

Phila. Nails Down Strike Gains

Convention Plans Set At San Jose

Unit Holds For Valid Settlement

San Jose, Calif. — California's Democratic nominee for governor in the fall elections will be among those greeting the American Newspaper Guild's delegates to the 25th constitutional convention, which will open at the Ste. Claire Hotel here on Monday, August 4. The political figure, no stranger to the west coast's labor organizations, is Attorney-general Edmund G. (Pat) Brown, who showed astonishing strength in his primary election designation by polling some 600,000 more votes than his Republican opponent, U. S. Sen. William Knowland.

A second public office holder who has accepted an invitation to speak to the convention is Rep. John E. Moss, of the Sacramento district, a Democrat who heads the House committee on government information, and who complains effectively on the lack of it in Washington's official circles. Says Moss:

"The fine work of the ANG could well be extended into the field of excessive federal secrecy. This is a problem as important to the man on the beat as it is to the editors and publishers."

Aside from these two guests, speech-making will give way, as in past Guild conventions, to intense consideration of a formidable program of convention business. The first day will have reports from the top officers, noting the year's accomplishments and offering views on treatment of Guild problems which have arisen.

Convention committees will be named to receive the various recommendations from special-purpose councils and panels, and the direct suggestions formulated by the International Executive Board during the year.

The latter consist of proposals having to do with collective bargaining, the building up of defense funds on both local and international levels, formalization of bookkeeping and auditing procedures, making the model dues structure mandatory upon all

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Stern Drops N.O. Item In \$3.4 Million Deal

New Orleans, La. — With the acquiescence of the anti-trust division of the Department of Justice, David Stern has sold the "principal operating assets" of the New Orleans Item to the Times-Picayune Publishing Company, owners of this city's two other daily papers.

The purchase price was announced as \$3.4 millions. Although the deal was final, the Times-Picayune has agreed that if a purchaser appears within a 60-day period, it will resell the Item holdings for \$3.4 millions, plus not more than \$75,000 in legal costs.

Should no buyer appear, the Times-Picayune intends to merge the Item with its afternoon paper,

the New Orleans States, on or after September 15.

Stern told the Department of Justice, the announcement of the sale stated, that the Item has been operating at a loss, and that he had attempted to find other buyers before approaching the Times-Picayune owners.

William Reed, president of the New Orleans Guild, was told that until mid-September the operation of the Item would continue as in the past. The Guild has a contract covering some 45 editorial employees at the Item. Item management estimated that the merger operation would require only from 33 to 40 percent of the present Item employees, in all departments.

Reed made it clear that the Guild will expect all contract pro-

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THE GUILD REPORTER

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

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Philly Celebrates:

It was all smiles at the victory party of the Philadelphia Guild last Saturday, marking the winning of the Inquirer unit's 38-day strike for an improved contract. Standing, from the left, are Elizabeth Eilber, local secretary; Strike Chairman John Burns, a vice president of the Guild's Representative Assembly; Bill Hall, Inquirer unit

chairman; ANG President Joseph F. Collis, of Wilkes-Barre; David Schick, local executive secretary, and William Streckfuss, local president. Seated are Chester unit chairman Orrin Evans, and Mrs. Evans, at the left; ANG Executive Vice President William J. Farson, a member of the striking unit; and Roberta Bailey, local treasurer. The affair attracted several hundred celebrants.

Cincy Daily Sold; 650 Out In Scripps-Howard Merger

Cincinnati, Ohio — Nearly 200 employees of the Cincinnati Times-Star in the jurisdiction of the Cincinnati Newspaper Guild learned last

Sunday that they had lost their jobs the preceding midnight.

In telegrams sent to the 650 persons on the payroll, David S. Ingalls, Times-Star publisher, announced that the Times-Star had ceased publication as of Saturday, July 19, as the result of sale of the daily to Scripps-Howard interests.

Scripps-Howard on Monday afternoon issued the first edition of the Cincinnati Post and Cincinnati Times-Star, containing 36 pages, a larger-than-usual output for Monday.

Two years ago Scripps-Howard acquired the city's only morning newspaper, the Enquirer. Last week's purchase, in which no price was disclosed, gives Scripps-Howard sole ownership of the city's press.

Times-Star employees under Guild contract were told that they would receive their week's pay on Tuesday, and that next Tuesday, July 29, severance pay checks would be issued.

Those discharged include a group of editorial employees who only recently affiliated with the Cincinnati Guild, after having held a contract through a federally-chartered employees association. The Guild has a contract cover-

ing the circulation, advertising and business office employees.

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Toronto Wins Certificate For 180 In Tely Ad Unit

Toronto, Ont. — The Toronto Newspaper Guild has been certified as bargaining agent for some 180 employees in the display and classified advertising department of the Toronto Telegram, after a five month delay during which management had sought to block the process by a series of legal moves.

Application was filed last January in behalf of a majority of the total employees in the department, and subsequent hearings were held by the Ontario labor board in February, June and early this month.

Management first sought to have all the remaining unorganized departments in the Guild's jurisdiction included in the bargaining unit. The second attempt to block the Guild was by way of petitions signed by employees who

had not joined the Guild, and who challenged the majority holdings represented by Guild cards. A last attempt by Telegram management sought to have the bargaining unit split into two groups, one for display and the other for classified advertising employees.

In the certificate issued last week, the board held that both groups constitute an appropriate unit, that the Guild cards represent more than 55 percent of the total involved, and that accordingly a representation election would be unnecessary.

International Representative Fred Jones, a former Telegram employee, said that the Guild will move at once to negotiation of a contract for the department. Jones had worked with Tely unit members in the organizing campaign, and was aided by Attorney David Lewis in the board hearings.

Philadelphia, Pa. — The triumphant Inquirer unit of the Newspaper Guild of Greater Philadelphia held a victory party Saturday night, July 19, to celebrate the end of its 38-day strike and a subsequent crisis which nearly led to a new picket line.

The latter development occurred on the day the 640 strikers returned to work and as the Guild Reporter went to press with its July 11 issue reporting the strike settlement.

As part of the settlement, management had agreed there would be no reprisals against strikers. Once back in the plant, however, Guild members found schedule changes had been posted which appeared punitive.

Some day workers were listed for night work. Others found their days off had been shifted from weekends to the middle of the week and their vacation schedules cancelled. There were even some demotions listed.

The Guild immediately notified management that unless these discriminations were eliminated at once, picketing would begin anew.

After some hesitation and argument, management finally agreed to restore the old schedules. Meanwhile, Inquirer drivers — members of the Teamsters union who had been on the picket line themselves early in the strike and later refused to cross the Guild's picket lines — refused to move their loaded trucks during the new dispute.

Only when the Guild informed the drivers that the old schedules once more were in effect did the trucks roll — twenty minutes late.

Another dispute later in the week was settled when management agreed it had misinterpreted another agreement. All returning strikers, the Inquirer had agreed, were to receive a full week's wages even though most of them did not go back to their jobs until Wednesday, July 9. On Friday.

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IEB Findings Write Busy Convention Slate

Recommendations of the Guild's International Executive Board to the ANG convention at San Jose next month have been incorporated in the Officers Report for the year ended last April 30. Copies of the report went this week to all delegates whose credentials have been received at ANG headquarters.

The full report runs to several hundred pages, summarizes the year's activities in each department of the Guild, and contains a pictorial review of highlights of Guild history through its first quarter century, tabulations of statistics and charts of Guild growth and operations.

Text of the recommendations in the report follows:

Collective Bargaining: In an effort to improve upon last year's bargaining record, the IEB makes the following recommendations:

1. Increased attention to jurisdiction matters—involving new methods, planning down rights on present operations and avoiding contracting-out.

2. New attacks in the wage field designed to achieve real progress toward the twin goals of \$200 in key classifications and \$100 for any adult worker.

3. Continued efforts to obtain pension plans, or at least progress toward an eventual program, plus intensified drives to get existing but unilateral plans spelled out in contracts. Copies of such plans should be obtained and forwarded to ANG for analysis.

4. New moves to obtain further advances in full union and job security with adequate grievance machinery. This security would encompass funded severance pay without qualifiers on payment in case of termination for any reason and no surrender of severance or alternate benefits in exchange for a pension program.

5. Shorter workweeks for members, with consequent job opportunities for displaced workers and newcomers in the industry.

6. Further attention to health and welfare clauses and cooperation toward an implemented ANG program.

7. Concentration on transfer clauses to bring fullest protection against unwanted and unwarranted shifts.

8. Close study and use of information made available by ANG on the handling of contract

proposals and subsequent negotiations so that no protections slip away through the unachieved demand loophole.

9. A check of military service clauses be made to insure that members are protected fully under changes in federal regulations. This would apply particularly to those entering reserve training under the six-month period with subsequent two-week summer courses.

