led directly to the matter of pensions, for self-sustaining retirement years, as a principal objective.

New Orleans Stands Up

Guild members everywhere will applaud this week's action by the New Orleans Guild, when a special membership meeting voted to exercise the local's contractual right to process a discharge grievance, through arbitration if necessary.

There were more complexities in the situation than appeared on the surface, hence the more credit to the New Orleans membership for a sensible, trade-union decision to maintain the contract's effectiveness by using its self-contained machinery for righting a wrong to one of its members.

Since the basic issue involved is simple, there can be little doubt what an impartial arbiter would find, should the case be carried to that stage. Meantime there remains an opportunity for New Orleans management to correct a hasty mistake, and restore to all its employees a firm faith in the essential fairness of their employer.

The New Orleans case is a reminder, again, that a local is only as strong as its contract, and a contract is strong only if vigilantly enforced.

AMERICAN NEWSPAPER GUILD

Philip Murray Building

1126 Sixteenth St., N.W., Washington 6, D. C.

PRESIDENT: JOSEPH F. COLLIS

EXECUTIVE VICE PRESIDENT: WM. J. FARSON

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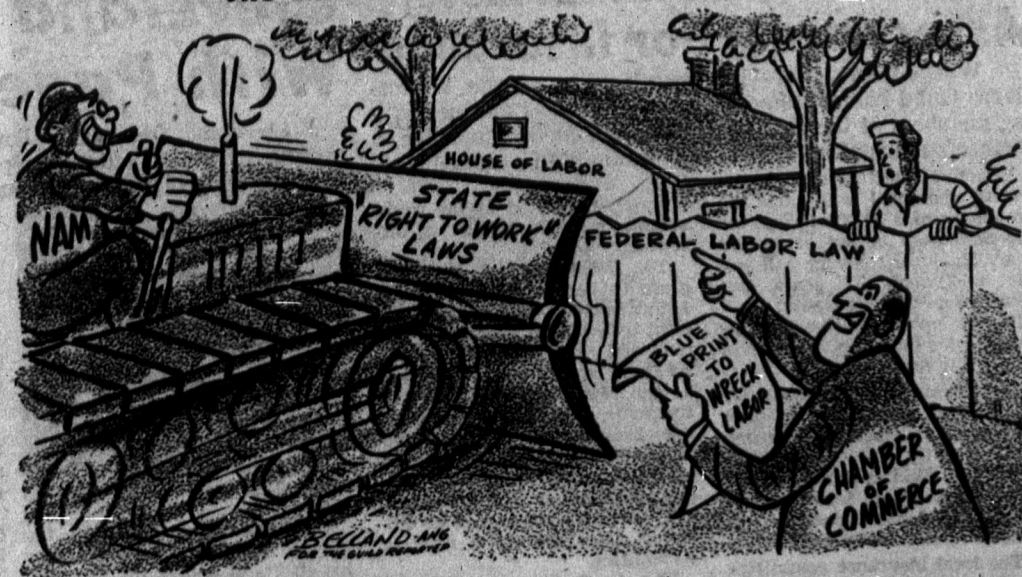
DIRECTOR OF ORGANIZATION: J. William Blatz

DIRECTOR OF RESEARCH AND INFORMATION: Ellis T. Baker, III

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Stephen Risher

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger, Robert E. Bruer, Kenneth R. Byrd, Joseph L. Cannon, Joseph G. Colangelo, Charles Dale, Fred Jones, Ray Mann, Maxwell R. H. Fyle.

"The Line Cuts Straight Through Here."



IT SEEMS TO US

Canadian Voices Horror At Non-Existent Abuses

TORONTO, ONT.

Editor: I am confident that most members of the Canadian Wire Service Guild will endorse the opposition to union contributions to political party funds voiced by Bob Van Wagoner of Buffalo.

Are we in Canada to understand that a proportion of our dues are expended by the ANG in contributions to the campaign funds of the Democratic or Republican parties in the United States? Or to the local campaign funds of this Senator or that Representative? Wow!

Is the ANG prepared to give similar financial aid to the Conservative, Liberal, CCF, or Social Credit parties—or to the Labour Party in Britain? I'm damned sure that our American brothers would shudder at the thought of aiding foreign political parties whatever attitude they may adopt to labor affairs.

The reply of the editor of the Guild Reporter to Van Wagoner's letter contains a most curious sentence. It runs: "Are the millionaires who voted for Stevenson under 'compulsion' to acknowledge Eisenhower as President?"

Now what the devil does that mean? In a Canada have we been compelled to vote for anyone. We also believe (or was the presidential election a fake?) that Mr. Eisenhower is President of the United States.

Do tell us.

HUGH LAMING

CWS Guild

Brother Laming will discover, on reading the editorial footnote to the Van Wagoner letter more attentively that the answer to his first three questions is clearly "No."

Canadians generally, and Canadian newsmen in particular, are keen followers of U. S. politics. We decline to credit Brother Laming with genuine befuddlement concerning (a) the outcome of last November's election, (b) the voting rights and limitations of the American electorate, or (c) the attitude of Stevenson supporters toward a President elected by so thoroughgoing an expression of majority will—Ed.

Of Nels Quarrington, "Maker" Of Pictures

FORTLAND, ORE.

Editor: Let me tell you of Nelson Quarrington, who made pictures for the Toronto Telegram, and of whose death I heard today.

Not much of a Guildman, Nels never really sold himself on

Letters shall be limited to 300 words and shall avoid libel and subjects extraneous 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.

of the invitation could have filed charges?

