

Governor Steps Into Reno Strike

Reno, Nev.—Gov. Grant Sawyer has agreed to intervene in the "public interest" in the Reno Guild's Strike against the Evening Gazette and Nevada State Journal, both owned and operated by Reno Newspapers, Inc.

Guild members asked the aid of the governor in bringing about a settlement of the dispute after Publisher Charles H. Stout refused to make any offer of wages or conditions during a meeting arranged by the Federal Mediation Service and refused an offer by Reno's Mayor Bud Baker to officiate at a discussion meeting.

Nevada labor law provides for the governor's intervention in labor disputes at the request of either party. A three-man commission, with one member chosen by the Guild, one by management, and one by the governor, will attempt by mediation and conciliation to settle the strike, which has been in progress since June 29.

Guild members are continuing to picket on a 24-hour basis, and are publishing a weekly tabloid to present their position on wages, pensions, vacations, job security, and the agency shop, the last an important item in this right-to-work state.

The two papers are continuing with the help of imported strikebreakers.

Printers on both newspapers continue to observe the Guild picket line, and most of them have left town to find work. In addition to scab recruits, the printers have been replaced by teletypesetters installed by Associated Press and the United Press International.

In an effort to move Publisher Stout to bargain, the printers asked for a discussion meeting on their own contract, unsigned for nearly two years. They were refused by the publisher who told them he "is very happy with things as they are now."

Strikebreakers are now replacing advertising department personnel and reporters on the two papers.

Two strikebreakers in the ad-

(Continued on Page 2)

Region I Balloting Set For IEB Representation

Some 4,000 Guild members in Region I—New England, New Jersey, Pennsylvania, Delaware and New York outside of New York City's Region V area—will be asked to vote next week on the selection of a regional vice president to complete the membership of the 15-member International Executive Board.

The contest is between the incumbent regional vice president, John H. Thompson of Boston, and a former vice president at large, Daniel A. McLaughlin, of North Jersey. The other 14 positions on the IEB were settled by unopposed nominations at the June ANG convention in New York City.

Ballots went out last week to officers of 25 locals in the region, and the local governing bodies in each case determine the time and place of the actual voting and the procedure involved.

The ANG GUILD REPORTER

Vol. XXVI—No. 18

Washington, D.C.

September 11, 1959

City-Wide Strike Looms In San Francisco Impasse



Countdown: ANG's Election and Referendum Committee bundles the ballots to be used by eligible members in the Region I vice presidency election, September 16-21. Members of the committee, which met at ANG

headquarters, are, from the left, Tom Fay, New York; Charles J. Tiano, Kingston; Tony Ingrassia, Milwaukee; Roberta Bailey, Philadelphia, and Mike Mastrullo, Cincinnati.

Reopen Coast Merger Inquiry

The Antitrust Division of the Department of Justice is giving "active attention" to the Guild's request for renewed inquiry into whether Hearst and Scripps-Howard interests have sought illegally to divide newspaper markets.

Prompted by a letter written

by ANG Executive Vice President William J. Farson to Robert A. Bicks, acting head of the division, the latter has replied that the San Francisco merger of Hearst and Scripps-Howard dailies last month is under inquiry, including Farson's question whether the west coast merger is part of a more comprehensive agreement between the newspaper chains.

"As we advised you . . . June 13, 1958," the Bicks letter stated, "in connection with the United Press-International News merger, we received both oral and written statements that there had been no such agreement. Notwithstanding these statements, the question is being reexamined in connection with the San Francisco merger."

Congressional interest in Farson's inquiry to the department has been expressed by Rep. Emanuel Celler (D., N.Y.), chairman of the House Committee on the Judiciary, and by Sen. Estes Kefauver (D., Tenn.), chairman of the Senate subcommittee on antitrust and monopoly.

Both men wrote Farson that they had sent requests to the antitrust division for attention to Farson's letter, and Rep. Celler expressed the view that "serious antitrust questions may be presented."

Celler in a second letter to Farson said that he had been informed that the Justice department is requesting Hearst and Scripps-Howard to submit additional information concerning the coast merger and its basis. His committee, Celler wrote, will be kept informed of further action

taken by the Justice department.

When the United Press acquired Hearst's International News Service in June of last year, the Department of Justice took note of a Farson letter which asked the department to run down persistent rumors that the UP-INS deal was only part of a much wider agreement, which eventually would include mergers in other points where the two news chains were competi-

(Continued on Page 3)

Globe & Mail Ad Staff Swells Toronto Roster

Toronto, Ont.—The Toronto Guild has been certified as bargaining agent for about 125 advertising employees at the Globe & Mail.

The Ontario Labor Relations Board issued the certificate on the basis of a showing of signed and paid up applications for Guild membership by more than 55 percent of the group. In such cases, certification customarily is automatic.

The OLRB ruled against the Guild's position that two employees should be excluded from the unit because their duties are supervisory. The Board, on the other hand, rejected management's request that separate bargaining units be created for classified and display advertising employees. Instead, it ruled a single bargaining unit to be appropriate as the Guild had argued.

San Francisco, Calif.—A city-wide Guild strike against San Francisco's three remaining major dailies moved a step closer as the publishers refused to budge against their employees' demands for substantial wage improvement.

The San Francisco-Oakland Guild already has begun to set up strike machinery. At a special meeting last month, the local voted 466 to 70 by secret ballot to authorize a walkout if necessary. Pledges of all-out support in the dispute have been received from ANG and its largest local, the New York Guild.

SFONG Executive Secretary Sam Eubanks said the Central Labor Union has been asked to convene a meeting of craft union officers this week to review the situation.

Involved in the bargaining are the Examiner, the Chronicle and the recently merged News-Call Bulletin. SFONG has a single city-wide contract covering employees at the three papers.

Among the local's proposals are a 7½-hour work day, a fourth week of vacation for employees with 15 years of service, and substantial pay increases. Top minimum for the reporter group now is \$138.50.

Hopes that the publishers would move closer toward agreement after the two-week bargaining recess they sought proved without foundation, Eubanks reported. He said a negotiating session early this week ended with no change in management's position. Best offer of the publishers so far is \$2.50 to \$5.50 plus \$2 to \$4 next year.

Management rejected a sub-

(Continued on Page 3)



Bright Spot: A local news item in the Reno Guild's weekly tabloid causes Gov. Grant Sawyer to smile as Mrs. Kay Mergen, president of the local, stands by. The Guild paper has helped fill wide gaps in community news coverage left by the scrub-stuffed Evening Gazette and Nevada State Journal. Governor Sawyer has agreed to name a three-member commission to explore strike issues and seek a settlement under state law.

State Board To Explore Reno Settlement Basis

(Continued from Page 1)

vertising department. Charles Welch and William M. Wells, both former Guild members, have filed a petition with the National Labor Relations Board asking decertification of the Guild as bargaining representative. The petition states there are 42 employees in the editorial and advertising departments of the papers and that the Guild no longer represents a majority.

A citizens' boycott of the struck dailies continues to cut in circulation, and local advertising remains sharply curtailed.

Reno, Nev.—Contributions to striking Reno Guild members reached a total of \$6,172.56 as of September 5. The list:

Los Angeles	\$ 300.00
Berkeley Black	25.00
Hazel Erskine	2.75
Elvira Fox	10.00
Mrs. John Kinkade	5.00
Seattle-Tascom	200.00
Bill Gold (Columbus)	50.00
Cincinnati	20.00
Middle-Atlantic Council	100.00
San Jose	600.00
Chicago	125.00
Baltimore	10.00
Anonymous	25.00
Lynn	200.00
California-Nevada Council	150.00
St. Louis	120.00
Wire Service Guild	100.00
Stockton	100.00
TOTAL	\$6,172.56

Latin American Newsmen Welcome Union Mission

A mission supported by the Guild and the International Federation of Free Journalists has returned from Latin America with favorable reports on the possibility of establishing closer contacts with newspaper union groups in Central and South America.

ANG and the IFFJ had obtained the cooperation of the AFL-CIO's inter-American office for the inquiry. Nicolas Pentcheff, IFFJ vice president, and David Sternbach, associate inter-American representative for the AFL-CIO, made the trip, which was a five week tour of 11 countries. They talked with newsmen's union organization officers in Venezuela, Brazil, Uruguay, Argentina, Chile, Peru, Ecuador, Colombia, Panama, Costa Rica and Mexico.

They met everywhere enthusiastic reception to the suggestion that mutual benefit would accrue from close contacts and exchange

of ideas between the newsmen's organizations of the two continents. The mission members found active regard for the American Newspaper Guild and its achievements, and a desire to know more of the Guild's organizing methods and collective bargaining contracts.

The mission suggests that ANG and IFFJ invite representatives of interested Latin American groups to a first meeting, at one of the Latin American capitals, to explore means of closer collaboration.

Guild sponsorship arose from the IEB committee on international affairs, named in 1957. It comprises Ralph Jules Frantz, New York; President-elect Arthur Rosenstock, New York; Vice President Ed Marcinjak, Chicago; Chalmers Roberts, Washington, and Secretary-treasurer Charles A. Perlik, Jr.

New York's Munich Members Get Pay Floors Up To \$204

New York City—Minimum salaries as high as \$204.69 are provided in individual contracts negotiated under a "memorandum of understanding" between the New York Guild and the Free Europe Committee for more than 320 dollar-paid employees of the FEC in Munich, Germany.

The memorandum avoids a conflict with German law, under which the Guild, as an American union, has no collective bargaining rights. The individual employment contracts incorporate the terms of the memorandum and the Guild is recognized as the representative of its membership for the purpose of negotiating both the memorandum and the individual contracts.

Top minimums, in the sixth year of experience, include \$204.69 for news chief and senior editor; \$192.80 for editor, news editor and night editor; \$168.71 for reporters and news writers; \$132.69 for researchers and reference librarians; \$96.48 for stenographers; \$64.15 for file clerks, and \$55.64 for messengers.

Although the memorandum is not to be construed as a collective bargaining agreement, it nevertheless contains most of the provisions common to Guild contracts, including job security, grievance machinery and arbitration, dues checkoff, pension plan, 12 working days of leave a year plus 30 days of home leave every two years, with travel expenses

paid for the employee and his family by the FEC.