Further, the IEB cites again the advantages of one-year contracts over two-year pacts, plus the superior gains under wage reopeners as contrasted with deferred or built-in increases as demonstrated during the year.

Organizing: The IEB makes the following recommendations:

1. Continuance of the four-point (Pittsburgh convention) program designed to bring new members into the Guild in this order: free riders, new departments, new units and new locals.

2. A change in the policy of adding an additional international representative for every additional 1,000 members, to a new IR for every additional 1,250 members, using a base figure of 28,101 average employed per capita.

The higher base figure reflects the increase of three in the organizing staff and the tabulation of wire service per capita among regular employed per capita since the chartering of the Wire Service local.

3. That the present policy on servicing be changed to eliminate for a trial period of one year, starting August 1, 1958, transportation charges to locals. Under the present policy locals are

would place the Pawtucket contract more fully in line with Guild conditions elsewhere. Management allowed a July 17 deadline to pass without offering to meet again, and the Guild officers moved at once to set up strike committees.

International Representative Ed Allen, of Boston, has been working closely with Local President Vincent J. Bartimo, as the situation grew critical.

The local executive committee directed that strike headquarters be set up, with committees to deal with inter-union relations, contacts with regional AFL-CIO officers, civic and religious groups, and with advertisers who would be directly affected by a strike.

Tom Buckley, a Pawtucket Guild member who is president of the Guild's New England District Council, was asked to head the committee on relations with other Guilds.

A direct result of Buckley's preliminary work was a resolution adopted last Monday by the Boston Guild membership, urging support for Pawtucket's efforts, through possible action by the upcoming ANG convention at San Jose.

2. That the basic \$10 payable to each eligible member



Pension Trustees: The New York Guild's pension trust

agreement has been closed with the signatures of the six trustees, three named by the Guild and three by the New York Publishers Association, for the five dailies which will participate in the plan. From the left are Joseph B. Kommer, local Guild president; M. Michael Potok, Guild secretary-treasurer; Thomas J. Fay, Guild first vice president; James E. Remney, World-Telegram & Sun controller; J. T. Kelley, New York Mirror assistant treasurer; and A. V. Miller, New York Herald Tribune vice president and treasurer. The Journal-American and Post are the other dailies included in the agreement, which will provide pension benefits beginning next November 1.

charged \$38 a day for IR's plus hotels, per diems and the cost of transportation.

4. That when ANG assigns an IR in a strike emergency situation, the local not be charged for his salary and expenses for the pre-strike period. IR salary and expense now are not charged to the local after a strike has started. This would be effective for a trial period of one year, starting August 1, 1958.

Inter-union Cooperation: The IEB urges all locals to intensify their cooperation with all fellow unionists through joint newspaper councils and wide participation in all AFL-CIO activities.

Political Action: The IEB, recognizing the need for intensified political activity and always remembering that effective political activity requires money, recommends that:

1. The ANG and its locals participate fully in the COPE program to make registration a year-round responsibility.

2. All locals establish permanent registration committees, either separately or as subcommittees of their political action committees.

3. The ANG furnish locals with instructions and sample materials to facilitate registration activities.

4. All locals which do not have political action committees appoint them promptly, and conduct dollar drives for voluntary contributions and make contributions from their treasuries to COPE's trade union education fund.

5. District councils devote increased attention to the coordination of political activity by their member locals and encourage the establishment of permanent registration committees and the contribution of funds.

6. Canadian Guildmen be sure to get their names on the voters' lists by checking the revised lists after enumeration.

Guild Reporter: The IEB believes in the principle that union publications should be financed by members' dues, and therefore recommends that the Guild Reporter discontinue all commercial advertising. Experience has proven that the Guild Reporter has limited general advertising appeal.

1. That the apportionment of per capita payments of \$1.50 per month become \$1.20 to the General Fund and \$30 to the Defense Fund, effective Sept. 1, 1958.

2. That the basic \$10 payable to each eligible member

be increased to \$15, effective September 1, 1958 and that the maximum benefit be raised from the present \$55 to \$60.

3. That 1958-59 fiscal year income be estimated on an average monthly employee per capita of 29,250, and that total income for the year be estimated at \$438,300.

4. That the convention adopt a fiscal 1958-59 budget of \$435,390.

5. That servicing charges in the amount of \$1,093.70 incurred during the year in defense of our bargaining rights in Portland, Ore., be charged, as in the past, to the Defense Fund.

6. That the convention adopt the IEB's policy statement respecting strike benefits and the management of funds.

Constitution: Proposed new language is in italics; deletions are in parentheses.

Resignation and Withdrawal: To provide a means of withdrawal for a member leaving an organized group, the following amendment is suggested to Article X, Section 14. This new form of withdrawal should make it possible to restrict the issuance of Honorable Withdrawal Cards to proper cases.

Section 14 (a) A member . . . etc.

(b) A member employed in a shop or department or division thereof not covered by Guild contract may resign, and any application by such member shall be considered a resignation. Upon resignation such member shall be issued an "Acceptance of Resignation" card, the contents of which shall be determined by the IEB.

Dual Membership: In amending the dual membership provision so as to require membership only in the local negotiating the contract, the existing provision governing membership of a member not under contract was inadvertently dropped. This provision should be restored.

Additional dual membership problems have been raised. There is the problem of a member of one local elected or appointed the executive officer of another local. In order to protect a leave of absence granted under contract with his home local—especially if that contract has the Guild shop

such member must be permitted to retain membership in the home local.

To take care of these problems, the IEB recommends that Article X, Section 6 should be amended as follows:

Section 6 (a) A member (other

than a member within the jurisdiction of a Wire Service local) shall belong (and pay dues only) to the local which negotiates his contract. A member not under contract shall belong to the local in the area of his principal employment.

(b) A member within the jurisdiction of a Wire Service local shall belong to that Wire Service local.

(c) (b) A (members) member elected to full time office in the American Newspaper Guild shall retain membership in (their) his home (local) local. A member elected or appointed executive officer of another local shall be a member of that local, and may retain membership in his home local, but in ANG referenda shall vote only in the local of which he is executive officer. A member appointed . . . etc.

Discipline of Members: Section 1 (i) of Article XII provides that a member may be disciplined for "taking court action against the Guild before exhausting all remedies provided in the Constitution." Present language does not provide any basis for discipline in cases of matters taken to the National Labor Relations Board or some other federal or state agency. The IEB therefore recommends that the section be amended as follows:

(i) Taking legal (court) action against the Guild before exhausting all remedies provided in the Constitution.

Collective Bargaining—Renumbering Article XVIII, Section 1(c) subsection 6, as a separate section ((6)) (d). The requirements . . . etc.

Model Bylaws and Elections: The requirement of Article VIII, Sec. 11 (b) for a referendum, as that term is understood within the Guild, is inconsistent with bylaw V, 1 (a) which calls for voting in person. The IEB recommends that Article V, Section 1 (a) of the Model Bylaws should be amended to read:

Section 1 (a) The officers of the local shall be elected annually by membership referendum. (Balancing shall be in person.)

Dues for Members Earning Less Than \$30 a Week:—The question has been raised about dues for members who earn less than \$30 a week in view of the fact that the ANG per capita is \$1.50 monthly. To make it possible to charge more dues for people in this group, the IEB recommends that Article XVII, Section 2 (d)(1) read as follows:

(1) For members earning less

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Philly Lists Strike Gains

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the 11th, however, management announced that only those strikers who had returned to work Tuesday would get a full week's pay. The Guild again discussed the matter with the company and when the misunderstanding was straightened out, all strikers received a full week's pay at the new rates.

Special guests at the Guild victory party were members of the Teamsters Union who were the first to strike the Inquirer, two days before the Guild strike began, and who refused, following their own settlement, to pass the Guild pickets.

Another honor guest at the party was ANG Executive Vice President William J. Farson, himself a member of the Inquirer unit.

It was Farson who with Local Executive Secretary Dave Schick hammered out the details of the strike settlement in an all-night session with management negotiators.

One of the major provisions of the settlement agreement is new language (picked up from the Philadelphia Daily News contract with the Guild) governing economy dismissals.

Both the old and the new contracts provide for dismissal only for good and sufficient cause. And in both the old and the new language, the need for economy is subject to arbitration.

Under the old contract, however, once the need for economy was established, the publisher could pick and choose whom he wished to dismiss. The dismissed employee would then have been put on a rehiring list for "preference consideration" when a vacancy was to be filled.

Under the new language, once the Guild agrees or an arbitrator rules that economy dismissals are

justified, the publisher must first seek volunteer resignations with payment of severance pay. If no one volunteers, then the employee last hired is the first to be dismissed. His name then goes on a rehiring list for two years and no replacement can be hired until he is put back to work.