What is the legal status of the Hearst National Memorandum now that it has been signed in the absence of constitutionally prescribed preliminaries?

Does the IEB's injunction to SPONG against bargaining away severance pay in pension plan negotiations apply also in Pittsburgh where Post-Gazette negotiators agreed to study elimination of the alternate benefit plan as part of pension bargaining?

Does the announcement of an operating surplus for yet another quarter preface a cut in per capita next fiscal year? Or will the surplus be used to justify a paid presidency?

After all we've heard about the tight budget hampering GHI operations, what justification is there for devoting so much space to anti-Guild propaganda mouthed by Lucius Beebe in the March 8 edition?

Francis S. Rivett

Albany Guild

Asks Labor To Disown Communist 5th Pledgers

ST. LOUIS, MO.

Editor: The AFL-CIO has barred use of the "fifth amendment" by trade union officials and members to cover corruption, as there is a responsibility to cooperate with government and public agencies investigating "fairly and objectively."

Why shouldn't the same reasoning, and policy, apply to persons fairly questioned about present or past communist connections?

SAM LAMBERT

St. Louis Guild

Likes Larger Assembly For Planning WS Local

PITTSBURGH, PA.

Editor: A group of Washington wire servicemen has written a communication arguing that the model 5 percent dues scale passed by the 1956 convention was undemocratic and not necessary for the proposed wire service local.

The group maintains the proposed local can get along on a lower dues scale and cited one of the ways of doing so is cutting down on the 38-member General Assembly which was proposed to put the local in final form for presentation to the IEB.

The Washington group agreed with the IEB that a top of 16 representatives, picked on a regional basis, was sufficient.

The argument against the model dues scale has much validity.

(Continued on Page 5)

Dec Rivett, Albany, Has Assorted Wonders

ALBANY, N. Y.

Editor: I'm just wondering: Why did the IEB bother to "invite" charges against SPONG, when, under the Constitution, any one of the 11 voting in favor

HOW-TO-BUY

April Tips On Clothes, Food

By SIDNEY MARGOLIS

Consumer Expert for The Guild Reporter

April is a big clothes-buying month for families, with a real financial problem involved in outfitting everyone all at once. Fortunately, except for shoes, clothing prices have not gone up as drastically as other necessities. Women's and girls' apparel is still close to last year's price tags while men's and boys' clothes cost slightly more. But the real expense will be the cost of new shoes for the family. Shoes have gone up 5 percent over last year, and now cost 24 percent more than 1950.

You can ease the impact of the big spring clothing bill by buying just what you need for Easter beforehand, and then taking advantage of the big post-Easter clearances to buy the rest of your spring needs at reduced prices. Even for pre-Easter needs, the later you shop, the more cut-rate sales you'll find.

Wage-earners' wives and working girls get a break in the black and navy blue fashion industry is promoting this year as the basic fashion colors. These happen to be among the most practical foundation colors for a wardrobe, along with gray and brown, because a woman doesn't have to assemble too many new accessories. You dress best at least expense when you build a small, versatile wardrobe of not too many different colors.

One of the outstanding developments in dress this year is the wide availability of well-styled dacron-and-cotton blends. Many all-dacron dresses are being promoted too, at relatively reasonable prices. But the dacron-cotton blend will be more wearable as you get into summer. Dacron by itself tends to be unduly hot in hot weather, and also tends to pull at the seams. A blend with cotton is more perspiration absorbent, and still has dacron's advantage of quick-drying and little ironing, while reducing the wrinkling tendencies of ordinary cotton.

Dacron-cotton dresses in "dressy" styles are available this year from \$9-\$13, and dacron-cotton blouses from \$4-\$6. In buying dresses or blouses made of synthetic fibers (nylon, dacron, etc.), be sure they have generous seams because of the lack of resiliency of the synthetics, and their tendency to pull out at the seams.

But the crepe dresses also being promoted this spring are a more dubious idea for a woman who needs to keep down her bills and get full use from a dress. Crepe weaves are very durable,

but also tend to shrink in cleaning, and also collect soil faster than flat-woven fabrics.

For men, too, a wise choice in a spring suit is a dacron-worsted blend. This type is rapidly becoming one of the most popular suits. It can be worn for three seasons, and combines the wear-resistance and shape-retention of dacron, with the resilience, absorbency and more traditional appearance of wool worsted.

CARS: Discounts are getting bigger on the 1957 models, with some dealers trying to spur spring demand by selling them for as little as \$30 and \$75 above their own cost. Sales of new cars have been spotty up to now. Automotive News reports. Ford and Plymouth have found a more popular reception this year than the Ford now has a slight sales lead so far this year over the popular Chevrolet which was the sales leader for the past two years. Plymouth is back in third place.

HOUSES: Houses may be a little easier to buy this summer, as far as down payment is concerned at least. Congress so far has resisted the pressure to raise the interest rate on GI mortgages to 5 percent from the present 4%. A new proposal would authorize FHA to permit lower down payments, so that a non-veteran, family could buy a \$15,000 house for example, with as little as \$750 instead of the present \$2300. Veterans already are permitted low down payments of a flat 2 percent of the purchase price.

That an increase in the interest rate is really not necessary to make more mortgages available, as the Administration has argued, is shown by the recent report by Metropolitan Life Insurance Co. Despite the claims of builders and lenders that mortgages are not available at the present 4 1/2 percent rate, this insurance company in 1956 made over \$700 million in new mortgages of that type out of a total investment of \$900 million.

