

The Guild

Reporter

OFFICIAL ORGAN, AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)
Vol. XXIV—No. 18 Washington, D. C. Sept. 13, 1957

Arbitration Is Key To Hub Compact

Boston, Mass.—The more than 800 Boston Guild members idled by a 21-day lockout after members of the Mailers union went on strike August 9 are back at work turning out the seven newspapers suspended by concerted publisher action.

Their jobs were declared open again when the members of Mailers Local 16, an ITU affiliate, voted to accept a wage offer of \$10.50 and submit their higher wage demands to arbitration. The union had sought \$12.62, an increase which would raise their base pay to \$106.75.

Picket lines were removed at 10:30 p.m. on Thursday, August 29, a few hours after the parties had met at the office of Governor Foster Furcolo, who urged the arbitration process as a means of ending the dispute. It was the first time in Boston's history that the city was wholly without newspapers.

The intervention of the Governor was at the suggestion of the Boston Guild. While the formula which finally met with the approval of the parties was devised by a craft union committee, the formation of which had been urged by William J. Farson, ANG executive vice president.

Farson has received a letter of thanks for his assistance in the strike settlement, from Governor Furcolo. Regional Vice President John H. Thompson, who is president of the Boston local, also was thanked by the Governor.

Some 240 mailers at the Her-

Pay Part Claims At Boston Post

Boston, Mass.—Trustees in bankruptcy for the Boston Post, which closed its doors early last October after a series of financial crises, have made a first payment on the wages owed to Guild members and other employees. The checks were for half of the amount of "undisputed wage claims" lodged for the employees in Guild jurisdiction by Boston Guild attorneys.

The first payments grossed \$51,000 for Guild-contract personnel, with members of the typographical union receiving \$47,000.

The trustees are continuing to liquidate Post assets, in the hope that the full amount of the claims can be realized, although they would not guess when another payment would be made.

The Boston Guild, which had made loans to jobless Post unit members totalling about \$4,500, realized about \$3,500 still outstanding from those loans when last week's checks were distributed. The local's treasury had been hard hit by the three-week lockout of its members during the mailers strike starting August 9, and Guild officers requested all who could do so to make repayments on their loans. Some 90 Post employees were the beneficiaries of the loans, on which a maximum of \$50 had been placed.

ald, the Traveler, the morning and Evening Globe, the Record, the American and the Sunday Advertiser, walked off the job and set up picket lines when their negotiators reported a deadlock in wage negotiations.

The publishers at once handed the nearly 5,000 other employees at the three plants prepared notices that their jobs were suspended, without pay, for the duration of the work stoppage.

Guild members turned to their union for aid, and the Guild office here set up lockout com-

(Continued on Page 2)



Guild Shot: When Wisconsin's newest Senator, William E. Proxmire, arrived in Washington after his upset victory over former Governor Walter J. Kohler, Jr., the former Madison Guild leader and his wife were in demand for picture-making. Here three Washington Guild members line up for flash shots at the

Capitol. From the left are Mickey Senko, International News Photos; Jim Atherton, United Press Pictures, and Henry Griffin, Associated Press. The Guild Reporter's cameraman, who caught the scene, was, naturally, a Washington Guildsman, too.

Proxmire, New Wisconsin Senator, Tested Mettle In Guild Campaign

By IRV KREISMAN
President, Madison Guild

Madison, Wis.—U. S. Sen. William Proxmire, the young man who catapulted to fame last month in the Wisconsin special election when he swamped his Republican opponent, Gov. Walter Kohler, in the race for the seat formerly held by Joseph R. McCarthy, is not only a former Guildsman—he was an ardent and active one. In winning by a whopping 122,000 vote margin Proxmire became the first Wisconsin Democrat to fill a Senate post in 25 years.

In 1949 Proxmire, then a reporter for the Madison Capital Times, helped spark a drive to organize the business offices of Madison Newspapers, Inc., operating company of the newspaper. The Guild had a contract covering only editorial employees. For more than a month he devoted each night to calling on the homes of the eligible employees, persuading them to join the Guild. The Guild lost the ensu-

ing labor board election by a handful of votes out of more than 100 cast, but the local voted a commendation to Proxmire for his "untiring efforts" in the organizing drive.

Proxmire was a member of the Madison Guild's negotiations committee that year and helped prepare a 75-page detailed booklet, "The Case for the Guild," which was used in bargaining sessions. It was distributed to all Madison members, and be-

came a model for use by other Guild locals.

In the bargaining talks Proxmire, an expert on finances and taxation, frequently nailed management arguments on company earnings, a factor which failed to endear him to his employer. Later he was dismissed for "economy reasons."

As to this phase of Proxmire's career the Milwaukee Journal, itself a non-Guild newspaper,

(Continued on Page 2)

27,768 Voters Eligible, Largest Turnout Seen In Naming Six To Board

Next week's referendum election, in which six ANG vice presidents at large are to be chosen from a field of 10 candidates, is open to the votes of 27,768 Guild members. That number of ballots went out by action of a meeting of the International Election and Referendum Committee at Washington ANG headquarters August 31, after examination of the month's report from locals as to good-standing membership.

The total represents a new all-time high point in good standing, and also a new high in the ratio of those in good standing to the total book membership.

Locals reported 29,873 dues-paying members, plus 537 dues-exempt members in the armed services, for a record total of 30,410. Of that number, good standing—all financial obligations met as of August 1—was credited to 27,801, including those in the armed services.

The lesser number of ballots actually mailed out is accounted for by the lack of mailing addresses for some in uniform. Locals had been asked to furnish such addresses where known, and to the list thus compiled, the election committee sent direct individual ballots, with return envelope and a letter of instructions for making the returns.

Members at large, who belong to no local Guild, were similarly furnished with individually-mailed ballots.

The good-standing percentage figures out to 91.4 and is nearly three percentage points higher

than any preceding record. At no time heretofore, including the peaks reached in the 1953 and 1955 referendum elections, has Guild good standing reached 90 percent of the book membership.

The number of voters eligible to cast ballots in next week's election exceeds by 3,002 the number able to vote two years ago, and is greater by 3,893 than the list for 1953.

Ballots were cast in the 1953 and 1955 elections by, respectively, 63.6 and 66.7 percent of the eligible group. Should this ratio be carried into this month's voting, it would mean in excess of 18,000 ballots to be tabulated.

Voting next week for most Guild members will be under the supervision of a local elections committee, in accordance with ANG constitutional procedures set up by the Toronto convention. The changes adopted by that convention provide that the international committee sets a voting period during which each local may establish a day or days on which voting shall take

place. There is an added provision that on the last day of the period set by the international committee the local ballot boxes will be opened and the returns tabulated.

This year's voting period has been designated to start next Sunday, September 15, and end Friday, the 20th. Return sheets to the ANG must be in the mail by Sunday, the 22nd.

The elections committee for the ANG is headed by Roberta Bailey, Philadelphia, and includes Thomas Fay, New York; Michael Mastrullo, Cincinnati; Tony Ingrasia, Milwaukee; and John R. Wright, Boston.

As is the case with the local election committee, the international committee is representative of both "slates" of candidates, in the group nominated at the St. Louis convention.

Six of the nominees have the backing of the ANG's three top officers, Joseph F. Collis, president, William J. Farson, executive vice-president, and Charles A. Perlik, Jr., secretary-treasurer. They are Frances D'Hondt, Detroit; Irvin Kreisman, Madison; Ed Marciniak, Chicago; Daniel McLaughlin, Elizabeth; Harley Murray, Washington, and Robert C. Stafford, Cleveland. Marciniak, McLaughlin and

Stafford are incumbents seeking reelection; the others on the "administration" slate are new aspirants to IEB membership.

Listed as "independents" are four nominees, James B. Egan, New York; Thomas J. Murphy, Rochester; I. Michael Segel, Philadelphia, and Harvey H. Wing, San Francisco-Oakland. Wing is presently a member of the IEB.

Twenty-two Locals At High Levels

Sixteen locals posted new high membership totals to make the August 1 record possible, while four others held previously-gained levels and two locals regained high marks previously attained.

The new all-time figures were reported by Albany, Chattanooga, Cleveland, Detroit, Gary, Hawaii, Kenosha, New Westminster, New York City, Peoria, Sacramento, Salem, San Francisco-Oakland, San Jose, Toledo and Toronto. Locals at Hammond, Jacksonville, Newburgh-Beacon and Scranton remained at their former high marks in membership; those at Dallas and Pueblo were shown as regaining high record levels.

The new membership total is 151 higher than for July 1, and 1,688 more than the August 1 figure a year ago.



Photo by Tom Barlet, Madison Guild
House-to-House Personal campaigning has made former Guildman Bill Proxmire's name a household word in Wisconsin, and has now won him a seat in the U. S. Senate. Here he solicits a vote at the home of Ivo Kreisman, president of the Madison Guild to which the new Senator once belonged.