Details of the lines of seniority still remain to be worked out by negotiators for both sides. If any disputes occur, they will be submitted to arbitration. In the interim, the new clause will not be operative.

"As an Inquirer employee on leave," Farson commented, "I would prefer to work under the new clause. I think any situation which impelled an arbitrator to permit dismissals under the new clause would also be held sufficient to warrant dismissals under the old clause."

"Once dismissals were allowed, certainly it would be better to have them regulated by seniority than to permit a free hand."

"The new clause, I think, will channel the dismissals and protect the employees on rehiring."

Details of the wage settlement show that the total value, including an increased pension contribution in the second year, will approach a half-million dollars.

The Inquirer's best offer before the strike for the first year ranged from \$2.50 for employees earning less than \$60 a week to \$5 for employees earning \$120 or more.

Under this proposal, only 20 percent of the unit would have been eligible for the \$5.

The strike settlement, however, provides \$5 for 47 percent of the unit and at least \$4 for 90 percent. The breakdown is as follows:

\$100 or more	\$5.00
80 to 99.99	4.50
60 to 79.99	4.00
50 to 64.99	3.50
Up to 49.99	3.00

... Cincinnati Sale

Harry Reckner, Guild president, a Post employee, said that Times-Star management had agreed to compute severance pay in the editorial department at the higher benefit schedules embodied in the Guild's contract with the Times-Star. The editorial association contract had a maximum severance benefit of 30 weeks, compared with a top severance of 46 weeks for Guild-covered employees. Rate of progression in the association contract was one week for each eight months of service; in the Guild agreement, one week's pay per six months' service. The Guild contract provides for two weeks' notice in the event of dismissal; the editorial contract contained no such reference.

Publisher Ingalls' statement said that the Times-Star had been losing money since 1952.

"In the past several decades newspapers generally have fallen upon difficult times. Increased costs, principally labor and newsprint, have been rising rapidly, while it has been difficult for competitive reasons to increase revenue. This has been reflected in acceleration of the trend toward physical consolidation in metropolitan newspapers everywhere."

It has been particularly true in Cincinnati, with three newspaper ownerships, has been one of the most competitive newspaper markets in the United States. The Times-Star has lost money since 1952 and these losses have steadily increased to a point where the losses for the fiscal year ended March 31, 1958, were over \$1 million. There appeared to be no prospect of these losses being reduced, rather, they seemed likely to increase.

Times-Star circulation at the end of the fiscal year was reported at 149,443; that of the Post was 157,695.

The Times-Star company retains ownership and control of its radio-television affiliate, Radio Cincinnati, Inc.

The sudden sale caught even higher-echelon staff members unprepared. One executive had been employed just one week when the paper suspended; another was in process of hunting a house in Cincinnati before reporting for a

The effect of the settlement is to increase the top minimum for writing reporters at the Inquirer to \$142, moving Philadelphia from eighth to third place among Guild cities in this respect. The new top minimum for classified phone solicitors is \$84.50, moving from eighth to fourth place.

The minimum for photoprinters was upgraded by \$20 to \$100. In the second year of the contract, all employees will receive a flat increase of \$2 and the Inquirer will increase its contribution to the pension fund by an amount equivalent to \$1.26 per employee.

Other terms of the settlement not fully detailed in earlier stories include a reduction from five years to three years in the service requirement for three weeks of vacation (four weeks of vacation still are granted after 20 years of service), an increase from \$1 to \$1.60 in the night differential for work ending at or after 3 a.m. (the differential remains at \$1 for night work up to 3 a.m.), and a tightening of Guild Shop provisions extending coverage to formerly exempt employees, such as secretaries, who in the past could choose to join or not join the Guild.

The agency shop clause will apply to those who may be expelled or fined for having been scalps.

Strike Gifts
Philadelphia, Pa.—Contributions to the Philadelphia Guild's strike and welfare fund exceeded \$18,900 as Inquirer unit strikers went back to work under the new contract. The local treasurer, Roberta Bailey, reported total gifts of \$18,923.91 as the fund's books closed last week.

Largest gift among those newly listed was \$915 collected by members of the New York Mirror unit. ANG Vice President Wilfred E. Alexander, a member of the unit, suggested that the basis of strike gifts be an hour's pay from each member. "This is (Hour Strike, Too)" was the slogan adopted. Alexander said the suggestion lifted the contributions from the "small change" classification into the more serious consideration that the Inquirer strike merited.

The fund standing:

Previously acknowledged . . .	\$17,372.08
Natalie Duvolin, OEU 88 . . .	2.00
Rev. Wm. V. Ichnie, Jr.	1.00
Kingston Guild	25.00
F. Devlin, picket line	2.50
Anonymous	5.00
Picket Line collection	7.00
Wire Service Guild	100.00
Steelworkers union	50.00
Local 808	42.81
Pennell & Pennell collection . . .	15.00
J. Edward Klein	10.00
New York Mirror unit	915.00
Anonymous	10.00
San Francisco Guild	100.00
Manitowish Guild	10.00
Scranton Tribune unit	20.00
Portland Guild	20.00
Los Angeles Guild	20.00
Lois Downs, Los Angeles	5.00
Fagan, Bickford, Love and Youngblood, Washington	20.00
Guild Painters, Paperhangers union	100.00
TOTAL	\$18,923.91

Philadelphia Joins ANG Pension Trust

Philadelphia, Pa.—The Philadelphia Guild has voted to be a participant in the ANG Commingled Pension Trust, for deposit of its pension payments under the Philadelphia Inquirer contract.

The Philadelphia Guild is the second large local to vote participation, Pittsburgh having done so last year when the trust was established.



EDMUND G. BROWN

JOHN E. MOSS

Convention Speakers:

California's attorney general, Ed. Moss (Pat) Brown, startled the Nation when he polled a huge vote in his Democratic primary campaign for the gubernatorial nomination. He will oppose U. S. Senator William Knowland in November. Representative John E. Moss, of Sacramento, has been effectively active in Washington in opposing government secrecy. Both have accepted invitations to address the ANG 25th constitutional convention in San Jose next month.

San Jose Is Ready

(Continued from Page 1)

locals, and an assortment of changes in constitutional language which would implement these and related suggestions.

Most of the IEB proposals have been reduced to writing as part of the Officers Report, a volume of data compiled for the benefit of delegates and forwarded this month to all whose credentials have been cleared at ANG headquarters in Washington.

Midweek sessions will see committees working out reports on their findings for submission to the convention as a whole, on Thursday and Friday, with issues unresolved in committee brought back to the convention as opposing majority and minority reports.

Friday will see the selection of a site for the convention two years hence. Next year's host, chosen at last year's St. Louis Convention, will be New York City.

The week's work will be preceded, followed and broken by social events. Joseph B. Ridder, San Jose Mercury and News publisher, will be host to a cocktail party on the Sunday evening preceding the convention, while the San Jose Guild will be host to a similar affair at the end of the week.

Tuesday night there will be a banquet at which the ANG's Bude Memorial Award will be announced, and three San Jose Guild awards will be bestowed.

The biggest break from convention chores will be on Wednesday afternoon and evening. The local committee has planned to take delegates and their families to a western-style outdoor barbecue at Adobe Creek Lodge, in the Peninsula foothills northwest of the city. The program will include dancing, swimming and refreshments, with chartered buses to make the trip.

The Falstaff Brewing Company plans to staff a hospitality room at the convention hotel on two evenings of the convention week, Monday and Thursday.

Months of planning by the

local leadership has preceded the convention. Frank Bonanno and Charles Goodman are co-chairmen for the week's activities and the following committee workers are aiding them, the chairman being first-named in each case:

Housing—Manning. Pat McCullough, Joe Martin.

Hospitality Room—George Lajeunesse.

Transportation—Bob Hickey, Jerry Zarwell.

Publicity—Hickey.

Program magazine—Dale Lane, John George, Manning, Keith Kaldenbach, Norman Bowman.

Barbecue—Banquet—Mark Wright, John Howe.

Information—Irene Albert.

San Jose delegates to the convention are Phillip Hickey, vice president; Bonanno and Lajeunesse.

Alternates are Lane, Goodman, Albert, and Ken Palmer.

Peoria Sets Up Defense Fund

Peoria, Ill.—The Peoria Newspaper Guild has moved unanimously to establish a local defense fund. The vote came at the local's July membership meeting. A fixed amount of the local income each month will be allocated to the fund, which will be invested in interest-yielding securities.

The move does not include any change in the dues payment schedule.

One member who with others spent part of last winter on the picket line, to win the local's first contract with the Peoria Journal Star, summed up the fund sentiment thus:

"We may not need the money for 20 years, but when the time comes it will be there to use. Only those who have gone through a strike like ours can appreciate how much just a little money means in a pinch."