FOOD: Pork and beef are still relatively reasonable, but pork is due to start on a sharp price climb, with beef going up, too.

Look for price cuts this spring on certain canned goods in especially heavy supply as dealers trim their inventories before the new packing season begins. You'll find stores offering sales especially of canned peas, string beans, corn, lima beans, and tomatoes. A price survey by the New York Extension Marketing Service finds that these items, and also canned beets, sauerkraut and pumpkin, are especially good buys in canned foods, and on the basis of their cost per serving.

ALL NEWS IS BAD NEWS

She Could Try Reader's Digest

By JANE GOODSELL

In the EWDSU Record

You wake up in the morning and, by the time you've had a second cup of coffee, you're ready to face the world. You're feeling good, and the world looks good, too.

The sun's in the sky, birds are twittering, the azaleas are in bloom and children are roller skating.

So you settle back in your chair and open up the morning paper.

The front page tells you that a bank cashier, with a fondness for horse racing, has misappropriated \$34,994.65. Rivers are rising to flood levels, and the international situation is just as murky as it was yesterday. The weather forecast is rain.

You turn hopefully to the column of your favorite news analyst. From him you learn that, although the state of the world may look encouraging on the surface, it is even less encouraging behind the scenes.

A letter from a woman reader complains that daylight saving has ruined her life, and the editorials take a dim view of everything that has happened lately.

You glance through the fashion advertisements, which convince you that your present wardrobe

is as outmoded as pantaloons. The prices of new clothes convince you that there isn't much you can do about it.

You read in the beauty column about a lady who has put on 20 pounds. Her clothes no longer fit her, and her husband is starting to spend a lot of time away from home.

The garden editor prints a letter from a lady whose annuals have been eaten by bugs, and in the child guidance section, a mother complains that her 3-year-old refuses to eat vegetables and is jealous of his baby sister.

There are dozens of eye-catching little advertisements for the attention of those suffering from bites, indigestion, fatigue, unions, tired eyes and inferiority complexes.

All the comic-strip characters are wallowing in personal troubles, grave danger, heartbreak, tumult and violence.

An announcement is made that there are no funds available to provide a mate for the lone camel languishing in a zoo, and today's menu suggests creamed codfish and buttered beets.

Once again you glance at the world outside the window. It's still there, and it still looks good. It seems unlikely that it can be the same world you've been reading about in the newspaper.

You wonder if maybe some newspaper editors simply got together and made the whole thing up.

Letters

(Continued from Page 4)

lidity. However, the reduction of the strength of the General Assembly has not.

The proposed assembly, was planned to give representation to all segments of the country. Choosing delegates on a regional basis isn't going to provide proper representation. The big wire service units will send the limited number of representatives to the assembly. Once

again, the smaller cities and members-at-large will be shut out.

A reduced General Assembly is "rule by the biggest," and no organization that does not give the widest possible representation to its members can ever succeed.

Wire service Guildmen in most small cities are complacent because they are not closely associated with the conduct of their own affairs. The major means of shattering this com-

placency is to give the small cities representation at the assembly. That was the original intent. It was changed by the IEB and the Washington group agrees.

It's about time for wire service Guildmen to protest the IEB action and demand the original 38-member assembly meet for at least the initial mapping of a wire service local budget and by-laws.

NORM ATKINS, Chairman, Pittsburgh UP Unit

DATELINE: WASHINGTON

By WILLARD SHELTON

Washington Guild

THE SPECIAL SENATE COMMITTEE headed by Senator McClellan (D. Ark.) in four weeks of public hearings has done enough to allow inferences. The judgment of those who have covered many inquisitorial groups, I think, is that it possesses thoroughness and capacity.

An investigating committee is appointed, of course, because someone suspects somebody has done something wrong, legally or ethically. Its effort usually is to expose the wrong.

This can be unpleasant for witnesses. The rules are flexible, and there is nothing to prevent a committee from trying to uncover income-tax irregularities when it can't prove thievery. The witnesses are allowed counsel but their counsel cannot cross-examine.

There are certain tests, however, to apply to investigating committees. One is whether the group is a true cross-section of the disparate ideas reflected in the Senate. Another is how the chairman sets the tone. Another is whether the chief counsel, who sets the pace and pattern, knows his job.

Judged by these standards the McClellan committee—subject to the test of time and one or two other reservations—is a classic Senate committee.

THE MEMBERS ARE as broad a cross-section as any small group could be. McClellan, the chairman, is the Senate's most trusted inquisitor. It is a matter of record, I believe, that he is not heartily loved by labor in his home state of Arkansas but he isn't haggard about it.

This committee is not a hanging committee like the Permanent Investigations unit under Joe McCarthy or House Un-American Activities. It isn't malignant like Senate Internal Security under the late Pat McCarran or stumbling and clumsy as under Senator Eastland.

McClellan is a deadly prosecutor, county courthouse style. But he is scrupulous in acknowledging the legal rights of witnesses. It is out of character for him to abuse his position to become a professional union buster.

The committee includes McCarthy, who shows up seldom and once explained his absences, ostensibly, by remarking that he had been "following leads" around the country. There was audience amusement.

It includes Senator Goldwater (R. Ariz.), a department-store inheritor who thinks his righteous mission is to save union members from involuntary political contributions.

Goldwater is well-liked by his peers. But they find elements of humor in the spectacle of a second-generation rich man protesting that his single-minded sense of trouble about unions arises from a devotion to the political and personal rights of union members. Most rich senators are liberals.