In addition, individual contracts call for overtime pay, night differential, 16 holidays, Christmas bonus, vacations ranging from 18 days in the first year of employment to 25 days after eight years, severance pay of up to 15 weeks, and health and welfare insurance.

The contracts run from June 15, 1959 to December 31, 1959. The New York Guild has a formal contract covering employees at the Free Europe Committee's New York headquarters. The FEC operates Radio Free Europe and the Free Europe Press.

Other recent contract settlements:

SAN PEDRO (CALIF.) NEWS-PILOT (LANG): All minimums are up \$2.40 to \$4 in a wage re-opening settlement, sending the top minimum to \$122 a week for reporters, deskmen, copy readers, artists, rewrite men and display ad salesmen.

SACRAMENTO (CALIF.) UNION: Minimums are increased \$3.50 to \$6 in a wage re-opening settlement effective last June 1. Top minimums go to \$142 for the reporter and ad salesman group, \$81 for stenographers and clerks, and \$67.50 for circulation clerks.

LIMA (OHIO) CITIZEN: A one-year renewal effective July 1, 1959 sends all minimums up \$5 a week, resulting in a new top of \$107.50 for reporters, photographers, display salesmen, classified outside salesmen and society editor. The contract also improves provisions for overtime for Sunday and holiday work and job security.

BALTIMORE (MD.) SUN CAFETERIA: A one-year contract effective last April 20 raises pay \$4.20 in three steps. Hourly-paid employees receive corresponding increases in hourly rates. The contract also adds three weeks to the severance pay ceiling, provides a night differential of 50

cents per shift and improves clauses affecting jurisdiction, promotions, seniority, overtime, holidays, job security, maternity leaves, military service and voting time.

HONOLULU (HAWAII) STAR-BULLETIN PRINTING COMPANY: An initial contract provides separate coverage for office employees and sales personnel of the printing plant, formerly covered by the main contract with the paper. The agreement, which runs from June 18, 1959, to May 31, 1961, increases pay across the board by \$5.50 in the first year, \$4.50 in the second. Other provisions are virtually the same as those in the main Star-Bulletin contract.

MINNESOTA UNION ADVOCATE (TWIN CITIES): A one-year renewal contract effective last July 1 sends wages for the editor up \$7 to \$165 and for the business manager up \$11 to \$165. Ad salesmen continue to get 40 percent commission. Improvements in hospitalization insurance are valued at \$7 a month.

Madison President Takes Over Weekly

Madison, Wis.—Calvin C. Erickson has resigned as president of the Madison Guild and is leaving his job at the Capital Times to take over a weekly in Northern Wisconsin.

He is succeeded as local president by Tom Bartel, formerly first vice president.

Erickson has purchased the Florence Mining News, Florence, Wis., from his grandfather and also the Florence Printery, a job shop. Erickson will take over both operations October 1. Police and court reporter for the Capital Times, he has been an officer of the Madison Guild for most of his nine years on the paper.

The Florence Mining News has been in Erickson's family for 72 years. His grandfather has operated it for 43 years and prior to that his great-grandfather edited it.



Escort: A Reno police sergeant shoves Stanley Phillips aside to make way for a truck loaded with newspaper for the struck Evening Gazette and Nevada State Journal. Phillips is picket captain for the Reno Guild. The truck is from the non-union Bender Warehouse, owned by the president of the Reno Chamber of Commerce.

Drastic Union Restrictions In New Labor Legislation

By Press Associates

The "killer" labor bill, a few fangs removed by the House-Senate Conference Committee, has passed the Congress.

President Eisenhower's signature will make it the law of the land. It will join Taft-Hartley in placing severe restrictions on trade unionism, particularly in its ability to organize the unorganized.

The Senate passed the measure by 95 to 2. Only Senators Wayne Morse (D., Ore.) and William E. Langer (R., N.D.) were counted against the measure.

The House vote was 352 to 52. Only one Republican—Rep. Paul Fine of New York—was among the 52 dissenters.

The final measure, which the AFL-CIO says "makes Taft-Hartley worse," eased several of the most punitive sections of the Landrum-Griffin Bill. Senate conferees listed 15 major improvements which they insisted on in meeting with the House representatives.

Morse declared that the "no-man's land" provision adopted in conference would in itself have been enough to turn him against the bill "even if all the rest of the provisions had been perfection itself."

Even though the House-Senate conference expanded the National Labor Relations Board to handle increased workloads, those

A summary of the major provisions of the Kennedy-Landrum-Griffin Act appears on page 8. ANG Counsel Irving Leuchter has been asked to analyze the bill and meet with ANG officers to discuss its impact on the Guild and its operations.

cases not taken by the NLRB revert to the states, which are not required to follow federal policy. Morse said this defeats the concept of uniform justice under the law for all citizens.

Sen. John F. Kennedy (D. Mass.), author of the original Senate bill and chairman of the Senate conferees, said the measure was "the only one that it is possible to obtain under the circumstances."

"I must frankly state," he added, "that it goes a good deal further in some areas than I think is either desirable or necessary—this is especially true of the Taft-Hartley amendments."

Kennedy declared that the Senate conferees had eased some of the worst restrictions in the House-passed Landrum-Griffin Bill and asked the Senate to support the final measure.

Kennedy was joined by other liberal Senators who openly declared their distaste for the bill but nevertheless voted for it. Among these were Humphrey of Minnesota, Javits of New York, Carroll of Colorado and Byrd of West Virginia.

Expressing their undisguised gloe over legislative developments and their "pleasure" with the bill were such outspoken anti-union Senators as Goldwater of Arizona, Curtis of Nebraska, McClellan of Arkansas and Dirksen of Illinois.

Most of the time in the Senate debate, aside from the period Morse held the floor, was spent in extolling the McClellan Committee and Kennedy.

The House debate was limited to one hour. Much of this time was spent by supporters of the measure congratulating the authors of the Landrum-Griffin Bill.

Rep. John Shelley (D-Calif.) made the major statement against the bill. He warned Congressmen from the North, the Midwest and the West that their support of restrictive legislation would open the doors for their industry to run away to the unorganized South.

Rep. John Dent (D., Pa.) asked his colleagues "what has labor to be thankful for this Labor Day?" He recalled that once the patriots of the Roman Empire sat in all their glory denying rights to people.

The final bill was hailed by Secretary of Labor James P. Mitchell, who said it followed the recommendations of President Eisenhower.

Merger Probe
(Continued from Page 1)
Five. Farson mentioned San Francisco and Pittsburgh as the points concerned.

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But Editor & Publisher, trade weekly which printed the new denials, later said it had been learned that the San Francisco move had been under discussion since last year.

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So Long, Casey: Roscoe McGowan, left, New York Times baseball writer and a Guild member since 1949, could be saying farewell to Yankee manager Casey Stengel and Times' sports columnist Arthur Daley. Roscoe retired recently on his 73rd birthday after three decades as a baseball writer and 60 years as a newspaperman. Actually, the picture was taken a few years ago when the Yankees were enjoying better times—during a World Series.

Two-Day Shutdown For Detroit Dailies

Detroit, Mich.—All three Detroit dailies halted publication this week in a dispute over working hour assignments for pressmen at the News.

Detroit, Mich.—After a two-day suspension, pressmen returned to work here under a settlement which called for three-day layoffs for those who refused to work. The settlement, however, also reaffirmed lunch-break privileges.

The News, an afternoon paper where the Detroit Guild has a contract covering maintenance and watchmen employees, did not print Tuesday, while its afternoon competitor, the Hearst-owned Times, printed about two-thirds of its normal run. Wednesday morning's Free Press, of the Knight newspaper chain, failed to appear. The Guild occupies full contract jurisdiction at the Times and Free Press.

Guild members continued to report for normal work, as did other union members in the mechanical department.

Just a year ago, the chapel chairman for the Pressmen's union at the Free Press was discharged for countermanning an order for men to work through a lunch period, and all the city's dailies blacked out for a three-day period. The case went to arbitration. The firing was held justified in that instance.

The Pressmen's contract provides that employees need work only four and one-half hours before a "break" for lunch.

San Francisco At Impasse

(Continued from page 1)

quent Guild offer to settle for a two-year package providing pay increases of \$4 to \$10 in 1959 and \$3 to \$7.50 in 1960. The Guild also offered to postpone to 1960 reduction of working time to 7½ hours a day and the addition of a fourth week of vacation after 15 years of service.

Addressing the membership meeting at which the strike vote was adopted overwhelmingly, Eubanks said:

"For a long period we have negotiated what I think can be called soft contracts. We have done it because we were persuaded we could keep four papers in circulation and keep 1,300 of our members in jobs."

"I do not believe it was an entirely valid reason, but it has been a factor in our thinking and in our wage arbitrations. Managements have argued that large increases could put one of the papers out of business."

But now conditions have changed, Eubanks declared in a reference to the combination of

the News and the Call-Bulletin.

"A healthy, pink-cheeked baby was born August 10," he said. "One of its parents is 105 years old, the other is 56."

"The time has come, I think it should be apparent to our members, to end our soft settlements. The time has come to get a hard settlement."

"The time has come to get wages, shorter hours and vacations we have desired and foregone."

"It is apparent to the Negotiating Committee that we are not going to get that settlement unless the membership is determined that the settlement it wants is worth fighting for."

"There is every reason to believe that the new third paper will be as profitable as the other two. This is the time to get the settlement we are entitled to. We are not going to get that settlement with plain argument."

"The only argument the publishers will understand is that if we don't get that settlement we don't work."

The Guild Reporter

CHARLES E. CRISSEY, Editor
JOHN M. BARRY, Asst. Editor

Published by the American Newspaper Guild (AFL-CIO, CIO) the second and fourth Fridays of each month at 1126 16th St., N.W., Washington 6, D.C. \$3 per year. Single copy 15c.

Guild Reporter deadline at 1126 16th St., N.W., Washington 6, D.C. letters, advertising and features the Friday preceding publication date; news, Monday preceding publication.

Second-class postage paid at Washington, D.C.

Vol. XXVI—No. 18 7 September 11, 1959

A Bill Of Goods

"The most damaging anti-labor bill since Taft-Hartley."
"A fraud on the American people."