Five Contests Are Slated In WS Assembly Choices

Twenty-one nominations and five contests, one of them with three candidates, were reported this week by the National Wire Service elections committee, in the choices for 16 seats on the Wire Service Constitutional Assembly.

That body, when chosen by balloting where necessary, will organize at a meeting set for Washington, next December 7 and 8, will draft and approve bylaws, set up a dues scale and adopt a budget, all in preparation for the chartering of a nationwide local to include all wire service members now affiliated with individual Guild locals.

The nominations are complete for all regions except that for the UP Northeast, which covers Pennsylvania and the New England states. Wire service members in that region are expected to advance a name before ballots go out, early in October.

The contests are:
For Region I, New York City AP—Bernard Brown and Dick Coons.

For the New York-Northeast INS-INTP a a t—Alexander V. Hueston, Irving Schulman and Jack Lott, all of New York.

For Region II, Northeast AP—William J. Alexander, Philadelphia, and Robert M. Crocker, Augusta, Me.

Court Decision Is Awaited In N. O. Item Firing Case

New Orleans, La.—Decision is awaited in Federal District Court here on the motion of the New Orleans Guild for a summary judgment requiring the management of the New Orleans Item to submit to arbitration of the discharge case involving Guildsman Ewing Potet.

Potet was discharged last February after he had signed a petition seeking to end racial discrimination on the city's transportation lines. He was a longtime music critic on the Item, and his work had not come under fire from his superiors. He had signed the petition, he said, along with more than 100 others, including members of the New Orleans clergy, solely as a matter of personal conviction.

Potet was fired, with severance, because, management said, his "associations and loyalty" had been questionable. When Potet and local Guild officers protested, Potet was offered a chance to resign, keeping the severance pay check, but refused.

The Guild local voted formally to take the matter up as a grievance, and has followed the procedure set forth in its con-

For the Midwest AP—Dick Smith, Cleveland, and John M. Hogan, St. Louis.

For the West Coast UP—Bill Stanfield and Joseph Wilson, both of San Francisco.

Named without opposition are the following:
Leonard Millman, San Francisco, for AP West.

Harry Bergman, San Francisco, for West INS-INTP.

Roger P. McCarthy, Omaha, for Midwest UP.

William V. Levy, Cleveland, for INS-INTP Midwest.

Ernest G. Fischer, New Orleans, for South-Southwest AP.

Charles E. Webb, Dallas, for South-Southwest UP.

Ray Henry, Washington, for Region 3 AP.

James F. Donovan, Washington, for Region 3 UP.

Alvin Spivak, Washington, for Region 2 INS-INTP.

Robert Liles, New York, for Region 1 UP.

Local Counsel Fred Cassabry filed the case in the Federal District Court, before Judge Herbert W. Christenberry last month, seeking a court order that management of the Item should submit to arbitration of the discharge case involving Guildsman Ewing Potet.

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San Francisco Unit Votes Guild, 5-0

San Francisco, Calif.—The San Francisco-Oakland Guild became the bargaining agent for five employees of TV-51 Week, through a 5-0 election conducted by the National Labor Relations Board.

The employees are editorial writers, paste-up artists and typist-clerks.

Proxmire Persistence Pays

(Continued from Page 1)
said the day after his election to the Senate:

"Proxmire became known as a newspaperman who dug hard for his facts. He and the management (of the Capital Times), however, fell out over his enthusiastic bargaining efforts for the Newspaper Guild, and in November, 1949, he left the paper to become business manager of the Union Labor News, an AFL publication in Madison. He also had a radio program, 'Labor Sounds Off.'"

Ironically the Capital Times, the newspaper that fired him, was the only one in the state to back him in his race for the Senate. It also had supported him for governor in his three unsuccessful campaigns.

The newspaper's publisher, William T. Evjue, once editorialized that Proxmire, a graduate of the Harvard School of Business Administration and once an employee of J. P. Morgan Company, Wall Street bankers, was the "most astute young man I have ever known in the field of finance."

Proxmire got into Wisconsin politics in 1950 when he ran for the State Assembly on the Democratic ticket in a Madison suburban and rural area. Opposing the incumbent, Proxmire adopted the "personal" type campaign which he later used to good advantage. Before that first campaign he visited every farm and every house in the 20 strongest Democratic districts of the 33 in the Assembly area. He sent thank-you notes to the 1,500 persons who signed his nomination papers which he circulated himself, and he sent 7,000 hand-

written, signed postcards to the voters. On election day and the day before he and his wife phoned 3,000 persons. The efforts paid off and he won both the primary and general election.

Two years later he was offered the opportunity to run for governor on the Democratic ticket. In Wisconsin that is much like being "tendered the top spot" on the Republican ticket in Mississippi. Nevertheless he accepted with enthusiasm and shook 250,000 hands in his campaign.

Although beaten by a margin of several hundred thousand votes by the same Walter Kohler he beat for the Senate, Proxmire never stopped running, even after his defeat. The day after the election he was out shaking hands and passing out campaign literature at factory gates.

In 1954 he ran again for governor and again was beaten by Kohler, but this time he cut the latter's margin down to 35,000, less than one percent of the total vote cast.

The night after the election loser Proxmire was out making a campaign speech. In 1956 he tried a third time, against a new opponent, Vernon Thomson. Proxmire ran 150,000 votes ahead of Adlai Stevenson in the state but the Eisenhower landslide was too much for him and he lost again. But he was out campaigning the next day.

When McCarthy died last May Proxmire lost no time in announcing his candidacy for the vacancy. During the campaign he visited every section of the state and shook hands with thousands more voters. He now

estimates that he has shaken over a million hands for the state. An effective radio and television speaker, Proxmire makes ample use of these media in reaching the public. During the election race he daily types out his own releases to the newspapers.

Although Proxmire was accorded small chance of beating Kohler in the Senate race, there was no doubt of the results when the vote began to come in. Proxmire took an early lead and was never headed. His margin of 122,000 votes is considered an amazing feat in Wisconsin where the last Democratic Senator and governor were elected in 1932 and where the party in power was unable to win a major state office, save that of attorney-general, in a quarter-century.

It was significant that labor which backed him in his race celebrated his victory with enthusiasm and that the Democratic Victory Party in Madison the night of the election was held in the Steel Workers Hall. It was also typical that Proxmire who retired at 1:30 a.m. the night of the election was up at 5 to visit the factory gates in Milwaukee and thank the workers for their support.

"I wouldn't believe it if I hadn't seen it myself," one factory worker told him.

More than 1,000 persons greeted the new Senator at Madison's airport late at night when he returned from Washington where he was sworn in to his new office and took part in the Senate's deliberations during the last few days of its sessions. A police escort was needed to lead a cavalcade of cars which followed him to his home.

Boston Lifts Blackout

(Continued from Page 1)

mittees to process benefit checks and to handle special relief cases involving unusual hardship. ANG Secretary-treasurer Charles A. Perle, Jr., sent a check for \$25,000 from the international defense fund, and an appeal went out to all Guild locals for additional contributions.

Benefit costs for a week's Guild benefits exceeded \$8,000, at the individual non-dependent rate, while Guildsmen with families received more than the minimum \$10 weekly allowance.

Local President Thompson said that the immediate and substantial response of Guilds every-

where had been a heart-warming thing for Boston members.

"Our members found themselves on the streets, without a job, through no action of their own," he added. "And a good many of us realize for the first time what it means to have the backing of a continent-wide organization when trouble arises, and to be the recipients of such generous help."

"We're profoundly grateful," Fasten said, several days in Boston consulting with Guild and other union officials.

One factor which hindered a prompt strike settlement was a clause which appeared in most craft union Boston contracts. It provided that any wage increase won by any of the craft unions would automatically accrue to the membership of other craft unions.

Publisher spokesmen held, with logic, that to grant the demands of the mallers would call on them to extend the same increases to the larger group of others under craft contracts, so that in effect they were negotiating for much more cash than was involved in the Mallers contract.

Membership meetings of the various unions affected voted one after another to waive this requirement of their agreements, so that at the last the settlement affected only the wage rates of the mallers.

Editors of the dailies appearing after the blackout carried little or no advertising, while all contained greetings to readers, and resumes of recent news events.

A report issued by a local bank said that theaters suffered a 50 percent cut in gross receipts, while department store sales were off 7 percent during the first week without newspapers, and dropped by 13 percent the second week. Comparison

was with the comparable period a year before.

In suburban areas served by their own papers, unaffected by the shutdown in the city, department stores showed gains of 4 and 8 percent for the two weeks surveyed.

A Boston Globe editorial on the day that paper resumed publication paid tribute to "the labor statesmanship of those unions which did not bring on the strike."

Boston Gifts Are Generous

Boston, Mass.—Cash contributions to the Boston Newspaper Guild to aid in the relief of its 800 members idled by the three-week blackout by city publishers during a mallers' strike have brought the total of such gifts to \$4,986.52.