Stockton
Stockton, Calif.—Doug Williams, who has been serving as Guild local president since last summer, has been named to a full term in that office. The June elections saw Tom Sprague re-elected as treasurer, and the following other choices:

Vice president, Norman Marquis; recording secretary, Hank Frohsaug; corresponding secretary, Lily Serbrakian.

The Guild Reporter

CHARLES E. CRISSEY, Editor

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Unions And Politics

An ugly rash of boiler-plate editorials, so alike as to suggest a common source, is peckmarking the pages of many small weeklies throughout the country. The canned items are alike in that they attack organized labor for its political activity, and in that they center about two themes either of which under examination becomes ridiculous on its face.

Apparently the source of the two statements is David Lawrence, right-wing columnist in Washington, whose output closely follows the Big Business, anti-labor line espoused by the National Association of Manufacturers and the U. S. Chamber of Commerce.

The rewrite job done on Lawrence says that Democratic Party candidates won't be chosen until Walter P. Reuther, UAW head, gives an approving nod. Under this assumption, Reuther becomes the president of the Amalgamated Clothing Workers union, Sidney Hillman. It gained wide usage, and credence, then, though it was utterly false.

The table of 20 years ago had it that Franklin D. Roosevelt left the choice of a Democratic vice presidential candidate to the late president of the Amalgamated Clothing Workers union, Sidney Hillman. It gained wide usage, and credence, then, though it was utterly false.

The second whopper is the flat assertion that "about 175 present members of the House and Senate received large campaign contributions from labor unions." That's not only untrue; it amounts to a charge that labor unions have been violating federal laws.

It's an open secret that the present Washington administration is something less than friendly to organized labor. And it's a certainty that the Department of Justice would act with deadly promptness if any labor union had actually violated the restrictions of the Taft-Hartley Act or other controlling statute.

Labor unions make certain that they stay well inside the law. They may not make treasury contributions to any candidate for federal office. What is permissible, legally, is something quite different. Labor unions, like any other group of citizens, may collect voluntary contributions and from such freely-given funds may support the campaigns of either party or of individual candidates.

The well-planned outcry against unions, as exemplified in the appearance of these editorial items, serves to point up one significant comparison. It takes money, plenty of it, to flood the many thousand weekly newspapers with material of this kind. And all the dollars-for-COPE combined can't begin to match the cash resources which Labor's foes can tap, almost at will.

Labor never can win elections with money, even if it wished, or were permitted by law, to do so. The labor movement can win elections in the same way it was collecting bargaining agreements; by the determination of individuals joined in a cause in which they believe.

Cryptic Irony

A space promotion ad occupying 42 column inches in the July 21 issue of Advertising Age reads in part:

"Buyers hustle when the Times-Star shows its muscle! The Cincinnati Times-Star has raced ahead of the Post to the number one evening position in vital Hamilton County . . . where strength counts the most!"

And a personalized caricature of the daily—sold into extinction July 19—is saying "Let's get together. . . ." to a cigarette space buyer.

AMERICAN NEWSPAPER GUILD

Philip Murray Building

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

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"Hospitality rooms?—Are they sort-of-like youth hostels?"



Convention Recommendations

(Continued from Page 2)

than \$30 per week—not less than 5% of weekly salary per month.

Strike Votes in Bargaining Units—In the first sentence of Section 2 (a) of Article XIX "the Unit involved" means the unit as defined by the Constitution (Art. III, Sec. 1 and Article VIII, Sec. 16), thereby meaning at least all members in a single shop.

There are, however, cases in which a shop contains more than one bargaining or contract unit, thus presenting a difficult problem in determining the unit in which the strike vote ought to be taken. Should the contract or bargaining unit be permitted to vote separately as the group involved, or should the entire shop—the Constitutional unit—vote?

The IEB is of the opinion that departure from the constitutional unit is justified only in two cases: (1) where a department or group is newly organized into the Guild and is bargaining an initial contract and (2) where there are two contract units within the constitutional unit, each contract open for bargaining at different times.

To make this policy possible, the IEB recommends that the following paragraph be added to Section 2 of Article XIX and Section 2(b) be renumbered Section 2(c):

(b) Where more than one bargaining unit is contained within the constitutional unit, the strike vote shall be taken in the bargaining unit involved only in the following cases: (i) the bargaining unit involved is negotiating an initial Guild contract; (ii) the contract of the other bargaining unit not immediately involved is not open (or will not be open within 60 days) for renegotiation at the time the strike vote in the bargaining unit immediately involved is taken.

(b)(c) If ANG funds . . . etc.

International Defense Fund—Article XVII, Section 6 (b) Out of every per capita payment under (a) (1) and (a) (2), (25%) 30% shall be deposited in the International Defense Fund.

Local Defense Funds—The IEB recommends that a new section requiring the establishment of local defense funds be adopted and numbered Article VIII, Section 13. The present Section 13 and succeeding sections of Article VIII would be renumbered accordingly.

The proposed new Section 13: Section 13 (a) Each local shall

establish a Local Defense Fund.

(b) There shall be deposited to this fund, no later than the 30th day after the expiration of each fiscal quarter, an amount equal to 5% of the local's gross income from monthly dues in the preceding fiscal quarter, unless on such 30th day the assets in the Local Defense Fund are equal to or greater than \$100.00 for each member in the last month of the preceding quarter.

(c) Expenditures from the Local Defense Fund may be made only to support the local's strike or other defense activity, and to contribute to other unions.

Local Audits, Etc.—The IEB recommends that the following changes be made in present Section 13 of Article VIII:

Article VIII, Section 13 (a) Each local shall keep its financial records in accordance with procedures and on forms supplied by or satisfactory to ANG. Each local shall cause an audit of all its books, records, and funds to be made annually for its fiscal year by an independent professional accountant designated by the local or its governing body. All audits shall be available to the membership of the local and a copy of the annual audit shall be sent to the IEB within thirty days of its completion. In the event that a copy of the annual audit is not submitted within ninety days from the close of a local's fiscal year, the Secretary-treasurer may cause an audit to be made, the expense of which shall be borne by the local.

Wire Service References—Enabling clauses for a Wire Service Guild, now in the ANG Constitution, are obsolete and should be removed. Furthermore, certain constitutional authority once held by the IEB has been transferred to the Wire Service Guild; therefore, this language needs amendment. To make these changes, the IEB proposes the following amendments:

Article V, Sec. 3, (ff) The elected members . . . shall not apply.

Article VIII, Sec. 1, Locals shall be established only by charter granted by the IEB. A charter when granted shall include all the members in a city or area specified by the IEB. Under special

circumstances the IEB may charter a second local in one territory, but not without the written consent of the first (except as provided in Section 2).

(Article VIII Section 2. The IEB may . . . photo and feature agencies.) Renumber the remaining sections of Article VIII accordingly.

Article XVII Section 6 (a) (2) For each monthly dues . . . shall not apply.) Renumber subsections accordingly in remainder of Section 6.

Article XVIII, Section 2 (b) The power and duty to bargain . . . shall not apply.) Renumber subsections accordingly in remainder of Section 2.

Inactive Members—The IEB has watched carefully the operations of a provision written into the ANG Constitution at the St. Louis convention covering inactive membership status. Article X, Section 18. The ANG Secretary-treasurer has received several requests for inactive membership for various individuals.

After discussing the problem further, the IEB held that inactive membership can be granted to Guild members who move into jobs covered by bona fide unions. To continue this provision, the IEB recommends the following change to Article X:

Section 18: To aid a local to maintain contact for organizing purposes with Guild members who are no longer under Guild contract, the Secretary-treasurer may grant inactive membership status to such members. Such inactive members shall have the same status as associate members. The Secretary-treasurer shall report the status of such grants to the IEB. This section shall expire September 1, 1959.

Model Dues Schedule—Art. XVII, Sec. 2(b) Basic dues. The basic dues fixed and maintained by locals and the IEB shall be not less than the Model Dues Schedule, but not more than \$10.00 per month. (This amendment shall be effective January 1, 1959).

(1) By locals, not less than \$1.50 and not more than \$10.00 per month but in any case not less than the Model Dues Schedule in effect at the time the local was chartered.)

(2) By the IEB, The Model Dues Schedule.

(c) Model Dues. The Model Dues Schedule shall be . . . No change in schedule . . . or five percent of one week's pay, up to \$5.00 per month (with a maximum of \$5.00 per month).

ECONOMIST WARNS:

Fight The Slump, Not Inflation

Ann Arbor, Mich.—Americans should pay less attention to the long-term threat of inflation and more to the immediate problem of economic recovery, an Indiana University business forecaster declared at the University of Michigan.

Prof. John P. Lewis of the Indiana School of Business Administration said Congressional and Administration policy makers "have their priorities upside down" in side-stepping tax cuts and other major anti-recession weapons for fear of future inflation.