These were AFL-CIO President George Meany's characterizations of the new labor law, passed by Congress and now awaiting the President's signature, following an unprecedented welter of propaganda, confusion and cross-purposes on Capitol Hill.

The "damage" President Meany refers to is the immediate effect of the new legislation on labor unions as such. A measure which penalizes all labor organizations, good and bad, without discrimination, goes far beyond the original purpose of the act, with which few quarreled, least of all the leadership of the AFL-CIO.

Admittedly, the new law will add vastly to the difficulty of extending organization anywhere in the labor movement. When that basic means of existence is threatened, all labor unions will be affected in every phase of their activity. Meany is justifiably concerned.

But "a fraud on the American people?" How so?

Well, Congress is responsible to the will of the people, who elect them and reelect them if their representation of the popular will is satisfactory. And the most compelling clamor raised for new corruption-clearing labor legislation was the often-heard statement that "the people demand it."

But who were the trumpeters of this doctrine? Who bought the paid space in newspapers and magazines? Who made use of expensive television and radio facilities? Who boiler-plated a thousand weeklies with editorials and features? Who financed the most elaborate lobbying operation in all congressional history?

None other than those historic enemies of the trade unions, the big business organizations of the National Association of Manufacturers and the U. S. Chamber of Commerce. Those groups wrote the text of the law, just as they wrote the text of the Taft-Hartley Act, twelve years ago.

And do they represent the American people?

There was one ludicrous attempt to show that they do. Sen. Barry Goldwater (R., Ariz.), who led the group in the Senate committee holding out for "tough" provisions of the bill, placed in the Congressional Record a survey by the Opinion Research Corporation. One of its questions asked whether the person interviewed had heard or read anything about the congressional labor proposals. A total of 27 percent said they had; 73 percent had not.

The American people and the Congress have been sold a spurious bill of goods. Under the guise of cleaning up labor's few infected spots, Organized Money has again waged war on Organized Labor, and has won a significant battle in that war.

It will take time, in the court decisions that will determine exactly what are the long-range effects and meanings of the involved language of the new act, for the full impact of the law to be realized.

What hurts organized labor hurts the American people, for organized labor is simply organized men and women. And labor unions, hampered though they will be by the restrictions of the new act, have no intention of abandoning their goal of a better life for all those who work for wages.

Rep. Don Magnuson, a Seattle-Tacoma Guild member, put it succinctly, in summarizing his opposition to the Landrum-Griffin bill in the House. Said he: "My position is that no bill is better than a bad bill. There is always tomorrow. Perhaps I am stubborn, but I will not turn tail and run."

AMERICAN NEWSPAPER GUILD

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'Just The Kind Of Ammunition We Need!'



SEPTEMBER SONG

School Crisis Back At Old Stand

By ROBERT B. COONEY
Washington Guild

School bells this September are announcing America's annual crisis: the classroom and teacher shortage. The only change between this September and others is that the crisis is worse.

The U. S. Office of Education reported a few days ago that an estimated 42.7 million youngsters will enter classes from kindergarten through the 12th grade this school year. This is an increase of 1.75 million over last year.

Because of the shortage of classrooms, one out of every four in the total school population will be shortchanged in education. "The number of pupils whose education is being impaired in varying degrees by the classroom shortage is about 10 million," says Health, Education & Welfare Secretary Arthur S. Flemming.

Flemming said recent reports on public school enrollment show there were 1,843,000 pupils "in excess of normal school capacity last year."

These "excess" students were added to an estimated 6 million in crowded urban elementary schools alone and another 2 million or so in obsolete or inadequate buildings to arrive at the total of 10 million. And these figures are understated since the statistics leave out urban high schools and all rural schools.

How overcrowding impairs education is explained this way: the desirable maximum class size is considered to be 30 pupils; if a class has 40 or 50 pupils, then everyone's education is hampered, not just that of the 10 or 20 "excess" pupils.

The effect of individual attention through smaller classes can be startling. Carl J. Megel, president of the American Federation of Teachers, was visiting a school in New York City earlier this year. A heavy snowstorm that particular day had cut attendance from the usual 45 pupils to 16. The teacher told of this incident:

"Mr. Megel, a very interesting thing happened today. A young lad, who has been a serious disciplinary problem, in this small class on this particular day, conducted himself in exemplary fashion and at the end of the day came to me and said: 'This is the first day that I have thoroughly enjoyed school.'"

If the problem of surplus students is handled simply by cramming more pupils into each class-

This article is excerpted from a story which appeared originally in the AFL-CIO News. Cooney is an assistant editor of the paper.

room, the problem of the teacher shortage has multiple effects.

U. S. Commissioner of Education Lawrence G. Dertick had this to say a few days ago: "The deficit of teachers will mean, in many communities, over-large classes or the employment of teachers without adequate training or both. In many instances, it will also mean curtailing the number of subjects offered."

Last year the nation's elementary and secondary schools were short 182,000 teachers. This year, Dertick reported, the shortage will amount to 195,000. Dertick said the teacher shortage is intensified by a teacher-turnover rate of 10.9 percent.

Megel, the head of the teachers, discussed the problem in these terms:

"A school district which I visited in May offers a case in point. Out of 160 teachers, 34 well-qualified, certificated teachers resigned their positions and indicated their decision of finding employment elsewhere."

"Low salaries, of course, still constitute the major reason for this exodus of teachers from their chosen profession. But, in addition to low salaries, the overcrowding occasioned by shortage of classrooms makes it impossible for the conscientious teacher to do a competent job in the classroom."

"Overcrowding increases disciplinary problems because teachers are unable to provide individual attention to so many boys and girls in such a few minutes of class period."

Segregated schools, where they exist, add to the problem because they prevent the most efficient use of school facilities and teacher resources.

The classroom and teacher shortage has grown over the years even as the nation debated first whether it existed and then what to do about it.

One turning point was reached when a 1955 White House Conference on Education, stacked against federal aid to education, unexpectedly decided there was a need for federal aid.

Since then, school bills have come closer than ever to passage

but have still floundered on such issues as civil rights, federal "control" or plain politics.

Probably the chief obstacle has been business opposition. Federal aid to build schools has been fought by the U. S. Chamber of Commerce, the National Association of Manufacturers and the American Farm Bureau Federation.

President Eisenhower has constantly shifted his position on the school problem. He once expressed himself as "flatly" against federal grants for school aid.

However, Democratic proposals of sizable federal grants inspired him to counter with proposals which emphasized bonds and loans. In 1957, Eisenhower could have helped pass a school bill if he had moved to change the votes of just three House Republicans. He remained silent.

In Congress, a coalition of Republicans and Southern Democrats, has sabotaged federal aid for schools, the latter group in part because more schools would mean easier desegregation and a quicker transformation of the South.

At present, such a coalition has bottled up since June 8 in the southern-controlled House Rules Committee a four-year \$4.4 billion Murray-Metcall bill. It would raise teachers salaries as well as help build schools.

In the Senate, a Labor subcommittee recently okayed a two-year \$1.1 billion compromise program, which provides for construction only. However, even as the bill was cut down to improve chances of passage and came to resemble closely the Eisenhower proposal of 1957, ironically it came under the threat of veto.

Flemming informed his August 26 press conference the classroom shortage is a problem of "considerable magnitude." But he told the same conference that the Democratic Senate bill is "contrary to the President's fiscal policy."

Mrs. Hazel S. Officer, Arlington, Va.—Mrs. Hazel S. Officer, 65, a member of the Washington Guild since 1951, was killed in an automobile accident, September 1. Her husband, Daniel, also died in the crash.

Mrs. Officer was an editor of the Labor Relations Reporter of the Bureau of National Affairs and was active in the Guild unit at BNA.

HOW TO BUY

Back To School For Adults, Too

By SIDNEY MARGOLIUS
Guild Reporter Consumer Expert

Adult education courses offered by the public school systems in most large towns are among the best educational and recreational opportunities available to working families.

Adult education has boomed in recent years. Nowadays you can get instruction in a wide range of subjects from piano playing to mathematics.

These valuable courses are partially paid for by your local and state governments, and generally the participants pay only \$3 to \$12 a term. About five million adults a year now take such courses.

But to a noticeable extent, it's the middle-income, not moderate-income, families who take advantage of this easily-available, inexpensive educational program.

Adult courses are probably available now in your local school system or will be very soon. The adult education or evening division of your local school superintendent's office can give you a

catalog showing which courses are being given in your area this term, the cost, and when and where given.

The courses are available to all members of the family, older children as well as the adults. You can use them to improve personal skills or your general educational background. One mother whose children are almost grown decided to take an adult-education course in typing and shorthand to get a part-time job. Her high school daughter took the evening typing course with her to help get a summer job and help with school work.

Besides the public school system, you also often can find evening classes for adults given by your local Y's, nearby college extension and evening divisions, and local junior colleges.

Adult education courses vary in different towns, but generally these types of courses are available:

Hobbies and recreation, including music, dancing, driving, ceramics, gym, nature study, drama, and similar courses.

Personal skills and home-management, including woodworking,

sewing, budgeting, household repairs, gardening, typing.

Self-improvement, including reading improvement, marriage and family courses, beauty and figure improvement, planning for creative retirement.

General education, including mathematics, chemistry, physics, new developments in science, current events, literature, English, foreign language studies, psychology, philosophy, and other basic education courses. In fact, some adult-education programs enable you to complete a high school course if you left school early, and get a high school certificate after you complete the necessary courses.

This is just a smattering of the many courses available. The New York Adult Education Council has a list of 20,000 different courses available to adults at low cost in schools and colleges in that area. The council provides a free counseling service for working people seeking educational opportunities. Most other large cities have similar adult education councils which can help you find a particular course in your area.

SOUP TO NONSENSE

A Journal For Bad Housekeepers

By JANE GOODSELL
Portland, Ore., Guild

Seems to me the time is ripe to launch an entirely new type of women's magazine. I can't be the only subscriber to Good Housekeeping and McCall's who is beginning to crack under the strain.

Although I have no statistics, I consider myself an average housewife. (I make the beds every day, but not with squared hospital corners, and I don't save the water in which I cook vegetables.) Good Housekeeping expects too much of me. No wonder I'm so nervous!

I have given a lot of thought, during the last five minutes, to the launching of a new magazine, and I am bursting with ideas.