The list of contributors:	
Previously acknowledged	\$3,369.52
Dallas Guild	25.00
Cleveland Guild	200.00
Elizabeth Guild	100.00
Ed Allen, Jr.	50.00
John C. Cort (additional)	60.00
Toronto Guild	100.00
Toledo Guild	50.00
Gary Guild	25.00
Houston Guild	50.00
Ottawa Guild	50.00
Albany Guild	100.00
Seattle-Tacoma Guild	150.00
John Durant	2.00
Atlanta Guild	75.00
Philadelphia Guild (additional)	200.00
Woonsocket Guild	100.00
Hudson County Guild	50.00
Irv Kreisman, Madison	5.00
Los Angeles Guild	100.00
St. Louis Guild	100.00
Eric Gould	25.00
Total	\$4,986.52

Quickie Strike By IBEW Halts St. Louis Papers

St. Louis, Mo.—A strike by 22 maintenance electricians, members of Local 1, International Brotherhood of Electrical Workers, ended here last Sunday afternoon after the Post-Dispatch and Globe-Democrat missed editions on Saturday and Sunday.

Uninformed in advance as to the likelihood of a work stoppage, members of the St. Louis Newspaper Guild observed the electrician picket lines as soon as the Guild local officials gained official recognition of the strike from ANG officers at Washington, Saturday afternoon. The Guild contracts provide that strike action by other unions must gain such sanction before the membership honors a picket line.

The pickets appeared early Saturday morning, following an all-night negotiating session which failed to reach agreement on wage rates for the electricians. Eighteen members of that craft work at the Post-Dispatch and four at the Globe-Democrat. The union had asked increases of 25 cents and 10 cents, respectively, in the first and sec-

ond years of a new contract. The publishers had offered 15 cents and 10 cents, and asked that the issue go to arbitration, which the union refused.

The agreement reached Sunday afternoon gave the union members 18 cents and 12 cents as the annual hourly increases, these figures being the publishers' compromise offer.

In approving the wage offer, the unions agreed to drop language it had sought, guaranteeing higher night differentials in the rates.

The new scale is for a 40-hour week, at \$3.43 an hour for the day shift, the figure going to \$3.55 in the contract's second year. The night differential remains at 10 cents an hour for the early shift and 15 cents an hour for the late night workers.

The Post-Dispatch missed its Saturday evening and Sunday morning editions, although printed supplements of the Sunday paper were distributed.

The morning Globe-Democrat put out no Sunday paper, but got into operation in time to have its Sunday evening second edition on the streets at 10:30 o'clock.

The P-D television station, KSD-TV, was off the air all day Saturday, going back into operation at 6:49 p.m. Sunday. The station was picketed, together with the two newspaper plants, KSD radio, with a transmitter in East St. Louis, was off the air for about three and a half hours on Saturday.

The East St. Louis Journal, an evening and Sunday daily of 34,000 circulation, ran off about 7,000 extra copies of its Sunday edition for quick sale in downtown St. Louis. The Southeast Missouriian, at Cape Girardeau, a six-day evening paper with a circulation of about 14,500, got out a Sunday edition for St. Louis readers, for the first time since its inception 53 years ago.

Mallers at the News had been working for 15 hours continuously, the independent union said, and were discharged when they refused to continue on the job. The union said 87 were laid off, duplicating a situation which occurred in the winter of 1955-56. Litigation continues as a result of suits filed by the employees then laid off, who sought to collect for the time lost.

New York Local Hears Details Of New Pension Plan

New York City—Officers of the seven major daily units of the New York Newspaper Guild this week heard details of a pension plan proposal, applicable to the more than 6,000 members they represent, and by unanimous vote decided to recommend the plan to their respective unit meetings for approval.

The plan grew out of negotiations last October for payment by the publishers of \$3 per week per employee, effective next November 1, through which more than \$900,000 a year will become available for pension purposes.

The \$3 item was part of a settlement for two-year contracts covering the New York Times, the Herald Tribune, the World-Telegram & Sun, the Mirror, the Daily News, the Post and the Journal-American. The proposal was explained



Guild Panel: Four Washington Guildsmen formed the newsmen's panel for a radio broadcast on "Labor Answers Your Questions" dealing with the community services activity of AFL-CIO. From the left are Joseph A. Betrac, AFL-CIO committee head; Arthur Riordan, Washington local president; Harry Cahn of Press Associates, Inc.; Saul Miller, managing editor of the AFL-CIO News, and Harry W. Flannery, panel moderator.

Guild Leadership At Detroit Helps End Citywide Shutdown

Detroit, Mich.—Adoption of procedure first suggested by an all-union committee headed by Louis Cook, Detroit Guild president, ended a week-long blackout of this city's three dailies. The stoppage occurred when members of the Independent Mallers Union picketed the News building in protest over the firing of some of their members. Teamsters union members refused to handle papers across the picket line.

The blackout ended when the publishers rehired all but six of the laid-off force, after the employees had been screened by a six-man committee comprising representatives of the International Typographical Union and the newspaper managements. The status of those not approved by this committee, it was agreed, would be subjected to arbitration by the addition of a neutral seventh member of the joint committee.

Publishers termed the mallers' work stoppage illegal. They based this view on the fact that contracts were held with the ITU, whereas the men who struck were said to have repudiated their ITU affiliation and joined the independent mallers. The ITU defended its jurisdiction over the mailing jobs, and the publishers dealt with that union in bringing about the settlement.

The Detroit Guild adopted a similar stand, in a resolution declaring that the suspension had not resulted from a labor union dispute. Formation of a ten-man committee of union representatives to seek a solution was a Guild suggestion, and Local President Cook was chosen its chairman.

Mallers at the News had been working for 15 hours continuously, the independent union said, and were discharged when they refused to continue on the job. The union said 87 were laid off, duplicating a situation which occurred in the winter of 1955-56. Litigation continues as a result of suits filed by the employees then laid off, who sought to collect for the time lost.

When that hour arrived, the mallers declared a lockout and set up a picket line, which union teamsters would not cross. Publishers in Detroit, reacted in the concerted fashion adopted previously in Cleveland and Boston, under similar but not identical circumstances.

Said a publisher association spokesman, "A strike against one is a strike against all," and after putting that the suspension had also bore the name-plate of the struck News, the Detroit Free Press and the Times suspended publication.

Employees at all three papers were told, in bulletin board announcements, that they would be laid off, but this situation was quickly reversed at the Free Press and Times. The Detroit Guild has a contract covering employees in the editorial and commercial offices on these dailies, and Guild members continued to report for work each day, although the papers did not publish for a full week.

Staff Of Labor Paper Joins Twin Cities Guild

Twin Cities, Minn.—The five-man staff of the Union Advocate, labor publication of the St. Paul Trades & Labor Assembly (AFL-CIO), has joined the Twin Cities Guild.

The staff transferred membership from the AFL-CIO newspaper and publicity writers union, with that federally-chartered organization's approval.

Estimates of the yield in benefits would be unchanged should the Times and News turn down the proposal, the actuaries have said.

M. J. Meiresonne
Rockford, Ill.—Maurice J. Meiresonne, 41 years old, a copyreader for the Rockford Morning Star, died of a heart attack August 18.

He was a native of Belgium, earned a lieutenant's commission and Purple Heart citation in World War II, and had been in newspaper work for 20 years, working in Moline, Lebanon, Mo., and Davenport, Ia., before coming to Rockford in 1953.

His wife and four children survive.

The Guild Reporter

CHARLES E. CRISSEY, Editor

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The Last Word

What tumult and shouting there has developed during the campaign of the past two months in behalf of the ten candidates for six places on the Guild's International Executive Board will have died completely by the time this issue of the Guild Reporter reaches its readers across the continent.

And, in truth, it has been a quiet campaign by comparison with some of recent memory, perhaps so quiet that an admonition may still be useful, as to the high significance of the voting privilege in a labor union like ours.

Newer members of the Guild, particularly, may need reminding that a short 17 years ago ANG officers were chosen, not by free vote of the members of all locals, but in a traditionally smoke-filled room outside a convention hall, with a well-disciplined minority in cynical control of the jobs that counted.

It took a bit of doing to change all that, but it was done, openly and democratically. Your vote next week, and mine, are a direct dividend on the investment some dedicated and inspired Guild delegates made, back in 1941 in Detroit.

To be elected a Guild officer now means that the candidate must lay his record, his views and his aspirations out where every Guild voter can examine them.

And that fact places on every Guild member the obligation to make his choices carefully and soberly, with full awareness of his responsibility to himself and his union's future.

Public esteem of the labor union movement shows fairly low readings on the Gallup poll thermometer of late, for reasons we all know and deplore.

Next week's election is one opportunity to make certain that the American Newspaper Guild never deserves the censure of anyone whose opinion we respect. It's just that important, this business of voting.

The last word, in an election, belongs not to the orator or the copywriter, but to the voter. That's how it should be, in an organization as strongly entrenched in the democratic tradition as ours.

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

SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

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Tops In Any Hand



IT SEEMS TO US

Still Wants No Part Of 'Welfare State'

TORONTO, ONT.