As a result, the economy will probably "totter along" this summer, showing no clear signs of an upturn until the fourth quarter. When the recovery does start, it will be longer and slower than the 1954-55 upturn, he said.

Recent government estimates have placed the fiscal 1959 federal deficit at \$10 billion. Lewis said excessive concern with this red ink is ill-advised, when the national output of goods and services is running about \$30 billion below capacity.

"Whether we have a gross national product of \$430 or \$450 billion in calendar 1959 won't make a big difference in price levels," he declared. "But it will make a major difference in unemployment, personal income and consumer buying."

"I'm upset at policy makers who feel everything's OK once the economic indicators begin to turn. The criteria for judging the economy's health should not be minor changes in statistical indicators but the overall relationship between our productive capacity and its use."

"Right now, our capacity is around \$450 billion but output is only \$420 billion. At the very least, this recession will cost us \$60 billion in goods and services we could have produced but didn't."

WHO'S NUTS NOW?

The Squirrely Right To Shirk

Once upon a time, in a far-off wood, lived a band of happy squirrels.

They were always chattering gaily, frisking up and down the branches, and carrying on various innocent and woody games.

The reason they were so happy was that they always had enough to eat; and the reason they had had enough to eat was that they had a Saving Rule.

Every squirrel, as he came in from gathering food each day, was required to drop a few nuts into the community Storage Stump. Any squirrel who shirked his duty was told to high-tail it.

Then, when the winter winds blew, and food was nowhere to be found, the band gathered at the Storage Stump and contentedly gnawed nuts.

They had gnawed a worry in the world.

This could have gone on forever—making this story rather pointless—but that, one day, Sauerkraut Squirrel came striding from the woods. He was a big, strong squirrel, with a voice like a bassoon, and a whole corps of PR squirrels around him.

Sauerkraut called all the other squirrels together, and he told them:

"You guys are chumps."

"Every day you are forced to put some of your nuts in the Stump, for some other, probably inferior, squirrel to eat."

"Not only is this undemocratic, but it is economically unsound. By withholding those nuts from circulation, you are tinkering with the fine balance of our economy. You may be bringing on a depression."

"What you need is protection from this gangsterism."

"What you need is the Right to Shirk."

"The question is, are you squirrels, or are you nuts?"

The Right to Shirk has never been heard of since. Until now.

PICKET PETE...

Pete Survives: Symbolically routing the last of the strike committee's hot dogs over a fire of picket signs, Picket Pete contemplates, perhaps, the new adventures in

store for him. Inquirer artist Andy Shallo created Pete for a daily appearance in the Philadelphia

Guild's satiric bulletin. Now the local wants Andy to keep the strip alive for its monthly publication.

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DATELINE: WASHINGTON

By WILLARD SHELTON
Washington Guild

MOST OF THE EARLY REPORTS from Congress on President

Eisenhower's dispatch of the Marines and Army to Lebanon were notable for the absence of either enthusiasm or harsh criticism. There was also a strong desire, it may fairly be said, for the President to handle exclusively in the Executive Department the difficult problem that his direction of foreign policy had created, or invited, or allowed. To put it another way, the majority Democrats had no desire whatever to be pushed into passing a resolution affirmatively "approving" the Near Eastern adventure.

Developments could make this feeling obsolete. A shooting war obviously would produce instant commitment of all American instrumentalities of expression. A confrontation of the country with clear and grim alternatives, in which the President needed a demonstration of support for a necessary choice, would command unhesitating response.

Nevertheless Congress was not fretting with desire to get in on the act in the Near East, to guard its so-called "prerogatives" with jealousy, to assert its constitutional functions as the "maker" of war and peace. There were no immediate drives from ranking members of the influential Senate Foreign Relations Committee, of either party to insist on putting Congress on record.

This reflected to some extent, undoubtedly, the underlying sense of unease, the doubts, the suspicion of blunder, that members of Congress privately did not try to hide. On a foreign policy issue of incalculable importance, men who feel this way have a strong desire not to make public speeches and declarations.



SHELTON

IT REFLECTED, HOWEVER, SOMETHING MORE than a transient judgment of a particular event. The simple truth is that Congress has totally recognized that only the Chief Executive has the information, the practical power, and the ultimate duty to make the decisions that Mr. Eisenhower made when he sent American power into Korea, that Mr. Eisenhower made when he halted the British, French and Israeli short of their 1956 objectives in Egypt, that Mr. Eisenhower made again when he ordered the Armed Forces into Lebanon.

The President is the Commander in Chief. It is well established in our tradition that in this capacity he can send the forces anywhere in the world to defend what in his judgment is an interest vital to American security.

He cannot act, of course, in a vacuum and without a solid grounding in general policy previously established with the support of Congress. He cannot act without the advance preparation of public opinion so that it understands the context in which he makes his decision.

But assuming that these conditions exist, once he has acted we are committed. It is not possible for Congress to reverse what he has done—not in our kind of world—by repudiating him.

A corollary is equally true: these things being so, Congress thinks the President ought to accept the full responsibility for his acts and not seek to transfer to the legislature the burden of blame-sharing for decisions that he has made in his executive capacity.

CONGRESS HAS NO ILLUSIONS about its incapacity to make swift and sure judgments in the nightmare atmosphere of Arab nationalism and feudalism, murderous Cairo radio propaganda, malicious Soviet intrigue, the lynch-mob scenes and tommygun politics of Middle Eastern oil.

There is no particular contribution it could make by formal resolution affirming its support of the President's decisions. If the decisions have been unwise, injudicious, ill-considered, Congress could not say so. If they are wise and effective, if they make a contribution to restoring some kind of Western existence in Nasser's widening realm, the proof will come in the unfolding of events rather than in an empty-worded resolution that Congress might have adopted.

The leaders saw no profit, furthermore, in any congressional action that, by seeming to claim a part in decision by ex-post facto ratification, might lead Mr. Eisenhower to assume he could continuously count on this amiable congressional sharing of responsibility without power.

He will be President, barring death or constitutional disability, for nearly two and a half years, and we have no reason to think the period will be easy. The country cannot get along without someone who is functioning in the manner and style of a Chief Executive. It is no service to the President to do anything to persuade him to a less harsh belief.

The President could get a congressional resolution of "approval," probably, by asking for it, because responsible members of Congress would not lightly allow an image of disunity to be conveyed to the world. But it would fool no one. The misgivings expressed, the suspicion of faulty timing, would at worst simply go underground. The facts would not be changed.

Labor's Lighter Side

By LES FINNEGAN

—IN WASHINGTON, D. C., Rep. Brooks Hays (D., Ark.), told a visiting group of unionists how he learned public speaking in his home town. "At the beginning of the course," he recalled, "each of us was given a mouthful of marbles through which we had to speak. Every day we were allowed to reduce the number by one marble. We became accredited public speakers as soon as we lost all our marbles."

—IN NEW YORK CITY, union radio announcers, on strike for almost three weeks against Station WINS, weren't content with winning one of the year's largest pay hikes; they held out for, and won, several new fringe benefits. When they approved their new agreement and went back to work, the strikers had clinched not only a guaranteed minimum wage of \$17,000-a-year—a \$4,000 increase—but also severance pay. As desert to the main course, the strikers won themselves a private announcer's lounge.

—IN WASHINGTON, D. C., the picture carefully cultivated by big business publicists that today's executives are overworked and victimized by taxes was exploded as just one more myth. The American Management Association's magazine, "Management Review," reported that "there's nothing to the idea that a typical work-day puts the typical executive through a wringer of demands and crises. The fact is, he never had it so good."

Even the tycoons' complaints about overwork hurting their health are largely phony. Among executives over 60, 12% of the sickness complaints were found baseless, and among executives 31 to 35 years of age, 36% had only imaginary illnesses. In a survey of 6,000 businessmen, 78½% said they did not feel they were overworked. And as for the financial rewards, "Despite all the talk about taxes taking away a large part of what an executive earns, a typical executive does pretty well on profit-sharing bonuses, deferred compensation plans, stock options, use of company planes, liberal expense accounts and other 'fringe' not bestowed on others."

—IN SINGAPORE, Tetsuo Takekura, a union longshoreman, swore on all that was holy that never again would he try to catch a quick snooze while loading a ship. Takekura went to sleep on the deck of the Liner Hariman Maru in Kobe harbor—and woke up in Singapore. One good reason why Takekura was willing to take the pledge against sleeping on the job is that he's paying his own fare for the trip back to Japan.