Let's start with a name for it. How about Bad Housekeeping. The Magazine Women Sneeze At? What I have in mind is a revolutionary new concept in women's magazine philosophy. Instead of shaming our readers into improving themselves, we will try to convince them that they are pretty hot stuff right now.

Bad Housekeeping will print no articles of the how-to-polish-your-silver-to-a-professional-lustre type.

Instead we'll concentrate on the how-not-to approach.

Suggested titles for articles might be: Dine By Candlelight and Eliminate Silver Polishing; A Little Dirt Never Hurt Anybody; Who Looks Under Your Beds Anyway? Leaving the Top Off the Toothpaste Tube Saves Time! Is a Turned Mattress Worth a Strained Sacroiliac? Spring Cleaning Causes More Divorces than Infidelity.

Our human interest articles will not be inspiring accounts of courage and stamina in the face of great odds. Bad Housekeeping will never print an article about a mother of eight who bakes her own bread, delivers her own babies, holds down a full-time job, in addition to her paper route, keeps her kitchen floor clean enough to eat off and, in her spare time, shingles the roof and studies Greek.

Our articles will be about people to whom our readers can feel superior. Suggested titles in this category might be: How I Didn't Lose Three Pounds in Six Months; She Stays in Bed Till Noon While Her Children Run Wild; I Never Wash My Stockings; My Favorite Hobby is Spying on the Neighbors.

Bad Housekeeping will print no pictures of \$100,000 dream

houses or custom-designed kitchens to make our readers drool with envy. Our pictures will inspire our subscribers to count their blessings. We'll photograph dreary, inconvenient kitchens, cluttered closets and sagging porches. Every bed photographed in our magazine will be unmade.

Our cooking section might be headed "The Worst I Ever Tasted," and our photographs will picture weepy meringues, curdled sauces and shriveled roasts. Our recipes will relieve our readers' guilt feelings about serving wienies twice in one week. At least they aren't serving our recipe suggestions for liver loaf with beet sauce and creamed parsnips.

We'll have a regular feature titled, "The Most Uninteresting Person I Ever Met" to make our readers feel better about the lack of fascinating personalities in their lives.

We won't frighten our subscribers half out of their wits by printing medical histories, complete with scary symptoms, for anybody with a little imagination to copy. Our medical department will consist of a blank page headed, "Don't Tell Me, Doctor. I Don't Want To Know."

Our beauty section will display photographs of the country's ugliest and worst-dressed women, who will make our readers feel lovely by comparison.

Every electric appliance pictured in our magazine will pre-date World War II, thus encouraging our readers to appreciate their own primitive household servants.

To drive our point home, we'll toss in an occasional article such as: I Have A Modern Electronic Range But I'm Still A Lousy Cook; I Have An Upright Frost-Free Color-Styled Freezer, But I Still Need A Martini Before Dinner.

Well, I guess that gives you the general idea. Anybody want to buy stock in Bad Housekeeping? It can't miss.

DATELINE: WASHINGTON

By WILLARD SHELTON
Washington Guild

LIKE THE OLD BROOKLYN DODGERS, the Democrats in Congress seemed to be saying as the adjournment panic struck, "Wait till next year." President Eisenhower had them buffaloed and beaten for the 1959 session—on minimum wages, on federal school aid, on civil rights, on area redevelopment programs, on unemployment compensation, on housing.

This reporter was not one who expected that the Democratic election victories of 1958 would lead to major legislative breakthroughs, and I am on record to that effect.

In our system as it has developed, the Chief Executive has become the principal initiator of legislation. Harold Ickes used to complain, even in Roosevelt's day, that a Cabinet member could not recommend a new program unless it had Budget Bureau approval, and this was true. In the Eisenhower Administration the President's hostility to federal activity of any kind has elevated the Budget Bureau to a kind of supreme command to defend the trenches of the states' righters and the "anti-spenders."

Breakthroughs in our system must be led by the President, and if a President is against programs, they will not become law. Congress is composed of men who are typically "successful," rather attractive, solid citizens who know the value of a dollar and have worked hard for what they gained, with no predisposition at all toward public "spending." There are social philosophers among them who recognize that the function of a civilized society is to ameliorate the plight of the less aggressive and curb the arrogance of the lords and masters. But when the gates of the White House are closed against that approach to social conscience, such congressmen will not pass any bills. Bills will be passed when a new President in the White House recommends them, believes in them, and fights for them, and not sooner.

TO ONE WHO THINKS and has written that the 22nd anti-third term amendment is a constitutional monstrosity, Mr. Eisenhower's success in exploiting his personal and institutional prestige this year has been both fascinating and instructive.

Here is no Herbert Hoover, sitting in glum reclusion after losing a congressional election, resentful of the people for repudiating his party. Mr. Eisenhower is a sanguine man, with a Micawberish presumption that in the world in which he dwells—not necessarily the dangerous, real, sweaty world—everything will come out right.

He began scaring the Democrats by calling them "spenders" as soon as the election returns were in. Beret of Sherman Adams and John Foster Dulles, he began using his own energies on the job to which he was elected.

The people instinctively recognize him as a man of peace, and this is an enormous leadership intangible. They like a lot of Democratic-sponsored programs in the domestic field, but even more than schoolrooms for their kids they desire that their kids not be incinerated in nuclear war.

Mr. Eisenhower's capacity for the bounce-back has often been demonstrated. He showed it marvelously when he appeared at the 1956 Republican renominating convention sun-tanned and healthy, in total command of himself and the political situation, after bouts with morality that would have ruined a less rugged personality. He has done it again.

AS FOR THE DEMOCRATIC LEADERSHIP in Congress, this has been a tough session. A little more might have been gained, at least in clarifying issues, if the leadership had not seemed to take the attitude that northern Democrats talking about housing, civil rights, school desegregation, jobless compensation were "ultra" or "left-wing" Democrats who should be repressed.

It does not seem, in retrospect, as if Speaker Rayburn has been vindicated in his early-session refusal to allow changes in the House rules to temper the power of Representative Howard Smith's all-controlling Rules Committee. He hasn't got the bills through—or up for vote. Nor does it seem that Senator Lyndon Johnson had much reason to lash his northern colleagues publicly for pushing him to an effort to override the President's veto of the first housing bill. The effort failed, but Johnson and Rayburn lavished all their energies on other efforts to override, and Charlie Halleck and Everett Dirksen kicked them every time.

The Democratic presidential nominee next year is going to have to run on the record of what the Democratic 86th Congress did or clearly tried to do. If next year it doesn't try to do much more than it did this year, the nominee will not have an easy time.

Hawaii Signs Weekly Paper Majority

Honolulu, Hawaii—The Hawaii Newspaper Guild has asked recognition as bargaining agent for a 20-member group of employees of the Hawaiian Reporter, a weekly published here with the financial backing of organized labor.

A majority of the eligible employees has been signed for Guild membership, including editorial and business offices and the advertising and circulation department staffs, according to Thomas W. O. Lum, local Guild president.

Editor of the Reporter is William Friel, former president of the Reno Guild local.

International Rep. Charles Dale will handle recognition and negotiation details.



SHELTON

WHY STRIKE?

A Line Is Drawn Against Abuse

Why strike?

The ultimate tool of labor relations is a two-edged implement, and people are always surprised when it cuts a little.

How can you possibly get back what you've lost in wages?

You can't. Why should you?

A strike occurs when a group of employees decides negotiations have reached the end of reason and a demonstration of solidarity and unwillingness to continue work without proper redress is called for.

Are all unions right when they strike? Of course not. All wars aren't right, nor are all politicians, all policemen, all wheeler dealers in the world of finance, all agents of the judiciary.

Why strike? When a labor negotiation reaches total impasse, the union has just two choices:

1. Give in.

2. Take a walk.

Where would labor be if there had never been a successful strike? Where would the country be?

You have only to consider where the wage earner once was to know where he'd be now.

Without the right to strike, a man in the great mass industries, a foundryman, perhaps, would be getting about \$45 a week now. This is a fact even when all the external inciters to inflation are considered, wars, monetary manipulation, federal reserve

This editorial appeared originally in the San Jose Reporter, published by the San Jose Guild during its long strike last spring. It impressed the 1959 ANG convention so much that it was made a part of the record on the motion of Sam Eubanks, SFONG.

hocus pocus and the governmental boondoggle of wayward spending.

Without the right to strike, a printer today would be drawing something like \$40 a week in a town this size, for a six-day week.

The Great Spirit alone could guess what the average newspaper reporter would get; \$18 a week perhaps, if he proved willing to work seven days a week, run errands of an evening, could give up eating lunch and showed willingness to take out \$7 of the \$18 a week in free passes to second rate movies and fourth rate boxing matches.

The first union was founded to circumvent abuse. This applies to abuse at the pay window as well as to the abuses of near-slavery and child labor.

There is nothing in the history of the world to indicate such abuse would have been abated by the good intentions of the political bodies and the best possible offices of the do-gooder reformers.

Abuse has been checked by drawing a line and standing on it.

The unions did the drawing.

The whole economy has benefited. The farmer may never admit it, but this is why he gets more for his produce. The investor may not ever acknowledge the source of his well being, but today this chiefly is why he is able to clip gold crust off the edge of his coupons. Industrial management shows rare inclination to admit the existence, where labor relations figure, of economic fact, but this mainly is why management these days has something to manage.

The reason is this. The United States is a business nation. Business requires consumers. A consumer requires purchasing power. Nobody makes him a gift of it. A consumer has to earn, create and bargain for his purchasing power. He can't do it well; in fact, he can't do it at all, as a unit of one. Hence, the union.

The paycheck of practically every wage earner in the land is the size it is because of the existence of labor unions. This applies whether the wage earner belongs to a union or whether or not he's even heard of one.

And had there not always been implied the possibility of pressing the working man's claims by taking recourse to the picket line, the foundryman's first big pay raise would still be due.

The average man wouldn't have to worry about how big a yield his bond holdings might produce.

The average man wouldn't have any.