Editor: If Jerry Hartford of Detroit would venture across the border he would find a realm of good royalists and democrats. He should remember that many of us spent our undergraduate days not only talking socialism but fighting fascism in Spain, France and Libya long before Pearl Harbor.

If he wishes to escape from personal responsibility into a cradle-to-grave welfare state that's his affair, but having seen one in action, count me out. Brother Scott's stand against compulsory pension payments is made from a sound fear of inflation; mine is made because I detest compulsion in union or company affairs.

With the swift advent of intercontinental guided missiles one wonders whether any except insurance brokers will benefit from insurance payments. . . . Think it over, Jerry, before you sign on that dotted line.

HUGH LAMING

Canadian Wire Services Guild

Need Stable Yardstick To Measure Wage Goals

SAN FRANCISCO, CALIF.

Editor: The \$100-\$200 minimum salary objective adopted by the St. Louis convention needs much more precise definition than has been given it in order to be meaningful.

When the Guild established the \$100 minimum goal in 1946 it did not have the benefit of much experience with the devalued dollar. We have learned now that the dollar can be a very flexible yardstick. The lesson of this experience needs to be reflected in adopting a new objective.

In a recent arbitration in Northern California we examined the history of bargaining expressed in gains at the top reporter minimum. This unit had a top minimum of \$70 in 1947, higher than the average Guild contract minimum of that time. In ten years it negotiated \$56.75 in increases on that top, better than the average total increase for Guild contracts in the same period.

By 1950 a minimum of \$100 was almost attained. And between 1950 and 1956 the top was increased 29.5 percent.

What did this mean in real money? An increase of 22.6 percent in net earnings (after tax take-home pay); but an increase of only 7.2 percent in purchasing power. And although the minimum in 1956 was \$126.75,

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

The purchasing power equaled only \$93.40 in terms of the 1947-49 price average.

Are we proposing \$200 just as a contract rate without regard for what it will buy now or in the future?

We need to define our intention clearly and then measure progress by a stable yardstick. This will lead to a lot more realism in bargaining and a more realistic appraisal of the results of bargaining.

SAM B. EUBANKS

Saa Francisco-Oakland Guild

Cells Sate-Making Shameless Maneuver

NEW YORK CITY

Editor: Some scurrilous tactics in this campaign demean the Guild. In Philadelphia a Guildman publicly stated I was "dumped" by my local as regional vice president. The known fact, fully accepted at St. Louis, is that only my urgent personal reasons prevailed.

There have been other canards, deceits and a hollow slogan of "Team," translated better as "Machine."

In a brazen coup for control of the IEB, a self-constituted "kitchen cabinet" named a "team" slate at St. Louis. Their inclusion must be anathema to a couple of these candidates whose integrity and caliber I admire.

Albeit, the shameless maneuver would hand 55 percent of our membership 13 of the 15 Board places. In the present contest the New York area and the whole area west of the Mississippi would be frozen out.

Is this leadership responsibility? Will Guildsmen accept it, and sow the seeds of bitter resentment? Is it equitable?

New York is up front to lend aid in every trouble spot, and we fight hard, too, for Guild democracy and equity. In 1951 this writer and other New York delegates at Pittsburgh led the constitution committee fight to make Canada a separate region.

Against the opposition of five ANG officers. That was a fight for equity.

At Pittsburgh, too, seasoned Guild leaders agreed that New York—with 34 percent of ANG membership—should have another IEB member, making the proportion of representation 14 percent instead of seven.

Now the entire West has the same equity appeal. This crass attempt to isolate major Guild areas should be repudiated. It is shabby politics from ANG "leadership" we supported in 1955 and did not oppose this year.

Vote for independents, for a strong and sound Guild program, and against machine politics and blind fealty. True Guildsmen support ANG officers—they don't marry them!

Vote for Egan, Segel, Murphy, Wing, D'Hondt!

ARTHUR ROSENSTOCK

New York Guild

Suggests Car Emblem For Guild Membership

NEW YORK CITY

Editor: As a member of the American Newspaper Guild since 1942, I herewith suggest that our union emblem be made available to the membership, for display on privately-owned cars, similar to the practice by members of the American Automobile Association.

KENNETH STACY

New York Guild

COPE Sets Up 3 Southern Conferences

Locals in the Guild's southern region have been alerted to three regional conferences called by the AFL-CIO's Committee on Political Education (COPE) within the next few weeks.

The Statler-Hilton Hotel in Dallas will be the scene of the first conference, to which all Texas union delegates are invited, on Saturday, September 21, starting at 10 a.m. and adjourning at 5 p.m.

Thursday, October 10, at the Hermitage Hotel, Nashville, is the time and place for attendance from locals in Alabama, Louisiana, Mississippi and Tennessee.

The third southern meeting is set for Saturday, October 12, at the Washington-Duke Hotel, Durham, N. C. Delegates will be welcomed from Florida, Georgia, North Carolina, South Carolina and Virginia.

The conferences are to discuss the problems and possibilities of the COPE program for the period prior to the congressional elections of 1958.

HOUSE-BUYING FACTS

Houses Are Bigger, But Costlier

By SIDNEY MARGOLIES

Consumer Expert for the Guild Reporter

PRICES OF NEW HOUSES are at record high levels. This summer the average new house, on a countrywide basis, has a price tag of close to \$15,000. In just the three years since 1954, when the average dwelling was \$12,300, the average price has gone up about 22 percent. Only one out of seven new houses recently offered for sale was priced under \$10,000.

Part of this rise is due to the fact that houses are larger now, because builders are concentrating on more expensive houses and less on the wage-earner market. The average house in 1956 provided 1,230 square feet of floor area compared to 1,140 in 1954.

However, the cost per square foot of housing your family has jumped too, from a countrywide average of \$10.79 a square foot in '54 to \$11.79 in '56, and an estimated \$12 in May, 1957. The cost per square foot actually has dropped in the Northeast, but has gone up drastically in the West, South and North Central States. In the Northeast, housing demand has tapered off, but in booming areas where demand is keen as in a number of Southern and Western states, builders are pricing new homes to get all the market will bear. In just two years, from '54 to '56, the square-foot prices of houses have jumped 16 percent in the South, to \$10.32; 15 percent in the North Central states, to a whopping \$14.08; and 10 percent in the West, to \$11.72.

The cost of houses in the South is relatively low, although going up fast, because most are basementless and only three out of five have central heating.

It's VALUABLE TO KNOW what you get for your money in square footage and "extras," and also what designs and materials are being favored. This helps you compare values offered by different builders. It also helps you judge the future resale value of a new house, and compare values among older houses on the market.

The price per square foot of floor area is one yardstick of value. As the Bureau of Labor Statistics figures it, floor area is the number of square feet computed from outside dimensions, counting all finished livable space, including laundry and utility rooms, halls and closets. But it excludes recreation, storage, laundry and utility rooms in the basement, unfinished attic space and open or screened porches.

The big switch in recent years is to three-bedroom houses, which have become standard in place of the two-bedroom house that predominated in 1950.

Let's BE HUMAN

Says 3 R's Need 4th—Rights

By HARRY FLEISCHMAN

National Labor Service

AMERICAN origin of a former cast doubt on the integrity of every Mayflower descendant? Very few Americans give any group a certain percentage of good and bad characters. The right to have scientists and artists—benefactors of society—applies equally to all groups. These people are thought of as individuals, not as representatives of a group. But when wrongdoers belong to a minority group their number is magnified in the minds of other people. What minorities need, therefore, is the right to have a natural number of low-down rotters among them.

THE OHIO GID NEWS AND VIEWS brings us these choice tidbits from the examination papers of students at a Pennsylvania school: "Blizzard is the inside of a fowl."

"Coblet is a male turkey."

"A spinster is a bachelor's wife."

"They only raise algebra grain in Kansas and have to irritate that to make it grow."

Maybe these answers aren't too surprising. Purdue University's latest poll of teen-age opinions reveals that more than half of our high school students believe that wiretapping and the third degree should be legalized to help the police maintain order and that police should censor books, movies, radio and TV to shield us from improper thinking. Moreover, 41 percent would abolish freedom of the press and 33 percent would deny freedom of speech to people who hold unpopular views.

It's time to change the Three R's to the Four R's—reading, 'riting, 'rithmetic and rights!

Do geniuses make for brotherhood? When someone with prejudices attacks Jews, Italians or Negroes, we "good" people usually say, "Look at Einstein. (Or Carver, or Toscanini.) Of course Jews (or Negroes, or Italians) must be all right."

A reprint of an article by Libby Benedict in *The Saturday Review of Literature* points out that what a minority group wants is not the right to have geniuses among them, but the right to have fools and scoundrels—without being condemned as a group. How many readers are there who do not, at once, identify the origin of a culprit by his name or mention of his color, and mentally connect him and his group? If a trade union leader is a crook, how many view him as representing all labor?