SENATOR IVES OF NEW YORK and Senator Mundt of South Dakota, Republicans, regularly attend the sessions. Ives is an intensely conservative man who doesn't vote against railroads or for public power and knows a good deal about labor relations. Mundt seems surprisingly eager to learn about a field that is foreign to his Dakota background.

Senator McNamara (D. Mich.) is a former union official. Senator Ervin (D. N. C.) probably looks with doubt on the strident operations of industrial society, but he is a judicial man with no observable tendency toward drastic notions. Senator Kennedy (D. Mass.) has been busy on hearings on minimum-wage improvements.

The witness who underestimates Committee Chief Counsel Robert F. Kennedy, younger brother of the senator, is excessively unwise. Kennedy does his home work and is formidable in cross-examination. He produces checks, documents, facts. When a witness is upset, he sits silent and lets the witness talk.

THE COMMITTEE SPENT much of its early public hearings on "Big Helen" and "Little Helen," the Montana madams once operating in Portland, Ore., and other matters appropriate to a county grand jury indignant about metropolitan vice. A Senate committee, however, has the right to approach its work in its own way, too, and has the right to approach it in its own way.

The reservations mentioned earlier involve these factors: The McClellan committee is supposed to investigate improper activities among management groups and individuals as well as in unions. Collusion between management and either ruthless or phony labor leaders is a field inviting attention. There is as yet no reason to complain that the committee hasn't got there. In due time it should get there.

This observer, also, doubts the capacity of this particular unit to write broad remedial legislation.

Its grant of authority to propose legislation is clear. But it is not expert, and amateurs have no business in the complex area of modern collective bargaining. The worst features of the Taft-Hartley Act came from attempts by amateurs to intrude legislatively in the management-labor field. The McClellan committee's proper function is inquisitorial.

Make it a date!
DON'T MISS YOUR NEXT
UNION MEETING!

Pension Planning



TAKING IT IN—Shown are some of the 70 delegates, including representatives of 53 Guild locals, who attended the first ANG seminar on pension planning. The sessions at the Hotel Morrison in Chicago consumed most of three days and an evening.

SEMINAR ANG Outlines Draft Model

(Continued from Page 1)

1% was used with a maximum limit of \$800 average final monthly pay. When applied to the model plan this would yield a maximum pension of \$240 per month for an employee with 30 years of service retiring at age 65 (1% x \$800 x 30 years).

The minimum pension under the model plan would be \$2.50 per month times years of service, or \$75 a month for an employee retiring at age 65 after 30 years of service.

These would be in addition to Social Security benefits, which are not mentioned in the plan.

The percentage of pay formula is recommended because it relates benefits to earnings and living standards at the time of retirement.

A revised draft of the model, is to be prepared by the officers with Daoust before distribution to locals. It will also be considered by the International Executive Board before submission to the St. Louis convention next July.

Leading up to the new model, Daoust and Kornhauser presented material dealing with the need for planned retirement, the benefits and limitations of Social Security, pension plans negotiated by other unions, factors in pension costs and financing, insured vs. trusted plans, plant-

wide vs. Guild-only plans, contributory vs. non-contributory plans, voluntary vs. compulsory retirement, early and late retirement, vesting, death benefits, pensions and severance pay, and disability retirement.

A resume of the labor law's application to pension bargaining was given by ANG Counsel Irving Leuchter. Secretary-Treasurer Perlik outlined ANG policy as it applies to pension negotiations.

Excerpts from this material appear elsewhere in this issue.

Ellis T. Baker, ANG director of research and information, who presided at the seminar, reviewed the history of pension bargaining by the Guild since 1943, when the first reference to retirement plans appeared in ANG goals. In recent years, he noted, locals have begun to make progress in pension negotiations and a pattern has been developed whereby locals first negotiate an amount of money into a pension fund and then work out a pension plan.

This recent activity, Baker observed, led the IEB last spring to turn again to pension bargaining problems and led the Toronto convention to recommend retention of a pension consultant.

In announcing the selection of Daoust as ANG pension consultant, Perlik, who is chairman of the IEB contracts committee, said his primary functions will be to advise ANG on general pension policy, to assist in coordinating pension bargaining by locals, and to advise the committee on pension plans submitted by locals for approval. He will make analyses of these plans which will be provided to the locals without charge. Daoust's status, Perlik said in summary, will be analogous to that of ANG Counsel Leuchter.

Daoust also will attend the St. Louis convention, which is expected to review current Guild policy on pensions and take up the draft model plan, Perlik said.

His firm will be available to locals at their expense for actuarial work in the design of their plans.

The funding of pensions through self-administered local trusts is recommended by Daoust in the model plan because it permits greater flexibility of pension plan design, offers greater latitude in meeting the costs, generally requires substantially lower costs and generally yields greater interest earnings because of the latitude permitted in investments.

The commingled trust fund is being considered because, as the small local trust funds buy units in the larger fund, a larger pool of money is created which makes possible the purchase of more profitable investments. In addition, because there is only a single investment fund, there is a lower trustee's fee. And administrative and actuarial costs may be minimized through the use of standard procedures and forms. These savings mean higher benefits for the same contributions.

The seminar and the material it covered received an enthusiastic response from the delegates present. Several local leaders remarked that the step-by-step presentations by Daoust and Kornhauser on the why's and how's of pension planning removed for the first time in their experience some of the complicated statistical mysteries surrounding the subject. Many of them took advantage of the time set aside Saturday night for personal consultations on local

pension problems with the two specialists.