Quarterly Audit

Statement Of Condition Of General Fund As At July 31, 1959

ASSETS	
CURRENT ASSETS	\$51,084.91
Cash in Banks and on Hand	5,553.77
Advances Receivable	10,188.21
Loans Receivable	3,167.02
Advances on Life Insurance Premiums	460.51
Exchanges Receivable	60.00
TOTAL CURRENT ASSETS	\$73,813.42
OTHER ASSETS	550.00
Deposits	550.00
TOTAL ASSETS	\$74,363.42
LIABILITIES AND RESERVES	
LIABILITIES	\$ 1,332.62
Payroll Taxes Payable	550.00
Payroll Taxes Payable	550.00
Due Defense Fund	10,000.00
TOTAL LIABILITIES	\$10,282.62
RESERVES	\$ 61,080.80
Reserve for Severance Pay	\$50,748.68
Reserve for Conventions	2,332.12
TOTAL RESERVES	\$53,080.80
TOTAL LIABILITIES AND RESERVES	\$73,363.42
SURPLUS AT MAY 1, 1959	\$10,340.00
Less: Operating Deficit for Quarter	(13,267.30)
DEFICIT AT JULY 31, 1959	(2,927.00)
TOTAL LIABILITIES AND NET WORTH	\$74,363.42

General Fund Budget And Expense For Quarter Ending July 31, 1959

	Expended Qtr. Ending 7/31/59	Budget Qtr. Ending 7/31/59
1. PER CAPITA TAXES	\$ 5,314.75	\$ 5,200.00
2. ORGANIZING AND SERVICING	\$ 27,401.30	\$ 28,000.00
Salaries—Director	2,400.00	2,400.00
Secretary-Steno.	11,083.87	11,200.00
Expenses—Director & Repr.	5,222.75	5,000.00
Misc. Organizing Expense	\$ 4,794.68	\$ 4,400.00
3. COLLECTIVE BARGAINING	\$ 2,203.00	\$ 2,300.00
Salaries—Contract Committee	569.13	600.00
Secretary-Steno.	1,500.00	1,500.00
Expenses—Contract	15.00	100.00
Miscellaneous	—	25.00
4. RESEARCH AND INFORMATION	\$ 2,582.00	\$ 2,522.00
Salaries—Director	2,582.00	2,522.00
Expenses—Director	25.00	100.00
Books and Periodicals	10.00	100.00
Legal & Bargaining Services	100.00	125.00
Subscriptions	125.00	125.00
Human Rights, COPE, etc.	32.25	125.00
Publications and Literature	496.80	500.00
Contracts Survey	1,000.00	—
Organizing and Other Literature	353.53	—
Training Conference and Seminars	15.00	—
Miscellaneous	\$ 8,547.74	\$ 9,578.00
5. GUILD REPORTER	\$ 2,692.50	\$ 2,513.00
Salaries—Editor	2,028.00	2,184.00
Assistant	815.25	800.00
Printing and Mailing	4,339.97	7,655.00
Postage	175.44	300.00
Addressing	200.00	200.00
Pictures and Special Material	117.70	125.00
Miscellaneous	10,972.71	14,254.50
Total Expense	74,363.42	—
Less: Reporter Income	74,363.42	—
Net Publication Costs	\$ 10,282.62	\$ 14,254.50
6. EXECUTIVES	\$ 1,332.62	\$ 6,850.00
Officers—Salaries	1,332.62	1,500.00
Expenses	\$ 8,963.49	\$ 5,350.00
7. ADMINISTRATIVE EXPENSE	\$ 2,088.00	\$ 2,058.00
Salaries—Office Manager	1,707.69	1,500.00
Secretary-Steno.	2,549.70	2,600.00
General Clerical	615.25	500.00
Rent and Maintenance	2,084.64	3,100.00
Stationery and Supplies	1,273.09	1,500.00
Equipment	—	500.00
Telephone and Telegraph	54.35	200.00
Repairs and Improvements	802.00	1,000.00
Postage	600.00	600.00
Freight	1,401.49	1,800.00
Insurance and Bonding	671.49	1,000.00
Employee Health and Welfare	258.15	200.00
Sundry Expenses	\$ 16,503.07	\$ 17,815.50
8. OTHER EXPENSES	\$ 2,308.12	\$ 2,000.00
Legal Fees	2,308.12	2,000.00
Payroll and Other Taxes	175.00	—
Contributions	500.00	500.00
Bade Award Expenses	811.42	600.00
Delegates and Committees	600.00	750.00
I.E.B. Meetings	5,327.76	6,000.00
Severance Pay Provision	2,313.32	2,500.00
1959 Convention Reserve	2,250.00	—
1959 Convention Expense	\$ 30,279.98	\$ 30,250.00
9. VIRE SERVICES	\$ 0.00	\$ 250.00
Miscellaneous Expense	—	250.00
TOTALS	\$118,288.83	\$131,378.00

General Fund Summary

	Qtr. Ending 7/31/59	Qtr. Ending 4/30/59
INCOME	\$108,019.83	\$111,012.50
EXPENSE	118,288.83	128,156.76
(DEFICIT)	(\$ 10,268.99)	(\$ 17,144.26)

Analysis Of Net Worth Changes

	Qtr. Ending 7/31/59	Qtr. Ending 4/30/59	Increase (Decrease)
GENERAL FUND	\$ 276,981.33	\$ 197,791.32	\$ 79,190.01
DEFENSE FUND	274,096.33	108,132.52	165,963.81
LESS: ACCOUNTS PAYABLE	4,129.37	763.31	(3,366.06)
"REAL" NET WORTH OF GUILD	\$280,948.29	\$196,928.53	\$84,019.76
() Denotes red figures.			

Local Copy
A PAGE FOR OFFICERS AND STEWARDS

Guild's Job Protection Makes The Difference

"Although I am temporarily leaving newspaper work for a stint with the U.S. Information Agency, I intend to keep paying my dues regularly to the North Jersey Newspaper Guild," Tom Mulvehill wrote in the August issue of the Guild Bulletin, the local's publication.

"The decision is dictated partially by a sense of guilt," said Mulvehill, until recently a copy reader and rewrite man on the Plainfield Courier-News and more widely known through "See Here, Private Hargrove."

"In the past," he said, "I have always worked for non-Guild newspapers. The pay was as high as or higher than that paid at Guild-organized papers, as were many fringe benefits. In one instance, when a fellow staffer fell ill for a period of nine months, the publisher paid him right up to the time that he returned to work."

"But, in every instance, staffers were agreed that the high wages and benefits had been made available because of the publisher's almost fanatical desire to keep his

editorial department out of the Guild. So, ironically, the Guild was responsible for getting non-Guildsmen generous benefits, but failed to receive the support of those who had thus benefited.

"Turning to the other side of the coin, I received a liberal education on the Courier-News in what the Guild can accomplish for staffers on a newspaper which has a contract with the Guild. I learned that salaries were raised, fringe benefits gained or expanded and a measure of job security assured."

"In comparing the benefits of working for a Guild or non-Guild shop, the one big difference is outstanding: Job Security. On other papers I have seen fine, competent craftsmen dropped from the payroll or reduced in rank without a fair hearing. This, I have discovered, is impossible on a Guild paper."

"All in all, I feel that continuing my dues while I am gone is the most logical move I could make because it will afford me the maximum protection at a minimum cost."

Starting Pay Still A Barrier To Editorial Staff Recruiting

By JOHN M. BARRY
Assistant Editor

As another school year rolls around, the proprietors of the newspaper industry once again are waiting that not enough young people are choosing journalism as a career. And of those that do, not enough turn to newspaper work after graduation.

You don't have to look beyond the bottom of this page to find the reason: Low starting pay. The table of minimum salaries specified in Guild contracts for beginning reporters shows just how low the pay really is.

True, many papers hire journalism graduates at rates above the minimum. Prof. Alvin E. Austin of the University of North Dakota journalism department, in his 1957-58 survey for the Dow Jones Foundation, discovered an average starting salary of \$73 in daily newspaper editorial departments.

But against this bid of \$73, other fields were offering an average of about \$100 a week.

Professor Austin's study revealed also that daily newspapers need about 3,500 newcomers each year to fill vacancies in their editorial departments. This figure alone indicates that something is wrong, for it represents an annual turnover rate of more than 10 percent. It indicates that the higher pay of public relations, advertising and the electronics media is attracting newspapermen from the

top of the career ladder as well as the bottom.

To fill these vacancies, the industry theoretically should be able to draw on the annual crop of journalism school graduates.

But journalism schools currently are turning out only 2,000 graduates a year.

And various surveys show that only about half of the beginning 700 are still in newspaper editorial departments.

Other surveys show that only about half of the beginning 700 are still in newspaper editorial work after five or six years.

That money, or the lack of it, is the chief reason, for the shortage is borne out by still another study, by Dr. George J. Kienle, director of the School of Journalism, Ohio State University, for the Associated Press Managing Editors.

Dr. Kienle questioned a representative group of journalism graduates, class of 1953, only about 30 percent of whom now are on the news staffs of daily papers. Their comments on money:

"It stinks."

"Lower than low."

"The pay is sad, very sad: so am I."

"Miserable."

"The pay is very good for a woman, but I'm a man."

"The big weakness is starting pay."

"I wanted to go into journalism. The editors wouldn't let me. They offered me \$65 a week. I could get \$100 in public relations, and I could hold my head a little higher with \$100 in my pocket. Besides, my wife said \$100 made her feel more affectionate than \$65."

In other words, to most graduates, even the highly dedicated, the low pay for beginning reporters and the four or five years of apprenticeship before journeyman rates are reached amount to a vow of poverty and chastity they are not prepared to take.

If newspapers aren't filling their editorial vacancies with journalism graduates, what are they using? Undoubtedly, dailies still are hiring some graduates of other types of colleges. But not very many. A history major knows just as well as a journalism graduate that \$100 a week is more than \$73.

Some of the recruits, perhaps, come up from the staffs of weeklies. But where do the weeklies get their beginners?

One can only conclude that many of the 3,500 vacancies a year either aren't being filled at all or go to beginners who never attended college and lack the training and educational background for the job they are being asked to perform.

This isn't good for the newspaper industry, and it isn't good for the Guild.

Arbitrator Hits Inquirer's 'Surprises'

Philadelphia, Pa.—An arbitrator has condemned the use of surprise witnesses by the Philadelphia Inquirer in a case involving the dismissal of an advertising salesman for drunkenness.