Yet the same connection does not hold for groups with more status in the community. If a banker steals a million dollars, does that reflect badly on every banker? Does the three-century

DATELINE: WASHINGTON

By AL ZACK

Washington Guild

NATIONAL POLITICAL COLUMNISTS have a new hero—41-year-old William Proxmire, first Democrat to win a Wisconsin Senate seat in 25 years.

No matter what the political coloration of their typewriter ribbons, all the experts have fondly embraced the hard-gallop star of this new Midwest thriller in Wisconsin.

Proxmire, you see, rode into town in the proverbial nick of time. He arrived just as the columnists were running out of congressional material and badly needed some fresh matter to expatiate on.

Fittingly enough, Proxmire is a former Guild member, too, having helped organize the Madison local in the Forties.

HIS VICTORY, WHICH ASTOUNDED most political soothsayers, was by a substantial 122,000-vote margin. The only expert this reporter knows who won a bet on this election has been mournful ever since.

"You'd think," he sighs, "that winning would make me a hero. Instead, everyone sneers. It's obvious, they say, that if I really was a political expert, I'd have lost."

"Instead of honor, I have only my winnings. And I was smart enough to bet only two bits."

PROXMIRE'S VICTORY has about as many explanations as there are political columnists.

From the far right, come the experts who see the defeat of former Gov. Walter J. Kohler, Jr., a self-styled Eisenhower Republican, in the manner of Mrs. Joseph McCarthy, widow of the Senator whose seat was at stake.

From the far left, come the experts who see the defeat of Kohler as a triumph of the liberal bloc of political columnists, Proxmire's victory has been welcome as a cool breeze in this over-heated town.

Leaping to rose-tinted typewriters, they've battered out thousands of words predicting even greater liberal victories in the 1958 congressional races and in the 1960 sweepstakes itself.

IN THE MIDDLE GROUND, as crowded with experts as the turnpikes on a holiday weekend, a huge crop of opinions is being briskly harvested. They include such thoughts as:

• There were two Kohler strikes in Wisconsin on August 27—one by the UAW against the strikebreaking plumbing firm and one by the reactionary wing of the GOP against the former governor. A variation of this theme includes the suggestion that the McCarthyites preferred to lose the seat for 15 months just to get rid of Kohler as a 1958 candidate and leave the way open for Congressman Glenn Davis, whose views are in the McKinley tradition.

• The Proxmire victory was a repudiation of the Eisenhower policies, specifically the hard-money Humphrey program and the equally ill-fated Benson farm policy. Proxmire himself belongs to this school. These were his major campaign issues and the fact that he carried top-heavy Republican rural counties and rolled up a smashing margin in the industrial areas, gives this view a lot of weight.

And who can argue the victor isn't a political expert himself?

TO THIS REPORTER, whose political expertise usually bores only his wife and family, but who through the medium of summer vacations has one chance a year to put his views into type, there are three interesting aspects of the Proxmire victory.

First of all, there's really no such thing as "off-year" in politics. That's a phrase which political columnists have developed to account for dull columns that crop up when things are quiet.

The real political experts, the professional poets who make elections their business, know that they'd just as soon keep it quiet, though, for it's easier to build a political machine with a handful of controlled voters.

It's the every-so-often voters who get in the way of machines. The pros would like to have these folks think there's nothing stirring. This year's political statistics prove the "off-year" myth. Besides the Wisconsin senatorial race, there are two major gubernatorial elections—New Jersey, where liberal Gov. Meyner needs a big victory to keep him in the national spotlight, and Virginia, where labor's forces back the Republicans against the Byrd machine.

In addition, there are major state-wide races in eight states. In 41 states elections occur in 685 cities of over 10,000 population. That's a lot of political self-determining to be done by the voters.

SECOND ON THIS REPORTER'S list is the demonstration of the political ineffectiveness of a lame-duck President, even one with the one-time magical name of Eisenhower.

The President, for once abandoning his "on-the-other-hand" posture, took a forthright position. He endorsed Kohler, who immediately wrapped the President's coatails around his shoulders and himself forthrightly promised to back Ike, come what may.

What came was a resounding defeat. Obviously, the people didn't want a senator who was going to follow Eisenhower blindly, particularly at the very time the President was having trouble making up his mind where he stood, if, indeed, at all, on any issue.

THE PRESIDENT, asked at his next news conference to analyze the Wisconsin election, said "Well, I don't think that my comments on it would be too enlightening."

He then proceeded, for four paragraphs, to prove he was right. Finally, to this reporter, the Proxmire victory provides the best possible epitaph for Joe McCarthy. It might read: "Replaced in Congress by a man who detests McCarthyism."

Statements And Penalties In Re: Detroit, Madison Locals

Completing the published record of the findings of the International Executive Board after hearing charges of constitutional violations against three Guild locals, is the following text, taken from the transcript of the St. Louis hearings, and relating to the Detroit and Madison locals. Similar text on the third case, that against San Francisco-Oakland, was published in the August 23 Guild Reporter.

As drafted for and adopted by the IEB, the statements and penalties read:

The Detroit Newspaper Guild was charged with three violations under Article XVI, Section 1 (a) of the ANG Constitution which provides that locals may be disciplined for "refusal or wilful failure to abide by the Constitution of the ANG or Convention mandates."

The Detroit Guild was charged with:

1. Entering into a contract of more than two years' duration without specific permission from the IEB. This is a violation of Article XVIII, Section 1 (c).
2. Failure to keep the IEB Contracts Committee informed of the progress of negotiations. This is a violation of Article XVIII, Section 3 (a).
3. Signing the contract on which approval had been withheld without specific permission from the IEB. This is a violation of Article XVIII, Section 3 (c).

The Detroit Local was found guilty on all three charges.

The Board was impressed with the sincerity and candor of the statement made by the Detroit president, President Louis Cook explained the Detroit Local was subjected to strong internal pressures and that the Detroit leadership followed a course of action which it thought was in conformity with ANG policy.

After it was explained to him the areas in which the Detroit contract deviated from ANG policy, he conceded that violations had occurred. He assured the Board that such violations were not intentional and that Detroit fully intends to comply with ANG policy in the future. However, the Board emphasized that if the ANG Collective Bargaining Program is to inure to the benefit of the entire membership, prompt and effective remedial action must be taken in the event of such violations.

Charge I

The Detroit Local accepted a contract whose terms ran for two years except for vacations, on which negotiations were barred for four years.

In view of several interpretations by the IEB on similar extensions of contractual provisions, it seems clear this is a violation of the constitutional controls on contracts of more than two years' duration.

It is sufficient to point out that the Detroit Local is effectively barred from negotiating on the subject of vacations for four years.

Charge II

The Detroit Local kept the IEB Contracts Committee adequately informed on progress of negotiations up to a certain point. However, at a crucial time in the negotiations Detroit failed to report the results of the final bargaining sessions, and the Contracts Committee thus was denied opportunity to review the bargaining which directly preceded final agreement and signing of the contract.

Charge III

The Detroit Local did sign the contract without specific permission of the IEB. The Detroit Local concedes this and, although it points to what it regards as mitigating circumstances, it admits a violation.

Penalty

The IEB strongly reprimands

the Detroit Newspaper Guild for failing to report a significant development of negotiations for the Detroit Times contract, and for signing the contract in the face of the IEB Contracts Committee's disapproval of the contract and withholding permission to sign and without the IEB's permission to sign, contrary to the constitutional restrictions on signature of long term contracts and the constitutional authority of the IEB and the IEB Contracts Committee over collective bargaining, a course of action necessarily destructive of the Constitutional powers of the IEB over the collective bargaining and the collective bargaining program of the ANG.

In order to remedy this offense, the IEB:

1. Directs the Detroit Newspaper Guild to report to the IEB Contracts Committee, as is required by Article XVIII, Section 3 (a), all significant developments in the course of its contract negotiations.
2. Directs the Detroit Newspaper Guild to inform the IEB Contracts Committee of the substance of all proposed contract settlements before formal submission to the unit involved for approval, except where strike authorization has been given under Article XIX, Section 2 (b) and a strike, emergency makes such procedure impracticable and inadvisable.
3. Directs the Detroit Newspaper Guild to inform its members, and the employer with whom it is negotiating, at the end of each contract negotiation, that all settlements are tentative until approved, or permission to sign is given by the IEB or the Contracts Committee.
4. Paragraph 2 shall remain in force until completion of renegotiation of all present Detroit contracts.

The Madison Newspaper Guild was charged with two violations under Article XVI, Section 1 (a) of the ANG Constitution, which provides that locals may be disciplined for "refusal or wilful failure to abide by the constitution of the ANG or convention mandates."

Violations charged were:

1. Entering into a contract of more than two years' duration without specific permission of the IEB.
2. Signing a contract on which permission to sign had been withheld.

This is a violation of Article XVIII, Section 1 (c) and 3 (b). The local was found guilty on Charge II.