The seminar was in session Friday afternoon and evening, all day Saturday, and Sunday until adjournment at 2 p.m. The Midwest District Council sponsored a hospitality room at the Morrison while the seminar was in recess. Saturday night, a buffet dinner for the delegates at its headquarters.

Seminar Attracts Guild Leadership

Chicago, Ill.—The International Executive Board was well represented at ANG's pension seminar. Attending were President Joseph F. Collis of Wilkes-Barre, Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and Vice Presidents Harvey Wing, SPONG; Wilfred Alexander, New York; Dave Welty, Pittsburgh; and Ed Marciniak, Chicago.

Wing participated as chairman of the IEB's pensions committee, of which Alexander also is a member.

Local executive secretaries and administrative officers taking part included Sam Eubanks, SPONG; Bob Buchanan, Toronto; Dave Schick, Philadelphia; Rollin Everett, St. Louis; John Carmichael, Twin Cities; George Lambert, Seattle; Tacoma; Don MacMillan, Denver; Helen Muear, Pittsburgh; and Stuart Broad, Chicago.

He Should Know

"Arrangements like ours for lifting and lowering wages in step with the cost of living are commonly called 'escalator clauses.' They are attacked by people who insist upon talking about the 'wage-price spiral.'"

"I contend that we should not say the 'wage-price spiral.' We should say the price-wage spiral."

"For it is not primarily wages that push up prices. It is primarily prices that pull up wages."

—Charles E. Wilson writing in the Reader's Digest in September, 1952 when he still was president of General Motors.

Questions On Pension Bargaining

Q.—Are pension plans feasible on small papers where there are fewer than 25 employees?

A.—Yes. There are many plans in existence today covering fewer than 10 employees. This is especially true among small banks which have adopted trusted plans under common trust fund arrangements established by a number of larger banks throughout the country for small corresponding banks.

Q.—But can small papers afford pension plans?

A.—There is no reason why not. Generally, pension benefits are related to length of service and compensation of employee. Once the formula for benefits is determined, the cost of the program can be found in terms of a percentage of payroll. The same percentage would apply whether the company had five employees or five hundred employees and would depend only on the age and service distribution of employees and the compensation paid to them.

Q.—Does the law require that a pension plan cover all employees of the company?

A.—No, it does not. In fact, locals are urged to seek to bargain on pensions only for the Guild bargaining unit. That way the Guild pension plan keeps the advantage of a generally lower age group and higher rate of turnover, both of which may reduce costs considerably. Furthermore, the Guild should not want a pension plan covering executives who would draw high pensions from the fund, increasing overall costs to the disadvantage of lower-paid employees. Nor does the Guild exist for the purpose of negotiating benefits for unorganized employees.

Q.—Why should the Guild resist pension plans requiring individual contributions from employees to the pension fund?

A.—Because the employee pays an income tax on his gross salary, including that portion he contributes to the pension fund. If, instead, the employer pays the full contribution into the pension fund, neither he nor the employee is taxed at the time. After he retires, of course, the employee must include in his gross income for tax purposes any pension benefits he receives on account of the employer's contributions. But at age 65, individual deductions from taxable income are doubled.

Q.—Does the Guild have a right to insist that the publisher supply data required for actuarial purposes in pension bargaining?

A.—Yes. Under the law's requirement of "good faith" bargaining, the Guild is deemed to have the right to actuarial data just as it has the right to payroll data. The precaution should be added, however, that just as with payroll data, the right to information for actuarial purposes may be waived at the bargaining table.

Q.—Is it possible to bargain on pensions when the publisher has instituted a unilateral plan?

A.—Yes. Not only does the Guild have a right at the bargaining table to seek to improve such a unilateral plan, it has a right to seek negotiation of a new, different plan and freeze the accrued benefits under the unilateral plan for other uses.

DESIGN Trust Fund Flexible

Since about half the pension plans now covering Guild members are insured plans—many of them instituted unilaterally by publishers—why does ANG recommend a trusted plan in its new draft model pension plan?

A pension program is primarily an investment plan, not an insurance program. Mortality risks enter the picture in the exact reverse of the situation prevailing for life insurance. A profit instead of a loss occurs with the premature death of a pension fund member. Thus, there is no catastrophic hazard present which would require the pooling facilities of an insurance company to meet sudden unexpected losses of major magnitude.

Since the insurance company is not needed in the usual sense of mortality risks, ANG officers investigated other approaches to pensions.

An analysis by ANG Pension Consultant Joseph H. Daoust suggested these advantages inherent in the trusted plan:

DESIGN OF THE PLAN

Funding of pensions through a self-administered trust permits a local to negotiate any pension benefits it wants, within the limits and in conformance with the policy established by ANG.

Purchase of an insured program, however, permits the inclusion of only those benefits which the insurance company is willing to sell under a contract of its own design.

For example, insurance companies are reluctant to insure permanent and total disability because they have been unable to work out a profitable arrangement for handling them. Their failure to profit is not due to any inherent difficulty in the granting of such benefits but

rather to the selection against them by the public.

Many trusted plans, on the other hand, have found it simple, desirable, and not unduly expensive to provide these disability benefits.

Another difficulty with insured plans (other than "deposit administration plans") is the fixed retirement age required by the insurance company because it needs a premium computation basis for benefits to be "sold."

This is unnecessary under trusted plans and conflicts directly with the job security provisions in the Guild's collective bargaining program.