Dr. Benjamin Boyer, dean of the Temple University law school, upheld the Guild's position that the employee was in fact sick, not drunk, and ordered his reinstatement with 27 weeks of back pay.

He also heeded the Guild's protests that management had withheld evidence and witnesses during the processing of the grievance.

ance in order to "spring them" on the Guild during the arbitration.

Dr. Boyer said that while it had not proved necessary in this case, "an arbitrator could well refuse to hear witnesses whose identity and existence had been knowingly concealed from the other party during the grievance procedure."

He said if facts are withheld at any stage of the grievance procedure, the parties will not be in a position to give true weight to the case. In many grievance

cases, he noted, arbitration is avoided when one of the parties, after considering all the evidence, becomes convinced that it does not have "right" on its side. On the other hand, if it were customary to hold back evidence, there would be a tendency to carry all disputes to arbitration.

The ad salesman involved in the case had been suffering from high blood pressure for some time and was taking tranquilizers daily under prescription. Last January 13, he said, he had several drinks with a group of New York men he had been assigned to meet at a hotel suite reserved by the Inquirer. He developed a severe nosebleed while returning to the office. He reached the Inquirer building and managed to stop the flow of blood but was left weak and dizzy. While walking down a flight of stairs, he became so weak he had to stop and sit down. It was there that a management representative came upon him and concluded he was intoxicated.

One of the company's surprise witnesses was another ad salesman who admitted that he had phoned fellow employees during last year's Guild strike to ask them to return to work. He also admitted that the dismissed salesman had refused to do so. His testimony that the grievant frequently showed up at the office too drunk to finish his work was directly rebutted by Harry G. Mount, local vice president and ad makeup man at the Inquirer.

Mount said he had known ad salesmen in the course of their work to have drinks before returning to the office but that none of them had ever been fired for it and that he had never seen the grievant behaving improperly or objectionably because of liquor.

Letters shall be limited to 200 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.

IT SEEMS TO US

New England Seat On IEB At Stake In Regional Vote

PAWTUCKET, R.I.

Editor: Traditionally, New England has been represented on the IEB. A movement is afoot to deprive us of that deserved representation.

For the past eight years, Region I has been ably represented by John Thompson of Boston. As president of the New England District Council, I know how valuable Thompson is to us and the Guild.

John's greatest fault is devotion to the furtherance of the Guild in New England. He and NEDC have finally got a full-time organizer in this area after years of do-nothingism by ANG.

As a direct result, we are now negotiating a first contract with the Providence Journal-Bulletin, one of the toughest nuts to crack in the ANG. You can imagine what effect it will have on Providence members if New England is now arbitrarily stripped of IEB representation.

I am personally friendly and politically allied nationally with Thompson's opponent. I have a high regard for him. But I resent having Thompson dropped for political expediency.

We desperately need Thompson in New England. Therefore, I ask my Region I friends to vote according to conscience, rather than under political pressures from the controlling interests of ANG. We in New England will appreciate it.

TOM BUCKLEY

Pawtucket, Guild

Reporter & Photographer Starting Minimums

138 Contracts, 177 Newspapers, August 1, 1959

NY Times	93.80	Monksgrove Chronicle	70.00	Elizabeth Daily Journal	61.50
NY News	89.60	Shelbyville Press	69.30	Ottawa Citizen	61.30
NY Post	86.75	Portland Oregonian & Oregon Journal	69.00	Manchester Union Leader & Sun	61.06
St. Louis Globe-Democrat	85.75	Tonawanda News	69.00	News & Haverhill Journal	61.00
St. Louis Post-Dispatch	85.75	Salem News	68.85	Peterson Call	61.00
Sacramento Bee	85.70	East St. Louis Journal	68.40	Portland (Me.) Press-Herald	61.00
Chicago: Wall St. Journal	85.00	Niagara Falls Gazette	68.30	Express & Telegram	61.00
NY Herald Tribune	85.00	Toronto Star	68.25	Columbus Citizen	60.25
NY Journal American	83.00	Cleveland News	68.00	Albany Times-Union	60.00
NY Mirror	83.00	Cleveland Plain Dealer	68.00	Bridgeport Herald	60.00
NY World-Telegram & Sun	83.00	Cleveland Press	68.00	Chester Times	60.00
Philadelphia Daily News	82.50	Reno Gazette & Nevada State Journal	68.00	Lansing State Journal	60.00
Stockton Record	81.50	Vancouver Sun & Province	67.50	Lynn Evening Item	60.00
Madison Capital Times	81.24	Washington Post & Times Herald	67.50	Memphis Commercial Appeal & Press-Scimitar	60.00
San Francisco News-Call Bulletin	80.00	Waukegan News-Sun	67.00	Peoria Star-Journal & Chieftain	60.00
Chronicle, Examiner	80.00	Hammond Times	66.75	York Dispatch	59.50
Detroit Free Press	78.80	Lynn Telegram-News	66.75	Fawcett Times	59.15
Detroit Times	78.60	Pittsburgh Sun-Telegraph	66.75	Albany Knickerbocker News	59.05
Chicago Sun-Times	78.00	Honolulu Star-Bulletin	66.50	Pittsburgh Post-Gazette	58.75
Kenosha News	77.00	Gary Post-Tribune	65.50	Massillon Eve. Independent	58.32
Toronto Telegram	76.50	Baltimore Sun & Eve. Sun.	65.00	Terre Haute Tribune & Star	58.00
Richmond (Cal.) Independent	76.50	Denver Post	65.00	Greensboro News & Record	57.50
San Mateo Times	76.50	Denver Rocky Mountain News	65.00	Houston Press	57.50
Santa Rosa Press-Democrat	76.50	Garden Grove News	65.00	Richmond (Va.) News-Leader & Times-Dispatch	57.00
NY: Long Island Press	76.00	Haverhill Gazette	65.00	Sioux City Jnl. & Jnl.-Tribune	57.00
NY: Long Island Star-Journal	76.00	Hollywood Citizen-News	65.00	Hazleton Plain Speaker & Standard-Sentinel	56.50
Long Beach Independent & Press-Telegram	75.00	Indianapolis Times	65.00	New Brunswick Home News	56.50
Los Angeles Herald & Express	75.00	Plainfield Courier-News	65.00	Scranton Times	55.86
Peoria Journal Star	75.00	San Diego Union & Tribune	64.80	Scranton Tribune & Scrantonian	55.86
Vallejo Times-Herald & News Chronicle	74.90	Honolulu Advertiser	64.50	Wilkes-Barre Record & Times-Leader, News	55.76
Napa Register	74.00	Bakersfield Californian	64.45	Wilkes-Barre Sun. Independent	55.76
Sentinel Post-Intelligencer	74.00	Boston Herald & Traveler	64.00	New Kensington Dispatch	54.50
Minneapolis Star & Tribune	73.74	Toronto Globe & Mail	64.00	Newburgh News & Beacon News	54.25
Rochester Democrat & Chronicle, Times-Union	73.50	Huntington Park Signal	63.50	San Antonio Light	54.05
Joliet Herald-News	73.20	Youngstown Vindicator	63.33	Utica Observer-Dispatch & Press	54.00
Kingsport Daily Freeman	73.00	Bay City Times	63.00	Waukegan Call	53.00
Milwaukee Sentinel	73.00	Chattanooga Times	63.00	Harrisburg Patriot & News	52.00
Tacoma News-Tribune & Ledger	72.50	Knoxville News-Sentinel	63.00	Dobson Herald & News-Tribune	51.72
Rockford Morning Star & Register-Republic	72.20	Jersey City: Jersey Journal	62.85	Lans. Citizen	50.90
Sacramento Union	72.00	Washington News	62.75	York Gazette & Daily	50.75
San Jose Mercury & News	72.00	Washington Star	62.75	Cumberland Times	50.20
Buffalo Evening News	71.72	Grand Rapids Evening & Leader	62.60	Chicago Defender	46.00
St. Louis Courier-Express	70.72	South Creek Examiner & Leader	62.50	Allentown Call & Chronicle	43.88
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San Pedro News-Pilot	70.35	Toledo Blade & Times	62.50		
Akron Beacon Journal	70.00	Erie Times & Star	62.00		
Chicago Daily News	70.00	Indianapolis Star	62.00		

WHY STRIKE?

A Line Is Drawn Against Abuse

Why strike?

The ultimate tool of labor relations is a two-edged implement, and people are always surprised when it cuts a little.

How can you possibly get back what you've lost in wages?

You can't. Why should you?

A strike occurs when a group of employees decides negotiations have reached the end of reason and a demonstration of solidarity and unwillingness to continue work without proper redress is called for.

Are all unions right when they strike? Of course not. All wars aren't right, nor are all politicians, all policemen, all wheeler dealers in the world of finance, all agents of the judiciary.

Why strike? When a labor negotiation reaches total impasse, the union has just two choices:

1. Give in.
2. Take a walk.

Where would labor be if there had never been a successful strike? Where would the country be?

You have only to consider where the wage earner once was to know where he'd be now.

Without the right to strike, a man in the great mass industries, a foundryman, perhaps, would be getting about \$45 a week now. This is a fact even when all the external incitements to inflation are considered: wars, monetary manipulation, federal reserve

This editorial appeared originally in the San Jose Reporter, published by the San Jose Guild during its long strike last spring. It impressed the 1959 ANG convention so much that it was made a part of the record on the motion of Sam Eubanks, SFONG.

hocus pocus and the governmental boondoggle of wayward spending. Without the right to strike, a printer today would be drawing something like \$40 a week in a town this size, for a six-day week.

The Great Spirit alone could guess what the average newspaper reporter would get; \$18 a week perhaps, if he proved willing to work seven days a week, run errands of an evening, could give up eating lunch and showed willingness to take out \$7 of the \$18 a week in free passes to second rate movies and fourth rate boxing matches.

The first union was founded to circumvent abuse. This applies to abuse at the pay window as well as to the abuses of near-slavery and child labor.

There is nothing in the history of the world to indicate such abuse would have been abated by the good intentions of the political bodies and the best possible offices of the do-gooder reformers. Abuse has been checked by drawing a line and standing on it.