—IN LONDON, ENGLAND, Labor Party members of the House of Commons started to expel a revolt against tradition, and Conservative leaders blamed visiting members of U. S. unions and Congress for the rebellion. According to the Tory officials, the Labor Party leaders, after years of listening to American Congressmen and unionists, have decided to rebel against: 1—Too long hours and too low salaries; 2—Being forced to listen to long-winded Tory speeches with little or no chance of talking themselves. Said one Conservative leader, "What they're aiming at, God save the Queen, is American Labor conditions in Parliament, maybe even a union shop!"

'Low-Cost' Budgets Tell What It Costs To Live Where

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

After almost two years of steady inflation, what does it cost you to live these days?

In the average U. S. city, which happens now to be Pittsburgh, you can figure that this summer a moderate standard of living takes about \$88.90 a week for four persons, not including any savings or reserve against emergency. The cost ranges from \$82.11 in Scranton, Pa., to \$94.27 in San Francisco. These figures include income and Social Security taxes.

This department's living-cost consultant has brought up to date the budget standard for a family of four developed by the Community Council of Greater New York, and adjusted it to other major cities. This mythical family consists of an employed father, a housewife, boy of 13 and girl of 8.

This is only a minimum budget, not an "ideal" one. To live on it requires careful shopping for low prices. For example, the budget provides enough pounds of meat, but only "an endless round of the cheaper cuts." Families with enough income to finance this level of living usually can pay their bills but can't meet such emergency situations as catastrophic illness. The budget lets Papa buy an overcoat once every three years, and Mama a coat every other year. But it doesn't allow for a car, and provides for only a rented four-room apartment.

Expenses vs. Income

	Weekly Cost	% of Budget
Food	\$20.40	23%
Clothing	3.20	4%
Housing	25.30	28%
Transportation	1.30	1%
Medical Care	1.30	1%
Personal Care	1.10	1%
Recreation, Other Goods, Services	2.70	3%
Taxes	2.80	3%
	\$88.90	100%

While this budget does maintain health and decency, it also fits what one reader, union-member Bob Mack, calls "steady poverty."

And modest as it is, the average wage-earner in many cities can't even afford this budget, as the chart with this article shows. The chart gives you a quick comparison of average earnings and living costs in cities around the country. One noticeable fact is that high wages do not cause high living costs in a locality, as is sometimes claimed. Using New

New Orleans

(Continued from page 1)
visions complied with.
The Guild contract provides severance pay to a maximum of 40 weeks' pay.

The Item is an evening and Sunday operation, with a circulation of 101,000, almost exactly the circulation status of its direct evening rival, the New Orleans States. The Times-Picayune is a morning paper, circulating 190,000 daily, and combining with the States for a Sunday edition of 283,000 copies.

Stern bought the Item in 1949, soon after his father, J. David Stern, had sold the Philadelphia Record and the Camden Courier-Post during a Guild strike. Last year, while retaining his New Orleans interests, he became publisher of the Philadelphia Daily News, then owned by Matthew McCloskey, Philadelphia contractor. McCloskey sold to the Philadelphia Inquirer owners shortly thereafter.

Stern made newspaper history in New Orleans by attacking the combination advertising rate charged by the Times-Picayune and States, a case later rejected by the courts, which found that the Item's operations had not been adversely affected by the practice.

The Department of Justice did succeed in 1957 in having an anti-trust decree issued in the case of the Kansas City Star, where enforced combination rates were a factor, and many newspaper managements have since modified their rate practices.

This week's issue of Advertising Age reports that a condition imposed by the Department of Justice before approving the New Orleans transaction was that the Times-Picayune drop its enforced rate combination.

The sale of the Item ends a competitive situation in New Orleans, and brings to 143 the number of U. S. cities where morning and evening papers are under a single ownership.

SOUP TO NONSENSE

Brain Twisters For Twisted Brains

By JANE GOODSELL

Some people—and I am one of them—are convinced that the sum of two plus two depends on what you are adding. Two of what?

Here are a few brain twisters for twisted brains:

Problem: A man awakens at 7:45, and realizes that the alarm clock failed to go off. He has exactly 11 minutes in which to catch his bus. If he shaves in 4½ minutes, dresses in 3 minutes, spends 1½ minutes explaining to his wife why he hasn't time to eat breakfast, and sprints two blocks to the bus stop in 1½ minutes, can he make it?

Answer: No. On a morning like this, the bus is always 2 minutes and 10 seconds ahead of schedule.

Problem: A newly-wedded pair plans to start their family when their savings total \$1000. Their present rate of saving is \$42 a month. When will they be able to afford a baby?

Answer: About the time their second grandchild is born.

Problem: A child, getting an allowance of 50 cents a week, saves every penny of it to buy a bicycle costing \$34.95. How long will it take him?

Answer: About six weeks. By that time his parents or his grandparents will take pity on the poor little lad.

Problem: If your new car has a 500-mile warranty on defective parts, and you drive an average of 17 miles a day, when will your warranty run out?

Answer: The day before the motor develops a funny knock.

Problem: A young student arrives home from school at 4

p. m. with three hours of homework to do. Eating dinner takes half an hour. He spends one hour watching television, and 40 minutes talking on the phone. How much time do all these activities total?

Answer: It is impossible to answer this question. Under certain conditions, a youngster can do three hours of homework in 20 minutes.

Problem: If each person requires three square feet of floor space, how many people can you get into a room of 14x20 dimensions?

Answer: If you're the type who worries about this sort of thing, you'd better give up the whole idea of having a party.

Problem: A boy buys four goldfish. Two of them die, and he buys twice as many goldfish as he had in the first place. One-fifth of the total number of goldfish he has bought die, so he adds to them a number equivalent to 3 times the square root of the lowest number of goldfish he has possessed at any time. How many goldfish does he now have?

Answer: That boy is overfeeding those fish.

Problem: Family A and Family B rent a beach house together during the month of August. In Family A, each son has twice as many sisters as he has brothers, and each daughter has the same number of brothers as sisters. In Family B, there are three daughters, and each daughter has a brother. How many children are there in both families?

Answer: Too many for the bathroom situation in that beach house.

and the Community Council's budget, showing the approximate percentage each department of living would take off a careful budget:

	Weekly Cost	% of Budget
Food	\$20.40	23%
Clothing	3.20	4%
Housing	25.30	28%
Transportation	1.30	1%
Medical Care	1.30	1%
Personal Care	1.10	1%
Recreation, Other Goods, Services	2.70	3%
Taxes	2.80	3%
	\$88.90	100%

("Food" includes lunches at work as well as home meals. "Housing" includes rent, heat, utilities, furnishings and cleaning supplies. "Personal care" includes beauty and barber shop and toiletries. "Recreation, Other Goods" includes periodicals, life insurance, union dues, contributions.)

Young people will be interested to note that the same standard of living for a young working couple without children costs \$77 in New York, compared to \$86 for four, and proportionately more in most other cities.

These budgets don't provide emergency reserves. The Council suggests that a person under 50 might well keep a reserve of \$1200 plus \$300 for each dependent. People over 50 should aim for enough reserve to supplement Social Security benefits.

Most wage-earners, of course, have nowhere near such reserves. The AFL-CIO reports that early in 1957, before the recession began, the average skilled and semi-skilled worker had \$212 in liquid savings, and one out of four had none. The average for unskilled

and service workers was \$6; half had none. Anyway, the Community Council's suggested figure provides a mark to shoot for.

If you use the Council's budget as a basis for making one adapted to your income and needs, note that the medical allotment is supposed to be set aside as a reserve against more serious illness. If you don't actually spend it currently, be sure it's not used for other purchases.

Note the whopping percentage of a wage-earner's income that food currently usurps. But even this allotment is met only by imaginative use of lower-cost foods, and stretching high-cost foods by combining with inexpensive produce.

The menus are worked out to use low-cost foods several times in different ways. This enables buying larger sizes and quantities at savings. For example, stewed prunes are used for breakfast one day and appear two days later for dessert as prune whip.

Here's a typical day's menu:

BREAKFAST: Stewed prunes, oatmeal with milk, toast with butter or margarine, milk, coffee or tea.

LUNCH: Tomato juice, creamed eggs on toast, sliced bananas with milk, milk or other beverage.

DINNER: Sliced pot roast with gravy, macaroni, kale, bread with butter or margarine, lemon pudding, milk, coffee or tea.

Financial Records Held Basic To Good Guild Operation

Both the internal law of ANG and the laws of the nation make maintenance of proper financial records of a local's operation increasingly important.

ANG's law, embodied in its Constitution, requires annual audits, annual financial reports to the membership, and submission to ANG of a copy of the annual audit. Federal tax law requires financial reporting of all tax-exempt organizations, such as trade unions, and Federal labor law requires financial reporting if a local is to use the facilities of the National Labor Relations Board in its organizing and collective bargaining processes. You should check your state laws for similar requirements.