Charge I

The Madison Local at a mid-term reopener on a two-year contract agreed to extension of wage provisions for an additional two years. It seems clear that under the interpretations made in other cases by the IEB this creates a contract of more than two years' duration.

It is apparent that there is no opportunity for full bargaining in Madison for a period of three years.

The president of the Madison local explained, and convincingly so, that Madison achieved substantial gains and continued to function as a militant, aggressive local.

The Board withheld approval

of the contract because of its term. The Board, however, retroactively gave permission to sign. A motion to find Madison guilty on Charge I hence became meaningless, and died without action.

Charge II

Madison did indeed sign a contract without receiving permission from the IEB, and indeed while the IEB Contracts Committee was considering an appeal by Madison for permission to sign.

Penalty

The IEB reprimands Madison Newspaper Guild for signing a contract without the approval of the IEB Contracts Committee and without permission to sign and without waiting for IEB action on the contract, contrary to the constitutional restrictions on signature of long term contracts and the constitutional authority of the IEB and the IEB Contracts Committee over collective bargaining, a course of action necessarily destructive of the Constitutional powers of the IEB over collective bargaining.

In order to remedy this offense, the IEB directs Madison Newspaper Guild:

1. In its present negotiations on contract conditions, to resist adamantly any settlement that would extend the whole or any part of the contract past its present expiration date, i.e., August 8, 1958, and any settlement that would bar full bargaining on all contract terms upon the expiration of the present contract, and on expiration of the present contract to bargain fully for the renewal.
2. To refrain from signing a contract unless and until the IEB or its Contracts Committee gives permission to sign.

Day Book

LABOR BOARD PROCEEDINGS
Representation election, 8 to 6, as Sept. 8 by San Francisco-Oakland Newspaper Guild for employees of 27 The Week of San Francisco. (S eligible).

Representation election lost, 8 to 6 on Sept. 8 by the Hampton Roads Guild for the advertising control department of the Norfolk-Farmington (Va.) Newspaper Inc. (S eligible).

CONTRACTS COMMITTEE
Madison Capital-Times full contract renewal (except wages) approved. Duluth Herald and News Tribune contract renewal approved withheld for generally low minimums outside editorial, low minimum for female employees in editorial, inadequate method of arbitrator, inadequate holiday provision. Permission to sign given. Juliet Herald News contract renewal approved withheld for lack of job IEB's low minimum pay ceiling, six-day week for circulation. Permission to sign given. San Jose Mercury and News contract approved. Wisconsin CIO News wage reopener approved. York Dispatch contract (as revised) renewal approved. San Mateo Times and Daily News "Leads" pending agreement approved. Evans Evening Item contract renewal approved.

ACTIVITIES
IEB Referendum: Sept. 15-20, locally conducted election: Sept. 15, printing and counting of ballots by local; Sept. 22, deadline for postmarking returns; Sept. 16, ANG; Sept. 20, opening and tabulating results by International Executive Board and Referendum Committee. IEB's Wine Service Conference: Sept. 20-25, San Francisco, Oct. 2-6, New Orleans, Oct. 12-15, Chicago, Oct. 15-20, Philadelphia. Collective bargaining and Howard ship training seminar, Sept. 28-29, Vancouver, B. C. FOI District Council, Fall meeting, Oct. 14 and 15, Grand-Hilton Hotel, Cincinnati, Ohio.

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

CURRENT ASSETS		ASSETS	
Cash in Bank and On Hand	\$40,861.84	Advances Receivable	\$3,881.44
Advances Receivable	\$3,881.44	Exchanges Receivable	\$37.16
Loans Receivable	7,604.10	Advances on Life Insurance Premium for Locals	2,752.58
Total Current Assets	\$55,284.92		
OTHER ASSETS		LIABILITIES AND RESERVES	
Accounting Equipment, Less Depreciation Allowances	2,421.71	Reserve for Severance Pay	\$41,733.64
Payroll Taxes Payable	1,420.28	Reserve for Hearst Negotiations	1,108.45
Due from Heywood Brown Memorial Fund	553.27	Reserve for Conventions	\$45,242.08
Due from Heywood Brown Memorial Fund	553.27		
Total Other Assets	10,423.96	TOTAL LIABILITIES AND RESERVES	\$88,024.19
TOTAL ASSETS	\$65,708.88		

Analysis of General Fund Budget and Expense for the Quarter Ending July 31, 1957

	EXPENSED	BUDGET
1. PER CAPITA TAXES	\$1,315.57	\$1,315.57
2. ORGANIZING AND SERVICING	\$20,502.62	\$20,400.00
Salary-Director & Rep.	\$67.85	\$67.85
Sec-Steno.	\$615.77	\$615.77
Expense-Director & Rep.	\$1,820.00	\$1,820.00
Misc. Organizing Expenses	\$18,599.00	\$18,599.00
3. COLLECTIVE BARGAINING	\$2,069.10	\$2,069.10
Salary-Contracts Committee	\$467.72	\$467.72
Legal and Litigation	\$1,601.38	\$1,601.38
Expense-Personal	\$130.73	\$130.73
Miscellaneous	\$29.27	\$29.27
4. WIRE SERVICE ADMINISTRATION	\$2,050.10	\$2,050.10
Salary-Administrator	\$1,000.00	\$1,000.00
Organizer	\$1,000.00	\$1,000.00
Sec-Steno.	\$200.00	\$200.00
Expense of Personal	\$250.00	\$250.00
Office Expense-Rent	\$216.71	\$216.71
Telephone	\$20.44	\$20.44
Sundry	\$20.44	\$20.44
5. RESEARCH AND INFORMATION	\$2,372.00	\$2,372.00
Salary-Director	\$2,372.00	\$2,372.00
Assistant	\$2,372.00	\$2,372.00
Expense-Director	\$18.81	\$18.81
Assistant	\$18.81	\$18.81
Books and Periodicals	\$106.08	\$106.08
Legal and Litigation	\$106.08	\$106.08
Human Right, C.O.P.E., etc.	\$42.28	\$42.28
Publications and Literature	\$18.81	\$18.81
Contracts Survey	\$20.18	\$20.18
Miscellaneous	\$20.18	\$20.18
TOTAL EXPENSES	\$11,767.96	\$11,767.96
Less: Research Department Sales for Quarter	\$1,315.57	
TOTAL	\$10,452.39	

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OTHER EXPENSES
Legal Fees and Expense
Payroll Taxes
Headquarters Relocation
Philip Murray Foundation
Contributions
Bade Award
I. E. Meetings
Severance Pay Provision
1957 Convention Reserve
1957 Convention Expense above Reserve

TOTALS

How NY Guild Activates Policies On Human Rights

How to obtain more white collar jobs for Negroes in the newspaper and news magazine fields was the primary problem which occupied the recent city-wide Human Rights conference of the Newspaper Guild of New York at the Heywood Brown Room.

That Guild received commendation at the ANG convention in St. Louis for its "constructive, active and militant program for human rights."

Under the chairmanship of George McNickle of the New York Times, the New York Guild has 23 unit Human Rights committees, in addition to its overall local group.

The conference was called by the Guild's Human Rights local committee which included Executive Board Member Morris Iuswitz and Marian Minus of Consumers Union.

Its major conclusions, so Frontpage, New York Guild publication, tells us, were:

- That discrimination in hiring and/or promotion does exist in parts of the newspaper-news magazine industry in New York, and
- That "now is the time to crack this thing wide open."

Chairman McNickle read a preliminary report covering 18 shops whose unit chairmen had answered a discrimination questionnaire.

This showed a total of 318 Negro employees, including 152 in white collar jobs—but 60 of these from the all-Negro Amsterdam News.

Additional information since received by the local committee has raised the known total to 322 Negro employees including 156 white collar jobs covering 19 units appear elsewhere on this page.

During discussion that followed, it became evident that "there is a pattern of discrimination" on some New York publications, although not on all, and the degree to which discrimination is beginning to break down varies from shop to shop, according to Frontpage.

Some 25 units were represented at the conference, and from one, the Times, came the story how a unit committee, through discussions with management had brought about a number of hirings and agreement by management to give a periodic report on the progress of integration in the plant.

A number of those present told of personal experiences of applying for a job and being turned away, for no apparent reason except the color of the applicant.

The committee undertook to inquire into these specific instances.

In line with suggestions from the floor, it was agreed that the McNickle committee would draw

up a program of action by units and their Human Rights committees. This would include:

- Urging managements to hire from minority groups at the copy level where practice is to promote from copy to reporter; and to install a promotion tryout plan (in one shop where Negro copyboys have carried on for years, with no promotion).
- Meeting regularly with managements to press for a positive integration program.
- Setting up a method of sending qualified minority group applicants to jobs when openings occur and getting reports back as to how they fared.
- Holding of a second city-wide conference in the Fall, with perhaps others to follow.

The value of translating policy into the reality of daily practice as the New York Guild has done is emphasized in John Hope II's book "Equality of Opportunity."