The unions did the drawing. The whole economy has benefited. The farmer may never admit it, but this is why he gets more for his produce. The investor may not ever acknowledge the source of his well being, but today this chiefly is why he is able to clip gold crust off the edge of his coupons. Industrial management shows rare inclination to admit the existence, where labor relations figure, of economic fact, but this mainly is why management these days has something to manage.

The reason is this. The United States is a business nation. Business requires consumers. A consumer requires purchasing power. Nobody makes him a gift of it. A consumer has to earn, create and bargain for his purchasing power. He can't do it well; in fact, he can't do it at all, as a unit of one. Hence, the union.

The paycheck of practically every wage earner in the land is the size it is because of the existence of labor unions. This applies whether the wage earner belongs to a union or whether or not he's even heard of one. And had there not always been implied the possibility of pressing the working man's claims by taking recourse to the picket line, the foundryman's first big pay raise would still be due.

The average man wouldn't have to worry about how big a yield his bond holdings might produce. The average man wouldn't have any.

Quarterly Audit

Statement Of Condition Of General Fund As At July 31, 1959

ASSETS		
CURRENT ASSETS		\$51,084.91
Cash in Banks and on Hand		8,532.77
Advances Receivable		10,188.21
Loans Receivable		3,187.02
Advances on Life Insurance Premiums		480.51
Exchanges Receivable		
TOTAL CURRENT ASSETS		\$73,013.42
OTHER ASSETS		550.00
Deposits		
TOTAL ASSETS		\$73,563.42
LIABILITIES AND RESERVES		
LIABILITIES		\$59,748.68
Exchange Payable	\$ 1,353.63	
Payroll Taxes Payable	3,537.11	
Due Defense Fund	10,000.00	
TOTAL LIABILITIES	\$15,289.74	
RESERVES		\$61,998.68
Reserve for Severance Pay		\$77,288.42
Reserve for Conventions		\$10,342.20
Legal Operating Deficit for Quarter		(13,267.20)
SURPLUS AT JULY 1, 1959		\$10,342.20
DEFICIT AT JULY 31, 1959		(2,925.00)
TOTAL LIABILITIES AND NET WORTH		\$73,563.42

General Fund Budget And Expense For Quarter Ending July 31, 1959

	Expended Qtr. Ending 7/31/59	Budget Qtr. Ending 7/31/59
1. PER CAPITA TAXES	\$ 6,314.75	\$ 6,500.00
2. ORGANIZING AND SERVICING		
Salaries-Director & Repr.	\$ 27,401.30	\$ 26,000.00
Secretary-Steno.	560.13	600.00
Expenses-Director & Repr.	11,063.67	11,250.00
Misc. Organizing Expense	5,222.75	5,000.00
	\$ 44,258.85	\$ 48,850.00
3. COLLECTIVE BARGAINING		
Salaries-Contracts Committee	\$ 2,303.00	\$ 2,303.00
Secretary-Steno.	560.13	600.00
Net Publications Consultant	400.00	400.00
Expenses-Personnel	15.00	100.00
Miscellaneous	—	25.00
	\$ 3,281.13	\$ 3,628.00
4. RESEARCH AND INFORMATION		
Salaries-Director	\$ 2,562.00	\$ 2,522.00
Assistants	4,256.00	4,256.00
Secretary-Steno.	560.13	600.00
Expenses-Director	25.80	150.00
Assistants	10.50	100.00
Books and Periodicals	105.08	125.00
Legal & Bargaining Services	139.75	150.00
Subscriptions	32.25	125.00
Human Rights, COPE, etc.	—	500.00
Publications and Literature	486.80	1,000.00
Contracts Survey	—	—
Organizing and Other Literature	353.53	—
Training Conference and Seminars	5.50	50.00
Miscellaneous	—	—
	\$ 8,547.74	\$ 9,578.00
5. GUILD REPORTER		
Salaries-Editor	\$ 2,692.50	\$ 2,513.00
Assistant	2,026.00	2,184.00
Clerical	614.25	507.50
Printing and Mailing	4,329.97	7,625.00
Postage	277.51	300.00
Addressing	178.44	300.00
Picture and Special Material	288.44	300.00
Miscellaneous	117.60	125.00
Total Expense	10,972.71	14,254.50
Less: Reporter Income	749.89	—
Net Publications Costs	\$ 10,222.82	\$ 14,254.50
6. EXECUTIVES		
Officers-Salaries	\$ 7,325.00	\$ 6,650.00
Expenses	1,330.49	1,500.00
	\$ 8,655.49	\$ 8,150.00
7. ADMINISTRATIVE EXPENSE		
Salaries-Office Manager	\$ 2,058.00	\$ 2,058.00
Secretary-Steno.	1,707.60	1,800.00
Bookkeeping Dept.	2,549.70	2,600.00
General Clerical	614.25	507.50
Rent and Maintenance	3,084.64	3,100.00
Equipment	1,274.00	1,500.00
Stationery and Supplies	—	500.00
Telephone and Telegraph	1,385.27	1,750.00
Repairs and Improvements	54.35	200.00
Postage	803.04	1,000.00
Auditing	600.00	600.00
Insurance and Bonding	1,401.49	1,000.00
Employees Health and Welfare	671.40	1,000.00
Sundry Expenses	286.15	200.00
	\$ 16,503.07	\$ 17,815.50
8. OTHER EXPENSES		
Legal Fees	\$ 2,205.12	\$ 3,000.00
Patrol and Other Taxes	2,360.20	2,500.00
Contributions	175.00	250.00
Bad Debt	175.00	250.00
Bad Award Expenses	611.42	600.00
Delegates and Committees	600.00	750.00
I.E.B. Meetings	5,337.76	6,000.00
Severance Pay Provision	2,313.32	2,500.00
1960 Convention Expense	2,250.00	2,250.00
1959 Convention Expense	3,850.07	12,000.00
	\$ 26,270.98	\$ 30,350.00
9. WIRE SERVICES		
Miscellaneous Expense	\$ —	\$ 250.00
TOTALS	\$118,286.83	\$131,376.00

General Fund Summary

	Qtr. Ending 7/31/59	Qtr. Ending 4/30/59	Qtr. Ending 1/31/59
INCOME	\$105,019.83	\$111,012.20	\$118,286.83
EXPENSE	(81,397.20)	(81,397.20)	(81,397.20)
(DEFICIT)	\$23,622.63	\$29,615.00	\$36,888.63

Analysis Of Net Worth Changes

	Qtr. Ending 7/31/59	Qtr. Ending 4/30/59	Qtr. Ending 1/31/59
GENERAL FUND	\$274,066.33	\$274,066.33	\$274,066.33
DEFENSE FUND	276,981.33	157,791.33	119,190.61
NET WORTH PER BOOKS	\$551,047.66	\$431,857.66	\$393,256.94
LESS: ACCOUNTS PAYABLE	6,159.27	705.21	(3,346.00)
NET WORTH OF GUILD	\$544,888.39	\$431,152.45	\$390,910.94
INCREASE	\$113,735.94	\$40,241.51	\$40,241.51

() Denotes red figures.

Arbitrator Hits Inquirer's 'Surprises'

Philadelphia, Pa.—An arbitrator has condemned the use of surprise witnesses by the Philadelphia Inquirer in a case involving the dismissal of an advertising salesman for drunkenness.

Dr. Benjamin Boyer, dean of the Temple University law school, upheld the Guild's position that the employee was in fact sick, not drunk, and ordered his reinstatement with 27 weeks of back pay. He also heeded the Guild's protests that management had withheld evidence and witnesses during the processing of the grievance.

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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Guild's Job Protection Makes The Difference

"Although I am temporarily leaving newspaper work for a stint with the U.S. Information Agency, I intend to keep paying my dues regularly to the North Jersey Newspaper Guild," Tom Mulvehill wrote in the August issue of the Guild Bulletin, the local's publication.

"The decision is dictated partially by a sense of guilt," said Mulvehill, until recently a copy reader and rewrite man on the Plainfield Courier-News and more widely known through "See Here, Private Hargrove."

"In the past," he said, "I have always worked for non-Guild newspapers. The pay was as high as or higher than that paid at Guild-organized papers, as were many fringe benefits. In one instance, when a fellow staffer fell ill for a period of nine months, the publisher paid him right up to the time that he returned to work."

"But, in every instance, staffers were agreed that the high wages and benefits had been made available because of the publisher's almost fanatical desire to keep his

editorial department out of the Guild. So, ironically, the Guild was responsible for getting non-Guildsmen generous benefits, but failed to receive the support of those who had thus benefited.

"Turning to the other side of the coin, I received a liberal education on the Courier-News in what the Guild can accomplish for staffers on a newspaper which has a contract with the Guild. I learned that salaries were raised, fringe benefits gained or expanded and a measure of job security assured."

"In comparing the benefits of working for a Guild or non-Guild shop, the one big difference is outstanding: Job Security. On other papers I have seen fine, competent craftsmen dropped from the payroll or reduced in rank without a fair hearing. This, I have discovered, is impossible on a Guild paper."

"All in all, I feel that continuing my dues while I am gone is the most logical move I could make because it will afford me the maximum protection at a minimum cost."

Starting Pay Still A Barrier To Editorial Staff Recruiting

By JOHN M. BARRY
Assistant Editor

As another school year rolls around, the proprietors of the newspaper industry once again are wailing that not enough young people are choosing journalism as a career. And of those that do, not enough turn to newspaper work after graduation.

You don't have to look beyond the bottom of this page to find the reason: Low starting pay. The table of minimum salaries specified in Guild contracts for beginning reporters shows just how low the pay really is.

True, many papers hire journalism graduates at rates above the minimum. Prof. Alvin E. Austin of the University of North Dakota journalism department, in his 1957-58 survey for the Dow Jones Foundation, discovered an average starting salary of \$73 in daily newspaper editorial departments.

But against this bid of \$73, other fields were offering an average of about \$100 a week. Professor Austin's study revealed also that daily newspapers need about 3,500 newcomers each year to fill vacancies in their editorial departments. This figure alone indicates that something is wrong, for it represents an annual turnover rate of more than 10 percent. It indicates that the higher pay of public relations, advertising and the electronics media is attracting newspapermen from the

top of the career ladder as well as the bottom.