The place to start in meeting all of these requirements is with an adequate and simple, yet comprehensive, bookkeeping system. Proper maintenance of such a system is an absolute necessity if the audits and government reports are to be accurately and speedily prepared at the end of the financial year.

All ANG locals should, by law or other local decision, determine and fix a fiscal year (and inform the ANG of it). Such a year is simply a 12-month period established for the purpose of terminating one sequence of financial operations and beginning another. It may be the same as the calendar year (as it is in most locals), it may coincide with the term of officers of the local, or it may be any all-inclusive 12-month period.

Next comes the bookkeeping system. ANG has prepared printed forms which it hopes will enable locals to regularize and systematize their methods of keeping track of receipts and expenditures. Specimen copies of these forms are contained in the manual. These forms are provided to locals in book form, and in duplicate.

When the fund nears depletion, it should be replenished by drawing a check equal to the amount of the receipted vouchers in the petty cash box. Checks drawn to replenish the fund should be made payable to the order of

This is the first of a series of three articles on the keeping of local financial records excerpted from the new ANG Administrative Manual. Future articles will deal with local audits and compliance with Federal laws requiring union financial reports. From time to time other sections of the manual also will be summarized on the Local Copy page.

Both Receipts and Disbursements forms are contained in the same book for ease in handling. They have been distributed to all locals and supplementary books are available without cost to the local.

Whether these standard forms are used or not, these suggestions may be helpful in keeping local books:

1. All cash receipts and disbursements should be entered on the proper forms on a daily basis, beginning with the first day of each calendar month to and inclusive of the last day of each calendar month.

2. All receipts should be deposited in the bank within the month in which they are received.

3. Immediately upon receipt, bank statements should be reconciled with the treasurer's check book and the monthly summary of receipts and disbursements.

4. No expenditure should be made from cash collections. All expenditures should be made by numbered checks. To facilitate payment of minor expenses, a petty cash fund may be set up. If the amount of the fund is \$10, then at all times the cash and/or receipted vouchers in the fund should total \$10.

When the fund nears depletion, it should be replenished by drawing a check equal to the amount of the receipted vouchers in the petty cash box. Checks drawn to replenish the fund should be made payable to the order of

Why Standard Forms?

While a local is not required to use the new standard bookkeeping and audit forms available free from the ANG, there are two advantages in doing so.

1. The completed forms will provide all the information necessary to meet the audit requirements of the ANG Constitution, the filing requirements of the law, and reports to the membership.

2. The local may retain Roy E. Williams & Company, ANG's auditors, at special rates negotiated by the ANG for the following services:

- Preparation of the annual audit.
- Preparation of the financial forms necessary to maintaining compliance with the Taft-Hartley Act.
- Preparation of Form 990 for submission to the Internal Revenue Service.

If a local chooses to use Williams & Company's services, it should first write to the firm and so advise it. Letters should be addressed to Roy E. Williams & Company, 1125 Spruce St., Philadelphia 7, Pa., Attention: Sidney Shulman, CPA.

All that is required of the local is that it send to the auditor each month the duplicate copies of its Receipts and Disbursements forms and at the end of each fiscal year all bank statements, cancelled checks, receipts, paid bills, check book stubs, vouchers and other supporting financial documents for use in preparing the audit. These will be returned to the local for permanent retention.

The cost for this service will be computed on the following basis: \$1 per year per member for the first 100 members, with a minimum of \$50 a year; 50 cents per member per year for the second 100 members; and 25 cents per member per year for each member over 200.

"Petty Cash" and endorsed by the treasurer.

5. All checks to the International should be made payable to the order of the American Newspaper Guild (except for payment of insurance premiums, which should be made payable to the American Newspaper Guild Insurance Fund). It helps if the purpose for the payment is indicated on the face of the check.

6. All expenditures should be approved by proper authority under constitutional or by-law provisions, and should be recorded and supported by vouchers providing an adequate description of the nature and purpose of the expenditure.

7. Securities owned by locals should be under dual officer control and placed in a safety deposit vault or held by a bank or trust company as agent. All investments and legal title to all assets of the local or its duly designated agent or trustee.

8. All financial and accounting records of locals, and all supporting vouchers and documents, or microfilm copies thereof, should be preserved for a period of time not less than that prescribed by applicable statutes of limitations which, in extreme cases, may be as long as twenty years.

9. No local should make personal loans to its officers, representatives, employees or members, or members of their families, for the purpose of financing the private business or investment of such persons. (This, like other suggestions above, is a provision of the AFL-CIO Ethical Practices Code.)

10. Adequate fidelity bond coverage should be provided for all officers and employees. Locals can arrange such bonds, at low group rates, under the ANG's master bonding policy; inquiries should be addressed to the ANG Secretary-Treasurer.

11. If a local reimburses for lost time, or employs full or part-time help, it becomes an employer for certain purposes and should:

A. Before reimbursing a member for time lost for union business, require him to submit a completed lost time voucher, the use of which will facilitate the transfer of payroll taxes to the Collector of Internal Revenue.

B. Apply to the Director of Internal Revenue in its district for an employer's number so that it will be in compliance with federal regulations. Employers' contributions to state unemployment insurance funds vary from state to state. The local should, therefore, communicate with the proper state agency to determine its liability. Reimbursements for time lost in negotiating grievance processing, etc., are subject to federal withholding tax regulations.

Using ANG's standard Receipts and Disbursements forms is not mandatory on the part of any local. The following are mandatory, however:

- Preparation of an annual audit.
- Attainment and maintenance of compliance with the Taft-Hartley Act (if the local wishes to avail itself of the protection of and use the services of the NLRB).
- Completion and filing of U. S. Treasury Department Form 990 with the Internal Revenue Service each year.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Panel Of Church Leaders Blasts State 'Work' Laws

New York City—Clergymen of three religious faiths—Protestant, Catholic and Jewish—wholeheartedly endorsed the union shop at a conference last month held by the AFL-CIO Industrial Union Department on the "Union Shop and the Public Welfare."

They also announced their uncompromising opposition to a moral standpoint to "right to work" laws.

The spokesmen were Rabbi Israel Goldstein, Rev. Benjamin Masse, S.J., associate editor of America, national Catholic weekly, and the Rev. J. Edward Carothers, pastor of the First Methodist Church, Schenectady, N. Y.

Dr. Goldstein pointed out as a first premise that "a nation's democracy which is not based on a free labor movement is neither genuine nor stable."

The threat to free labor by the "right to work" laws—"the term 'right to work' in these statutes is a fraud and a misnomer to conceal their true purpose," he said.

Bishop Tags 'Work' Laws Dangerous Subterfuge

The purpose of "right to work" laws is to "weaken and eventually destroy the democratic labor movement," Bishop G. Bromley Oxnam, president of the Methodist Council of Bishops, declared in a recent address.

"The right to work" laws have nothing to do with the question of corruption in business or in labor," he noted. "They are a dangerous proposal, conceived in hypocrisy, and proclaimed in Pharisaic deceit."

"So-called 'right to work' laws are neither intended nor designed to guarantee work or to establish the right to work. Greedy and un-democratic powers that maintain the twelve-hour day and by every device from company housing to depressed wages sought to resist the introduction of democracy into the economic order are among those who today sponsor these 'right to work' laws."

"Americans believe in the right to work. But just as the communist deliberately misuses such worthy terms as 'peace,' 'democracy,' and 'justice,' so, too, clever, crafty and highly paid public relations experts have designated these endeavors to weaken labor as 'right to work' laws."

"They would return to the jungle of industrial struggle, instead of marching forward to the bargaining table with its sensible and scientific cooperation."

"Actually, a sanctimonious subterfuge is being foisted upon the public. The real purpose of these laws is to deny both management and labor the right through collective bargaining to establish a relationship wherein all of the workers belong to a union and, through representatives of their own choosing, bargain collectively with all of the employers in a particular establishment or industry, whether local or national, through representatives of their own choosing."

"Current exposure of corruption in some unions has been seized upon by those who would destroy all unions to foster 'right to work' laws. The standards of

integrity and the democratic practices of the great unions of this nation are not known to large numbers of people who think of all labor as led by corrupt tyrants.

"The achievements of American labor in raising the standards of living, carrying democracy to the democratic order, ridding the American labor movement of subversive elements, and of maintaining a stable economy are matters of proper pride and constitute a fundamental bulwark against the inroads of totalitarian and atheistic materialism. The 'right to work' law means a return to the battlefield."

"The most significant progress has been made in industrial relations where the workers belong to the union and the union, through its representatives, meets management through its representatives, and together they think out the problems that should not be fought out."

"To work is a God-given privilege; to secure decent conditions of work is man's responsibility," said the Very Rev. Francis B. Sayre, Jr., dean of Washington Cathedral and a grandson of President Woodrow Wilson.

"We must not be misled by the phrase 'right to work' into thinking any law or any legislature can guarantee a man's job or make a new job for him."