It is certainly not true that all employees become superannuated at exactly age 65. Why then schedule everyone to retire at that age, thus distorting the costs of the plan?

Compulsory retirement becomes even less desirable in view of the rapidly increasing proportion of older persons in the population. This group cannot be supported by younger workers unless those older workers are permitted to continue.

ADMINISTRATIVE COSTS

Even though the Guild seeks to negotiate pension plans in which the publisher pays all costs, these costs are an important consideration for the Guild in the selection of a plan. Obviously, the plan which yields the highest benefits for a given amount of contributions is the most desirable.

How does the trusted plan measure up in this respect?

First, administrative procedures are no greater—and may be substantially less—than those required under any insured type plan. Records in either case must first be supplied by the employer.

THIRD, because the funds are combined into a single trust, a smaller net cash reserve would be required for each plan than if the funds were invested separately. That is, a single cash reserve from which to draw minor administrative costs and benefit payments for all the plans would be substantially lower than the sum of separate cash reserves required in separate trust funds for each individual plan. This permits investment of a greater percentage of funds, results in a greater interest return on the advance contributions, and again makes for more benefits.

FOURTH, there is greater stability in one common fund than in separate funds for each of the plans since a broader portfolio may be bought for the group than could be bought for each single plan. This principle underlies the rapid growth of mutual funds throughout the United States under which stocks and, in some cases, bonds are purchased in a large number of different industries on the assumption that if the coverage is broad enough there can be little risk involved and the return is substantial and steady.

FIFTH, administrative costs can be minimized by use of standard procedures and forms for all ANG members (with only minor variations due to variations in benefits) and can be handled centrally through the ANG office at an even lower cost.

SIXTH, plan documents and trust documents can be provided by the ANG at a minimum cost because a uniform pattern will prevail.

SEVENTH, actuarial costs



CHICAGO CONFAB—ANG Pension Consultant Joseph H. Daoust, left, explains a point in an after-class discussion at the Chicago seminar. Seated with him is Helen Muear, executive secretary of the Pittsburgh Guild. Standing, left to right, are Harvey Wing, of SPONG, chairman of the IEB pension committee; Marvin Kornhauser, a Daoust associate, and Foster Chandler, Salem.

Retirement Income: An Economic Need

The need for some form of pension for older people has been recognized by society throughout the ages. From earliest times, older people no longer able to work have been given support by their families or by charity.

Now, however, largely as the result of organized labor's efforts, there is a general feeling that a man who has performed nearly a lifetime of useful work ought to be entitled to something more than charity.

And the economic need for planned pensions is building up continuously as medical science becomes more effective in advancing life expectancy. The following factors point up this need:

1. The proportion of older persons in the population is growing as these statistics show:

Year	U. S. Labor Force 16 yrs. and older	U. S. Population 65 and older	Ratio of Older to Labor Force
1900	27,325,000	3,080,000	11 1/4%
1920	40,553,000	4,933,000	12%
1940	52,548,000	9,019,000	17%
1950	61,474,000	13,322,000	20%

2. The trend noted in the preceding paragraph can be expected to continue because of improving life expectancy at all ages in the population. For example, whereas in 1900 a 40-year-old white male had 60 chances in 100 of surviving to age 65, in 1950 the chances had improved to 70 in 100. For white females age 40, the chances of surviving to 65 improved from 64 in 100 at the turn of the century to 82 per 100 in 1950.

3. Older persons are not generally able to support themselves. Only 28% of the 13.7 million persons 65 and over were employed. This, of course, includes a large number of females never employed at any time. However, the seriousness of the unemployment status of older persons was shown in the June 1952 Metropolitan Life Insurance Company Statistical Bulletin, which reported only 58.1% of males 65 to 69 were in the labor force (2.6% of these were unemployed); 40.3% of males 70 to 74 were in the labor force (1.1% were unemployed); and 17.7% of males 75 and over were in the labor force (3.2% of these were unemployed).

4. are unemployed. The Institute of Industrial Relations at the University of California found in a 1952 study that:

- 45% of all men 65 and over at the time of the study had been separated from employment because they were "not well enough to work."
- There was an obsolescence of the working skills and experiences of the older men.
- The median annual receipts, including Social Security benefits and the use of savings, were under \$1,400 for aged couples, under \$675 for single men and about \$400 for single women, aged 65 and over.

5. Mortality rates and past experience show that a man of 20 entering the labor force can expect to work for an average of 43.2 years and to live for 43.9 years, leaving a 5.7 year period of retirement which must be provided for (this is measured against all persons now age 20, not just those who will reach age 65 for whom the retirement period will be more than twice the 5.7 years reported). These figures are from an article by Stuart Garlinke in the Monthly Labor Review, March 1955.

6. The problem of widows growing in number at a faster rate than other elements of the older population is becoming an increasingly important consideration in the economy. Not only are there already more females 65 and over than males in the same age group, but, in addition, the difference is growing because of the more rapidly improving longevity of the females. At present, it is reported there are 100 females over age 65 for every 89 males. The degree of survivorship of the females is apparent in the following statistics:

	Males 65-74	Males 75 and Over	Females 65-74	Females 75 and Over
Total	100.0%	100.0%	100.0%	100.0%
Married	78.4%	55.1%	42.5%	19.9%
Widowed	17.7%	27.7%	47.1%	71.9%
Single or Divorced	9.9%	9.3%	10.7%	8.9%

Note that the proportion of widows 75 and over is almost double the proportion of widowers in the same group. The Social Security Program already has recognized this trend by institution of widows and survivors benefits. And it is clear that industrial pension plans must take cognizance of the problem.