Substituted "A Union Approach to Fair Employment," the volume, as the foreword tells us, "is an account of how one of the major labor unions, the United Packinghouse Workers of America, has gone about the job of setting its own-house in order, reducing the gap between national policy and local practice, and extending a faithfully executed program of non-discrimination into its bargaining relationships maintained with industry."

Hope is Director of Industrial Relations, Race Relations Department, Fisk University.

The foreword is the work of Herman H. Long, Director, Race Relations Department, American Missionary Association, Congregational Christian Churches.

Hope writes:

"The methods by which American unions are attempting to close the gap between preachment and practice in human relations may be roughly divided into two categories, depending on the character of their major emphasis and the tools employed, although any particular union is likely to use the tools of both approaches in its normal operations."

One of these approaches, Hope says, "may be described as an inward swirling spiral of effort aimed at eliminating discrimination in the community at large."

"The spiral then moves progressively inward to clearly identified types of organizations or segments of the community; and, finally, to the specific internal

of all members in terms of wages, hours and working conditions.

"Among all the unions in this country, the United Packinghouse Workers of America is perhaps the strongest proponent of the second approach."

In connection with Hope's discussion of the second approach, it should be noted that the ANG convention in St. Louis adopted this recommendation of its Human Rights subcommittee:

"That each local strive for inclusion in its respective contracts of the Model Contract's fair employment clause regardless of what the local situation is at the moment, and further, seek to remove from personnel applications questions pertaining to race, religion or place of national origin."

The Model Contract language: "The Publisher shall hire employees without regard to age, sex, race, creed, color or national origin."

"Many others in Groups I and II. These include copy and office boys, messengers, clerical, etc."

Negroes on New York Newspapers and Magazines

PUBLICATION	White	Total
New York Times	260	50
Amsterdam News	60	60
Consumer Union	22	27
Foreign Policy Assn.	4	4
Herald Tribune	4	4
Saturday Review	1	2
WQXR	4	1
The Reporter	3	3
Newsweek	3	3
Morning Telegraph	2	0
Comet/Star	1	1
Day-Jewish Journal	1	1

TOTALS

operations of its own union (probably first at the national, and then at the regional and local levels).

"The primary tools of this method are political, and their area of operation tends to be concentrated at the top, rather than in the local union itself."

The second approach Hope visualizes "as an outward swirling spiral in which efforts to eliminate discrimination are first concentrated within the immediate sphere of economic concern (the internal union at all levels and the employers with whom it bargains).

"Then these efforts move outward to encompass non-discriminatory action with other unions; and finally, to participation in such action along with other local organizations combating discrimination in the community at large."

In the application of this approach, Hope points out, economic tools are utilized, including:

• Persistent application of authorized grievance machinery.

"If this approach is to prove effective," Hope declares, "union leaders and members must understand the relationship between the issue of discrimination and the bargaining strength of the union."

"They must realize that it concerns the general well-being of the union."

Also, Dr. Weigle reported, the percentage of women employees in newsrooms is low.

A survey of 51 California papers having circulations under 50,000, covering 560 editorial employees, showed that while dailies in excess of 20,000 circulation paid men with five years' experience \$122 a week, women averaged only \$116.

The total staffs were 80 percent male.

Long-range impact of the case was a valuable interpretation of the contract's protection of employee's day off.

There's a certain native gall in the way management rang the changes on that clause that bears admiring. Several other possible emergencies leap immediately to mind.

1. Somebody got a flat tire. Ask the man who has one.

2. The Conservatives won the election.

3. Bad tin of salmon in the plant cafeteria.

4. The Liberals lost the election.

5. Stuck elevator.

6. Unstuck zipper.

7. Whatever happened to the LPP?

The thing is fraught with possibilities.

You listening, Ottawa?

(From The New Lead, Toronto Guild)

'We Do Not Discriminate'

Here's a policy on discrimination or non-discrimination in hiring and promotion of minority groups, as stated in a note from Howard J. Snyder, Consumers Union personnel manager, to Leonard A. Weeks, New York Guild unit chairman.

"You have asked me to set down in writing CU's policy regarding the hiring and promoting of members of minority groups. Our practice is well known, and evidenced throughout the organization. We do not discriminate."

"As an organization, we do not have any high-sounding or noble philosophy about this. We do not discriminate because we feel we are decent people running a decent organization."

"We would no more think of discriminating in the hiring or promoting of people because of their religious affiliations or skin pigmentation than we would of accepting a bribe to print or not to print something."

"Moreover, we do not feel we deserve any particular accolade for what we do—any more than we think we would deserve a medal solely because our reports are impartial and free of bias."

"My own personal philosophy as personnel director in this regard is this:

"All of us are members of some minority group—Negroes, Jews, Catholics, wearers of hearing aids, women executives, 'over forty,' etc. In this organization, we are all accepted for what we can accomplish. The membership of any of us in a particular minority is of no consequence here. But each of us, in return for so being accepted, must himself accept, and accept fully, every one else at CU for what he or she can do."

(Out of a CU staff of 145, there are 32 Negro employees, 27 of them in white-collar jobs.)

Illness No Emergency, Arbitrators Conclude

(Grievance Case History No. 39)

Definitions:

1. Emergency—Sudden juncture demanding immediate action . . . Concise Oxford Dictionary.
2. Emergency—Somebody got sick . . . Ottawa newspaper management.

Oxford won.

The definitions met head-on before a three-man board of arbitration in a recent case, the Ottawa Guild reported.

The board gave a unanimous award in favor of the local, and a man called in to work on his day off won a day's overtime pay.

Management had balked at paying the overtime, claiming an emergency had been created—by the illness of a fellow employee.

The Ottawa local argued, successfully, that such a use of the emergency clause had never been tried before, although there had been literally hundreds of similar occasions. The new twist had been given by a recently imported department head.

Said the board: quite so: pay the man.

Long-range impact of the case was a valuable interpretation of the contract's protection of employee's day off.

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(From The New Lead, Toronto Guild)

Ammunition

As a former member of the working press, I view, with pride the progress of journalism engendered by the cooperative efforts of the Newspaper Guild and the publishers of our great newspapers. Along with our courts they stand as a guarantee of our basic freedom.

County Judge David Brofman, Denver

4-Day Week Goal of ITU

Continuing a tradition—leading the way to shorter hours—the International Typographical Union has as its target: a four-day work week.

Permissive legislation to allow establishment of such a work-week was passed at the 99th Convention of the union in New York City.

Amending the general laws

Insult That Didn't Occur Costs Guildsman His Job, AP A Client

San Francisco, Calif. — The story involves an innocuous incident at the Hong Kong press club, a couple of jingoistic Filipino columnists who blew it up into a *cause celebre*, and the incredible posture assumed by Associated Press management when confronted with a "threat" to its delicately-balanced relations with Far East clients.

Among results were the undesired firing of a Guildsman correspondent, not depicted by the U. S. continental contract with ANG, and a stuffy refusal by AP management even to discuss the matter with the Guild.

It started June 1 at a Hong Kong Press Club party when Leonard L. (Lefty) Lefkowitz tried to get his reserved table back from a Filipino publisher.

It was a table for eight, that Lefkowitz, a Guildsman and AP's specialist on Red China, had reserved weeks in advance for himself, his wife and three other couples. It was Philippine Air Line Night, a gala occasion at the club.

When they arrived, a club official asked Lefkowitz if he would give up his table for a few minutes. Some VIP's had arrived unexpectedly from the Philippines. The club wanted to give them the courtesy of a table while another was set up. Lefkowitz agreed.

Lefkowitz didn't know it, but the important party was headed by Sen. Fernando Lopez, wealthy Filipino whose family owns the anti-American Manila Chronicle.

After an hour of futile waiting and protests to the club management, Lefkowitz went directly to Lopez and explained the situation. The senator agreed to leave the table shortly and let the Lefkowitz party have it.

Half an hour later Lefkowitz tried again. This time a drunk also approached the senatorial table. When the man became obnoxious, Lefkowitz shoved him away and the drunk fell down. The Filipino party hurriedly left.

It might have been just another party incident, soon forgotten. But two ultra-nationalist Filipino columnists wrote distorted, sensational versions of the affair. They said an AP man, an American, had insulted a Filipino senator. Lopez assured Lefkowitz it wasn't so. The Philippine Air Line and the Press Club apologized to Lefkowitz.

But then the senator, presumably after pressure from his family that the Chronicle was losing face, radioed AP General Manager Frank Starzel that he had been insulted.

On June 8 Philippines newspapers carried a story that Starzel had fired Lefkowitz for gross misconduct. Three days later

Lefkowitz himself got official word to that effect.

His Hong Kong bureau chief, at that time John Roderick, requested that Starzel hold up the dismissal, and Starzel agreed.

But on June 17 the Manila Chronicle canceled its AP news contract. Next day Starzel wired that the firing stood, this time because Lefkowitz had been "highly indiscreet" and his value to AP was impaired.