"Actually this slogan has been often used to disguise an attack upon the trade unions. Unions are voluntary associations of workers who band together to insure proper conditions at their common place of employment."

"Such associations and the agreements to which they come with management—whether 'open shop' or 'closed shop'—should not be unfairly restricted by these so-called 'right to work' laws."

Management At Peoria Yields On Sick Leave

Peoria, Ill.—Four months to the day after returning to work, the Peoria Newspaper Guild won the demand which touched off its 65-day strike against the Journal Star.

Peoria Guildsmen walked out over a dispute on whether sick pay would continue to be paid from the first day of illness.

After spending January, February and 10 days of March on the picket lines, the Guild returned to work with its first contract, and a stipulation calling for arbitration of the sick pay dispute.

The arbitration was scheduled to begin July 28.

On July 10, the Journal Star waived arbitration and agreed in writing to give the Guildsmen sick pay from the first day of illness

for a maximum of 26 weeks—as they had always had it.

The waiver of arbitration gave the Guild its final victory in a battle waged since April of 1957.

It also gave the Guild a strong organizing point. Guild-covered workers are the first and the only ones at the Journal Star to have their sick pay status in writing.

A new company policy for unorganized workers was also announced recently—sick pay after the third day of illness and at only 75 percent of salary. Unorganized employees previously enjoyed the unwritten guarantee of sick pay from the first day.

The Journal Star sick pay policy for the mechanical crafts is pay beginning the eighth day of illness.

A month ago, Peoria Guildsmen also won a severance pay dispute involving five employees when the Journal Star did a last-minute back-off from arbitration.

Day Book

LABOR BOARD PROCEEDINGS
Representation election, Aug. 1, Bridgeport (Conn.) Herald advt. dept. (8 eligible).
Certification granted by OLRB, July 18, Toronto (Ont.) Telegram advt. dept. (189 eligible).

CONTRACTS COMMITTEE
Honolulu (T.H.) Star-Bulletin, consolidated renewal contract, approval withheld for many deviations from collective bargaining program, including lack of job and union security.

New Orleans (La.): Catholic Action of the South, contract renewal approval withheld for continuation of "involvement in public scandal" as qualification against severance pay.

Sacramento (Calif.) Bee, contract renewal approved.

ACTIVITIES
California-Nevada District Council training seminar, July 31-Aug. 3, Santa Rosa, Calif.
Twenty-fifth ANG Constitutional Convention, Aug. 4-8, San Jose, Calif.

THE HERITAGE OF LABOR—8

1868—Eight-Hour Day For Federal Workers

The year 1868 was a banner one for advocates of the eight-hour day. In that year President Andrew Johnson signed a bill making eight hours the legal work day for certain Federal employees.

The law applied only to laborers, workmen and mechanics employed by or on behalf of the Federal government, but it was a long step forward in shortening the hours of all working people.

The eight-hour day was one of the major goals of American labor during the 1860s. The National Labor Union, another short-lived attempt at nationwide organization of labor, described the eight-hour day as "the question of all others, which at present engrosses the attention of the American workman."

Eight-hour associations were formed, similar to the ten-hour associations of the 30s, with the movement concentrating largely on legislative action to achieve its goal of shorter hours.

One of the leaders of the movement was Ira Steward, a Boston Machinist. A jingle attributed to his wife set the tone for the drive. It went:

Whether you work by the piece or work by the day,
Decreasing the hours increases the pay.

Six states also passed laws making the eight-hour day "a legal day's work." But like the ten-hour laws passed earlier by some states, these were qualified to such a point that they had little practical effect. Most of the state laws, for

example, stipulated the eight-hour day only "where there is no special contract or agreement to the contrary."

Eventually the state eliminated most qualifiers from their maximum-hour laws and in the 1930s Congress passed wage and hour legislation covering all workers in interstate commerce.

In the latter part of the 19th century, however, unions discovered that the best road to a shorter work week began at the bargaining table. But standing as a bulwark to their demands was the Federal eight-hour day enacted in 1868.



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Birthday Party: An estimated 25,000 guests enjoyed an all-day program July 4 at Lima, Ohio, arranged by the Lima Citizen to mark completion of its first year of existence. Two city parks were thronged by the

celebrants, who enjoyed sports, entertainment and refreshments, the day ending with a display of fireworks. The Citizen was founded as the result of a Guild strike against the reactionary Lima News, and has chalked up a remarkable record.

Lima Guild Joins Daily In 1st-Yr. Celebration

Lima, Ohio—The Lima Citizen threw a party July 4 for fellow citizens of Limaland; "I haven't seen such a crowd in Lima since the sesquicentennial back in the '30s," one man said.

An estimated 25,000 celebrated Independence Day with a program that included fishing, beauty, pet and comic strip shows, free eats and drinks and a mammoth fireworks exhibition. It was the first such celebration in the city in 18 years.

The event followed publication of a 96-page first anniversary edition July 1 by the Citizen, founded last year as an antidote to R. C. Hoiles' Lima News, then being picketed by striking Guildsmen and locked-out mechanical unions.

The strikers now are employed at the Citizen, which has taken and held leadership in Limaland in circulation and advertising despite desperate efforts by the anti-everything News to recoup losses.

Additions to the Citizen staff as the paper prospered have boosted the Lima Guild's membership to an all-time high under the provisions of a Guild-shop contract. Negotiations are under way for a new contract.

Champion casters Mack and Jim Shreve, Garrett, Ind., helped draw an estimated 1,200 youngsters and parents to the fishing contest which opened the Citizen's Independence Day program.

With Citizen staffers volunteering time to help make the celebration a success, the day built to a grand climax with traditional pyrotechnics.

There were also appearances by a Navy helicopter from Port Columbus and jet planes from Wright-Patterson Air Force Base, Dayton, water-skiing, boat races, a band concert, water ballet—but no long-winded oratory.

The Citizen has promised a "bigger and better" celebration next year to climax its second birthday.

Delegate Elections

Madison

Madison, Wis.—The Madison Newspaper Guild has chosen its president, Calvin C. Erickson, as delegate to this year's ANG convention.

Chicago

Chicago, Ill.—Eight delegates will represent the Chicago Guild at the San Jose Convention. They are Rita Fitzpatrick Carmody, Stuart Broad, David R. Meade, Robert Zonka, ANG Vice President Ed Marciniak, Robert P. Holley, Marshall Schiewe and Carlton Ihde. Holley is local president, Zonka is treasurer and Broad is executive secretary.

Baltimore

Baltimore, Md.—Richard Davis, local president, and Ralph Magee, executive secretary, will be delegates of the Baltimore Guild to the ANG Convention.

Cincinnati

Cincinnati, Ohio—The Cincinnati Guild has named a fourth member to its San Jose delegation. He is Francis Adams, representative of the new group signed to Guild membership in the editorial department of the Times-Star. Adams joins Harry Reckner, John P. Vincent and Mike Mastrullo, previously chosen as delegates.

Utica

Utica, N. Y.—Charles M. McCarthy, Utica Guild president, is his local's delegate to the ANG convention at San Jose.

Pittsburgh

Pittsburgh, Pa.—David C. Martin, Ethel Cobb, Helen M. Minear and Beatrice Robinson are the delegates named by the Pittsburgh Guild to represent the local at the ANG convention. Martin is local president. Mrs. Minear is secretary and Mrs. Robinson is treasurer.

Denver

Denver, Colo.—Mark Hansen, president; Don W. MacMillan, executive secretary; Dan Gibson, Bill Jones and John Toohey are the Denver delegates to the San Jose convention.

Los Angeles

Los Angeles, Calif.—The Los Angeles Guild will have fifteen delegates in its San Jose convention representation. Besides the eleven listed (GR, July 11) there have been chosen Robert Pope, Donald C. Webster, Margaret Fitzgerald and George D. Rezk.

Vancouver

Vancouver, B. C.—Dan Illingworth, Bob Nordin and Chris Crombie will be the Vancouver delegates to the San Jose convention.



The Queen: No July 4 party could be complete without bathing beauties. Carolyn Stout, Continental, Ohio, won honors at the Citizen's celebration. She's 18, measures 39-24-36.

Still Zooming

For the sixth consecutive month, Guild membership totals have reached a new all-time high point. Tabulations completed from local reports for June 1 fix the new total membership at 30,691. The figure is 113 higher than for the previous month, and 1,192 higher than for the corresponding date of 1957.

Five locals made new high totals for the June 1 date. They are Baltimore, Cincinnati, Manchester, Toledo and Toronto. The Pawtucket Guild regained a previously-attained high mark, while San Jose, Sheboygan and Youngstown figures showed previous high marks retained.

More than 540 members in uniform, who are dues-exempt for their military service periods, are not included in the computations.