Pensions & Severance

The 23rd Annual ANG Convention adopted the report of the Convention Collective Bargaining Committee which specified that the Committee "cautions most strongly against surrendering, for pensions, any phase whatsoever of Guild security, job security and severance pay."

Thus, the IEB holds that there can be no waiver of severance pay, for pension purposes, without prior IEB approval. As a further warning, there is no disposition on the IEB to approve such a plan.

—IEB Statement of Policy: October 1956

Rendering an opinion as to whether integration of alternate benefits to achieve a pension plan conflicts with the IEB policy statement of October 1956 offers numerous obstacles.

Not the least of these is trying to determine just what the final program would contain when it is in a highly tentative stage and subject to change and bargaining.

It would seem that a simple integration of the benefits in connection with funding would not be in conflict, so long as the alternate benefits remain as a contract provision. If the benefits so remain, there has been no waiver or surrender. In that case, the end result would be merely a more expensive program than if the pension plan carried both alternate benefits and the regular pension. Then it would be up to the local to determine how complete a program it would accept. However, if the alternate benefits actually are dropped from the contract in the integration process and the funds used for the pension, then the program would conflict diametrically with the policy statement.

While not so streamlined as a fully-integrated plan, separate alternate benefits have the obvious advantage of being readily subject to improvement through regular negotiations, an avenue which probably would not be open if the programs are closely integrated. In the final analysis, the proposed integration would be in conflict if the alternate benefits were dropped in the process or abandoned in any way subsequently. If the alternate benefits are to be maintained as a contract provision, integration would not constitute a violation.

—IEB Statement: February 1957

... Trust Fund

(Continued from Page 7)

insurance companies—but not against qualified pension trust funds—further increase the cost of handling over the trusted approach.

MEETING THE COSTS

The flexibility allowed, in meeting the costs of a trusted pension plan can be an attractive point to publishers with whom the Guild negotiates.

Under an insured approach, it is necessary to allocate amounts specifically to individuals. This allocation, which must be in full for pensioners, is even applied in full for accrued benefits to unretired employees in all insured methods except deposit administration. It thus becomes necessary to meet a specific premium payment schedule.

In the trust fund approach, however, since there is no allocation of funds to anyone, the entire fund serves as a reservoir from which to draw monthly benefits when and as needed for any retired employee. The

Don Hayes Returns To San Antonio Job

Don Hayes, of San Antonio, international representative since last March, has resigned his post to resume his desk job at the San Antonio Light. In a letter to ANG officers, Hayes cited illness in his family as reason for the decision.

Hayes has been stationed for the past four months in New York, aiding in the wire service contract negotiations with both Associated and United Press bargaining committees. He had been asked by the National Wire Service Council to take the position of administrator for the proposed wire service local.

Prior to his New York assignment, Hayes had been working with organization projects for the newly-chartered Hawaii Newspaper Guild local.

Before his ANG appointment, Hayes had been for ten years a newsman in San Antonio, both with the Light and the Express. He held office in the Guild there, and had notable success in collective bargaining work.

contributions are made into the fund when the company's cash position and/or profit position are the best. Some years can be skipped entirely if better than the "minimum" contributions have been made in some prior years (as is almost certain to happen).

It is not uncommon for a company to find that if it pays the minimum tax deductible contribution for one or two years, it can have relief in the next year (with little or no contribution required) without risking either the solvency of the fund or any difficulties in connection with prior tax deductions.

INVESTMENT

The investments allowed a qualified trust fund tend to give a higher yield, thus making higher benefits possible for the same contributions than under an insured plan.

For one thing, the government permits the investment of qualified trust funds to earn tax-free interest. Insurance company pension fund investments are not subject to these tax savings. This factor alone has meant a 5% increase in the cost of insured pensions, the president of the Prudential Insurance Company of America recently told a Congressional subcommittee.

For another thing, insurance companies are limited in the type of investments they may make and thus guarantee lower earnings for pension plan funds than trusted plans find possible.

Kingston Professor Is Ottawa Arbitrator

Ottawa, Ont.—Professor C. H. Curtis, of the industrial relations department of Queen's University, Kingston, will head an arbitration board to hear arguments in a dispute between the Ottawa Newspaper Guild and management of the Citizen, over failure to pay overtime to Mel Garner of the engraving department, called in to work on his day off.

The Citizen claims an emergency occurred when Guildsman Garner worked in place of an injured regular man.

Local Voting

Elizabeth

Elizabeth, N. J.—Officers for the year have been installed by the Elizabeth Newspaper Guild, as follows:

President, Guy P. Peck, III; vice presidents, Frederic Cassin and Herbert L. Nebel; secretary, Joan B. Haggerty; assistant secretary, Donald Rubincam, and treasurer, Roswell H. Smith.

Salem

Salem, Mass.—Frank Murphy has been reflected president of the Salem Guild. Other officers chosen for the year are: Vice president, Carl W. Reed; secretary, Tony Romano; treasurer, Foster T. Chandler, a reelection; assistant treasurer, George W. Menemott; members of the executive committee, Joseph A. Gallagher, Cyrus J. Newbegin, F. Earl Robbins, Kenneth A. Rowe and James Shea.

Detroit

Detroit, Mich.—Louis Cook, Detroit Free Press, has been elected to another term as president of the Detroit Guild. The membership also renamed John Creecy as vice president, Roy Courage as secretary, and Frances D'Elond as treasurer. All were elected without contest.