The editor of Hong Kong's leading Chinese and English language newspapers, also AP clients, wrote an editorial denouncing AP management. Lefkowitz asked that the editorial not be published and it did not appear.

It said, in part: "We are shocked and distressed by the action of the Associated Press in firing a Hong Kong correspondent in order to appease one of its clients in the Philippines."

"We question AP's wisdom to submit to intimidation to allow its time-honored integrity to be bargained away for a contract."

Both Lefkowitz and his chief, Roderick, continued to believe that when AP management knew all the facts, the discharge would be canceled.

Firing Lefkowitz did not appease the Chronicle, and its AP contract stayed canceled. But the editor of Manila's largest English language newspaper said he and most other responsible Filipino publishers were shocked at the AP management action.

While the AP refused to talk for publication, one AP representative had this explanation, symbolic of a new AP foreign policy:

"AP has been trying for years to make AP World Service an integral part of the nations in which it operates. To do this there cannot be the slightest hint of anti-native feeling on the part of staffers."

"Anyone exhibiting anything which can in any way be interpreted as anti-native must be dealt with quickly and summarily."

Asked if this meant AP management considered Lefkowitz anti-Asian, he replied: "That's it, precisely."

Imputation of anti-Asian feeling to Lefkowitz is tragically laughable, his friends say.

The firing upset the Lefkowitz plan to adopt an orphaned Chinese girl they found in squalid surroundings. They had taken out adoption papers and spent \$1,000 furnishing their home for reception of the child.

They have a five-year-old Chinese youngster living with them, too.

Lefkowitz had learned to speak Cantonese passably; his wife speaks it fluently.

They remained in Hong Kong after the discharge so Mrs. Lefkowitz could continue as a volunteer physical therapist at a charity hospital for crippled Chinese children. She spends 30 hours a week in rehabilitation work.

The Lefkowitzs fraternize with their Chinese neighbors. Just before the firing Lefkowitz received congratulations from Ben Basett, AP foreign service head, on his human interest writing, developed by interviewing ricksha pullers, rice farmers, squatters.

Lefkowitz was a Guildsman in San Francisco and Reno before he went to the Orient and has maintained his membership. The Guild went to bat for him when the discharge occurred—during the ANG Convention at St. Louis.

Publication of the story has been withheld in the hope that the Guild could induce management to correct the injustice by restoring Lefkowitz's job.

But AP management has refused to talk. Wes Gallagher, assistant general manager in charge of personnel, told Joseph G. Colangelo, ANG wire service administrator, that the AP would not discuss the matter because Lefkowitz was not in Guild jurisdiction. At management's insistence, the Guild-AP contract covers only employees in the domestic service.

The AP did give Lefkowitz full severance pay, accrued vacation, and other payments provided by Guild contract.

Subpoena Snag In Cleveland Case

Cleveland, Ohio—The Cleveland newspaper unions' lost-pay arbitration case moved from the arbitrator's chambers to the Cleveland courts yesterday afternoon, when Attorney John Garver, representing the unions, refused to honor a subpoena obtained by the publishers requiring the Guild and the five other unions engaged in the case to produce records of all their meetings dating back to May, 1956.

The arbitrator, Robert McCormick, of Cincinnati, after consultation with the publishers' chief counsel, Russell Leasure, overruled Leasure's motion to dismiss the entire arbitration case, but adjourned the proceedings to a tentative resumption date next Monday morning.

Meantime, publishers' counsel will attempt to obtain a Common Pleas order directing the unions' counsel to produce the documentation. Garver termed the blanket subpoena a "fishing expedition," and said the unions are willing to produce any records needed to answer a specific question. He surmised that what publishers' counsel hopes to show is a collusive agreement among unions that a strike

would be called against one, not all, publishers last year.

The Guild did call a strike against the Press last November, which was followed by concerted action by the three publishers, who locked out all employees and deprived the city of newspapers until open contracts with all the unions had been renegotiated.

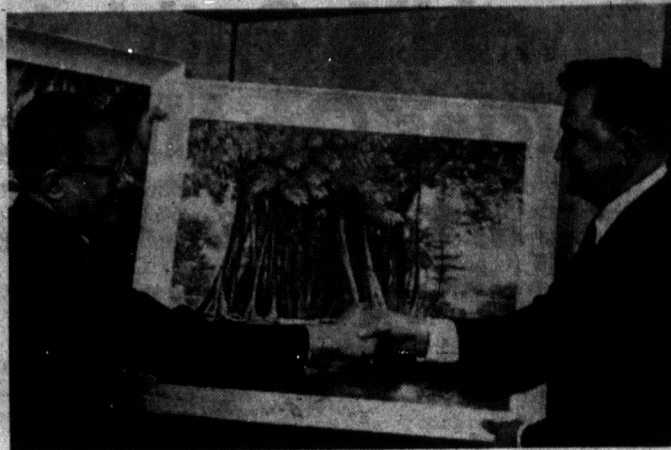
The Guild settled its strike, meantime, but its members were not all returned to work until the end of the lockout period. It is this post-strike period for which Guild litigants seek an arbitration award of pay. The five craft unions involved have claims for longer periods.

The case for the unions was closed on Wednesday, after 30 witnesses had been called to

testify in the three days of hearings, resumed after a lapse of three weeks, due to prior commitments of counsel.

Stephen Ripley, ANG executive secretary of the contracts committee, was present Monday, with records showing that the pattern of Guild bargaining was for individual contracts with individual publishers, this being the situation in Cleveland.

Earlier in the proceedings, the Guild had sought to have the arbitrator subpoena the strike insurance policies which publishers' counsel admitted the newspapers in Cleveland carry. The arbitrator ruled that the attorney's admission of such coverage would be sufficient, and production of the actual documents was not necessary.



Good Will. Detroit Guild Member John Gelsavage, staff artist for Auto Workers Union publications, presented 20 of his paintings to the Indonesian government, represented here, at the left, by Ambassador Monkarrie Notowidigdo, stationed at Washington. The pictures were from sketches Gelsavage made in Indonesia while working on an educational film for the U. S. Technical Aid Program.

New Lima Citizen Expands To 6-Day Publication Week

Lima, Ohio—The Lima Citizen, launched July 1 as a community-financed newspaper, has gone to a six-day publication week. Its first Saturday edition was issued last week, and for the past two weeks a 48-page Thursday edition, specializing on food market advertising, has been put out.

By the last week in August, the Citizen's circulation had reached 25,000 as a daily average. The special Thursday editions had a press run of 40,000, with 15,000 copies distributed as free samples throughout Lima suburbs.

The distribution coincides with that of a free shopping guide put out by the Citizen's competitor, the Lima News, owned by R. C. Holmes, California multi-millionaire.

It was against the News that the Lima Newspaper Guild, whose members are now employed at the Citizen, was obliged to strike last May 1. The Guild members were joined on the picket line by all the craft unions, who declared a lock-out status.

Members of the craft unions are also now employed on the new daily, set up by local capital as a protest against the News editorial policies and against its treatment of union employees.

The News has continued publication with a non-union crew. It had a pre-strike circulation of 34,000.

Preoccupation with the rush of business at the Citizen has delayed full-scale contract negotiations between the Lima Guild and publishers of the new daily until last week, when International Representative Robert Bruner, of Terre Haute, joined Joseph Connor and Robert D. Kerr as the local's negotiating team.

Basic issue over which the strike at the News occurred was the Guild Shop clause, a matter

Edward J. Hunter

Philadelphia, Pa.—Edward J. Hunter, Jr., former night city editor of the old Philadelphia Record and a leader in the Guild strike at that paper, died suddenly September 1 after an ocean swim at Brigantine, N.J.

Hunter, who was 51, was a charter member of the Philadelphia Guild and served as Record unit chairman in its early years. At the time of his death, he was chief of trade promotion for Philadelphia's Board of Trade and Conventions.

He is survived by his wife, the former Ruth Hoffman; by his mother, sister and brother, and a son by a former marriage, Rev. Dr. Richard Hunter, chaplain at Lake Forest College, Ill.

Cincinnati Institute To Discuss Wage Goal

Cincinnati, Ohio—First in the 1957-58 series of ANG regional training institutes is scheduled for this weekend at the Netherland-Hilton Hotel, with the Pennsylvania-Ohio-Indiana District Council as sponsor and the Cincinnati Newspaper Guild as host.

Ellis T. Baker, ANG director of research and information, will conduct the sessions, in conjunction with the fall business meeting of the council. Mike Mastrullo, of the Cincinnati Guild, is president of the council.

Preparation and procedure in arbitration will be one institute topic, set for discussion Saturday afternoon; and the companion topic is the \$200 wage goal adopted by the recent St. Louis convention, which is on the agenda for Sunday morning. Discussion of the wage goal and its justification will be the first since the policy was formulated by convention action.

ANG President Joseph F. Collins, of Wilkes-Barre, is also to be a council guest. Council business sessions begin at 1 p.m. Saturday and continue on Saturday evening and Sunday morning. An entertainment program is set for Saturday evening.

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