In balloting among six candidates for delegates at large to the executive board, members chose Ed Breslin, Ed Winge and Charles Manos, over Betty Salisbury, John Berry and Robert Irvin.

Pawtucket

Pawtucket, R. I.—Vincent J. Bartimo, Pawtucket Times Reporter, has been elected new president of the Newspaper Guild of Pawtucket. He succeeds Frank C. Pritchard, who served two years.

Other new officers are: Charles A. Anzies, first vice president; Russell Singer, second vice president; Henry Sherlock, recording secretary; Maureen McNally, corresponding secretary; William Fesik, treasurer; John L. Moore, assistant treasurer; Leonard I. Levin, delegate to the R. I. Industrial Union Council; Thomas M. Buckley Jr., Anzies and Levin, delegates to New England District Council; W. Dean Tromanhauser, newsroom steward; Joan Noonan, business office steward; Conrad Lemery, advertising department steward; Norma Hartshorn, proofroom steward.

The officers will be installed at a banquet May 11.

Hampton Roads

Norfolk, Va.—Richard D. Anderson, city hall reporter for the Virginian-Pilot, has been elected president of the Hampton Roads Newspaper Guild. Vice president of the local last year, he succeeds John C. Wilkinson, who was named to the executive committee.

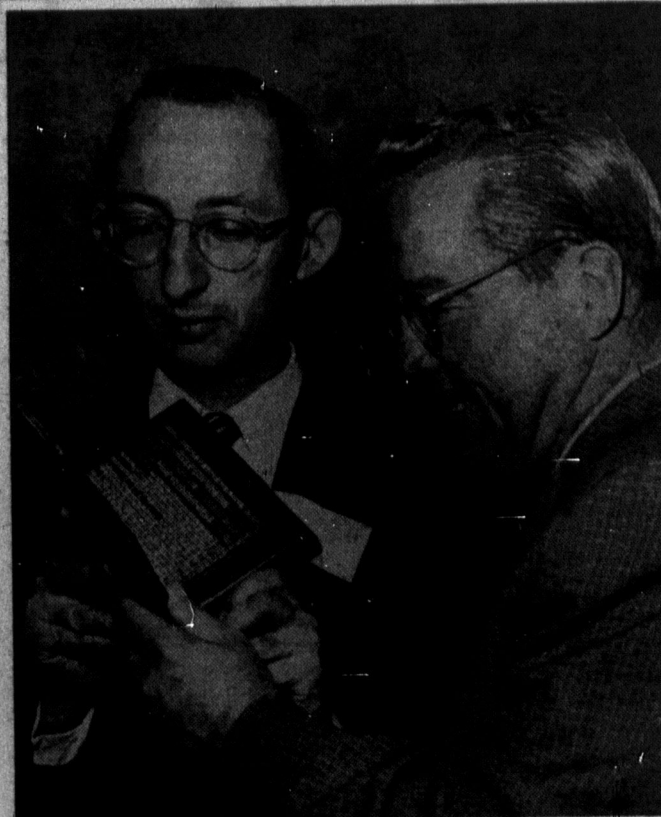
Others elected were: Vice president, Orby Kelly; treasurer, Neal O'Steen; secretary, John I. Brooks; others on the executive committee, Fred S. Holley, Jim Henderson, George McClellan, and Betty Bradley.

Miss Bradley is the first woman to hold elective position in the local, since it was chartered in 1954.

Cleveland

Cleveland, Ohio.—Four vice presidents have been elected by membership referendum, to complete the Cleveland Guild's roster of officers for the year. They are Webb Seely, Hervey McMullan, James Flannery and Ruth Rothman.

The president, Robert Drake; treasurer, Milton J. Lapine, and executive secretary, William M. Davy, had been chosen by acclamation.



PROUD MOMENT—Marion H. Hale, at the right, receives the Memphis Guild's citizenship award for his work as city recreation superintendent. Louis Silver, local president, makes a presentation, a stick of type.

Memphis Civic Award To Recreation Leader

Memphis, Tenn.—A stick of type is a prized possession of Marion H. Hale, because the message on that type tells the world he won the 1956 Citizenship Award of the Memphis Guild.

The superintendent of the Recreation Department of the Memphis Park Commission was picked by a Guild committee for his persistent efforts to improve facilities for children and adults to play. Hale was credited with providing much of the impetus that resulted in three new community centers and for "the improved year-round recreation program for Negroes."

He received the stick of type mounted on a wooden plaque—complete with mirror for easy reading—at the Memphis Guild's annual party at the King Cotton Hotel. Louis Silver, Memphis Guild president, made the presentation.

The citation also praised Hale "for being a friend to the boys and girls of Memphis, and for being Marion Hale of the warm heart and ready enthusiasm, for all that he has done in so many different ways to help us, our friends and our children."

In response, Hale said he would rather receive the Guild award than any other in Memphis because he knew there is never any politics involved in picking a recipient.

"I didn't know the newspapermen thought so much of me,"

Toronto Signs Up Magazine Staffers

Toronto, Ont.—Eight staff employees of the Police News, a quarterly magazine published by the Police Association of Ontario, have been organized into unit membership in the Toronto Newspaper Guild, which has applied for bargaining rights by certification from the Ontario Labor Relations Board.

The employee group is the first in the Canadian magazine field to seek Guild membership, according to Executive Secretary Bob Buchanan, who handled their enrollment.



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