To fill these vacancies, the industry theoretically should be able to draw on the annual crop of journalism school graduates.

But journalism schools currently are turning out only 2,000 graduates a year.

And various surveys show that only about 35 percent of these, or approximately 700, go to work in daily newspaper editorial departments.

Other surveys show that only about half of the beginning 700 are still in newspaper editorial work after five or six years.

That money, or the lack of it, is the chief reason for the shortage is borne out by still another study, by Dr. George J. Kienzie, director of the School of Journalism, Ohio State University, for the Associated Press Managing Editors.

Dr. Kienzie questioned a representative group of journalism graduates, class of 1953, only about 30 percent of whom now are on the news staffs of daily papers. Their comments on money:

"It stinks."
"It's lousy."
"Lower than low."
"The pay is sad, very sad; so am I."

"Miserable."
"The pay is very good for a woman, but I'm a man."
"The big weakness is starting pay."

"I wanted to go into journalism. The editors wouldn't let me. They offered me \$65 a week. I could get \$100 in public relations, and I could hold my head a little higher with \$100 in my pocket. Besides, my wife said \$100 made her feel more affectionate than \$65."

In other words, to most graduates, even the highly dedicated, the low pay for beginning reporters and the four or five years of apprenticeship before journeyman rates are reached amount to a vow of poverty and chastity they are not prepared to take.

If newspapers aren't filling their editorial vacancies with journalism graduates, what are they using? Undoubtedly, dailies still are hiring some graduates of other types of colleges. But not very many. A history major knows just as well as a journalism graduate that \$100 a week is more than \$73.

Some of the recruits, perhaps, come up from the staffs of weeklies. But where do the weeklies get their beginners?

One can only conclude that many of the 3,500 vacancies a year either aren't being filled at all or go to beginners who never attended college and lack the training and educational background for the job they are being asked to perform.

This isn't good for the newspaper industry, and it isn't good for the Guild.

Reporter & Photographer Starting Minimums

138 Contracts, 177 Newspapers, August 1, 1959

NY Times	93.80	Muskegon Chronicle	70.00	Elizabeth Daily Journal	61.50
NY News	89.60	Sheboygan Press	69.30	Ottawa Citizen	61.30
NY Post	86.75	Portland Oregonian & Oregon Journal	69.00	Manchester Union Leader & Sun.	
St. Louis Globe-Democrat	85.75	Tonawanda News	69.00	News & Haverhill Journal	61.06
St. Louis Post-Dispatch	85.75	Salem News	68.85	Patterson Call	61.00
Sacramento Bee	85.70	East St. Louis Journal	68.40	Portland (Me.) Press-Herald,	
Chicago: Wall St. Journal	85.00	Niagara Falls Gazette	68.30	Express & Telegram	61.00
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Detroit Free Press	78.80	Lynn Telegram-News	66.75	Pawtucket Times	59.15
Detroit Times	78.60	Pittsburgh Sun-Telegraph	66.75	Albany Knickerbocker News	59.05
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Napa Register	74.00	Bakersfield Californian	64.00	Wilkes-Barre Sun-Independent	55.75
Seattle Post-Intelligencer	73.74	Boston Herald & Traveler	64.00	New Kensington Dispatch	54.50
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Seattle Times	70.75	Philadelphia Inquirer	62.50	New Westminster British Columbian	41.33
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Akron Beacon Journal	70.00	Eric Times & News	62.00		
Chicago Daily News	70.00	Indianapolis Star	62.00		

Kennedy-Landrum-Griffin Act

Some of the chief provisions of the Labor-Management Reporting and Disclosure Act of 1959 (Kennedy-Landrum-Griffin Act):

INTERNAL AFFAIRS

► International unions are required to elect officers at least every five years; local unions every three years.

► Civil suits and injunctions against unions may be used by members when they believe their rights are violated through threats, force or economic reprisals. Violators are subject to penalties of up to \$1,000 and one year in jail.

► Secret ballots must be used in direct elections; national officers may be elected in open vote if delegates were elected by secret ballot.

► Membership lists are open to inspection by candidates once 30 days prior to an election.

► All members in good standing may run for office or vote for candidates.

► No employer funds can be used to promote candidates for union office.

► The Secretary of Labor is authorized to sue for a court order to void an irregular election after investigation of complaints.

REPORTS

► All unions are required to

file with the Secretary of Labor annual financial reports to cover income and expenditures, all loans to businessmen, all loans to officers, employees or members aggregating more than \$250 during the fiscal year, salaries and allowances of officers and employees.

► Union officers and employees are required to file reports on possible conflicts of interest.

► Employers and labor relations consultants are required to file reports on expenditures to influence workers in the exercise of their rights under the law.

► Violations of reporting requirements carry a \$10,000 fine and/or one year imprisonment.

TRUSTEESHIPS

► Unions are forbidden to impose trusteeships on subordinate affiliates without "legitimate" cause.

► Trusteeships must be dissolved after 18 months unless parent union can prove an extension is necessary.

► Unions which impose trusteeships are required to file semi-annual reports with the Secretary of Labor.

TAFT-HARTLEY CHANGES

► The "no-man's land" gap is closed by permitting states to take jurisdiction of labor cases over which the board currently refuses jurisdiction. The states are not required to follow federal standards.

► Economic strikers are given the right to vote in union representation elections which occur within 12 months after the beginning of the strike.

► Most secondary boycotts are prohibited.

► Most "hot cargo" agreements are prohibited.

► The legality of restricting subcontracting in the garment industry in order to keep out sweatshops is established.

► Organizational picketing is restricted; picketing is barred if company has legally recognized another union or if picketing union has lost a representation election within the previous year.

► Construction unions may sign representation agreements with contractors without an election and before workers are hired; when the agreement calls for a union shop, workers may be required to join after seven days instead of the standard 30 days.

MISCELLANEOUS

► Officers and employees of a union are prohibited from being more than \$2,000 in debt to a union.

► Unions and employers are forbidden to pay the fine of any union official convicted of violating the law.

► Picketing for extortionate purposes is punishable by a \$10,000 fine and/or 20 years imprisonment.

Labor Notes

Meat, Rubber Pacts Crack Wage 'Freeze'

Contract settlements with pacesetter companies in two big industries—meat packing and rubber—are expected to set the pattern for wage increases for 240,000 workers.

The agreements, with Armour & Co. and with the Big Four rubber companies, were the first major wage contracts negotiated since the start of the steel strike and the first sign of a break in the wage-freeze position adopted by much of American industry.

Armour agreed to a two-year, 22.6-cent package in joint negotiations with the Meat Cutters and the Packinghouse Workers. The package includes hourly pay hikes of 8.5 cents immediately and 6.5 cents next year. It also provides for a \$500,000 program to ease the impact of automation on employees, financed by a joint committee.

The package was quickly accepted by most other packing firms, but Swift & Co. was struck when it refused to apply the settlement to all of its plants where workers are represented by the unions.

The Rubber Workers negotiated a 10-cent hourly raise at Goodyear Tire & Rubber Co. Within 24 hours, the 10-cent pattern also had been accepted by U.S. Rubber, Firestone, B. F. Goodrich and General Tire & Rubber.

Moss To Address ILPA Convention

San Francisco, Calif.—Rep. John E. Moss (D., Calif.) will be the featured speaker at the International Labor Press Association's annual convention here.

The ILPA sessions will bring together September 14-16 some 300 editors of papers published by unions and councils affiliated with the AFL-CIO.

Congressman Moss, chairman of the House Government Information Subcommittee, will address the convention's awards banquet on the 14th. His subject: Government Secrecy and Its Impact on the Labor Press.

Other speakers at the three-day meeting will be Dean Maurice F. X. Donahue of the University College, University of Chicago, and S. I. Hayakawa, the world-renowned authority on semantics and communications. Dean Donahue is a former president of the Philadelphia Guild.

Landrum-Griffin Cloud Has Its Silver Lining

The 229-201 vote by the House of Representatives in favor of the Landrum-Griffin Bill was a sharp blow to organized labor. But the AFL-CIO's Committee on Political Education points out that the vote nevertheless indicates a liberal, pro-labor trend in Congress.

COPE notes that 181 of the candidates for Congress it endorsed last November were elected.

But a total of 201 Congressmen voted with labor against overriding President Truman's veto of the Taft-Hartley Act.

In 1947, only 83 Congressmen voted with labor against overriding President Truman's veto of the Taft-Hartley Act.

Thus there are 118 more pro-labor representatives today than there were 12 years ago. "Like any other education," COPE reminds, "political education is a slow process."

\$13,000 Annual Pay Sought By Teachers

Minneapolis, Minn.—The Teachers set a \$13,000-a-year maximum salary goal at their annual convention here.

Some 500 delegates, representing the nation's 50,000 AFL-CIO classroom instructors, urged the adoption of a salary schedule by which teachers would advance in eight annual steps from a \$6,000 minimum to the \$13,000 mark.

The delegates centered their attention on the problems of the nation's school system—on the challenges facing education in general as well as the narrower demands for improvement in working conditions.

The convention reaffirmed traditional union stands on discipline and juvenile delinquency and demanded a maximum class size of 25 in order to cope with these problems.

Labor Bill Report From The Feedback

If there is any doubt as to who was behind the Landrum-Griffin Bill one of its strongest supporters set the matter straight for the record.

Rep. Clare Hoffman (R., Mich.), an anti-union eccentric of the old school, told the House:

"Someone was objecting over here on this side, or the charge was made in the Committee on Rules, that the NAM wrote it. Of course they had a finger in the pie, and why should they not?"

"And of course the Chamber of Commerce had a hand and foot in it as was their right and duty. I have gone along with those two groups. They are fine. They give some of the most pleasing dinners downtown that you ever tasted...."

Aircraft Unions Set Severance Pay Goal

Kansas City, Mo.—Severance pay at the rate of a half day's pay for each month of service, is one of the goals of the International Association of Machinists and the United Auto Workers in forthcoming negotiations in the aircraft, missile and related electronics industry.

For the first time, the IAM and the UAW have formulated a single bargaining program to be presented to industry negotiators. The two unions adopted uniform goals at a joint conference held here recently. Together they represent some 600,000 workers in the aircraft-missile-electronics field.

NLRB Charges Set Against Va. Paper

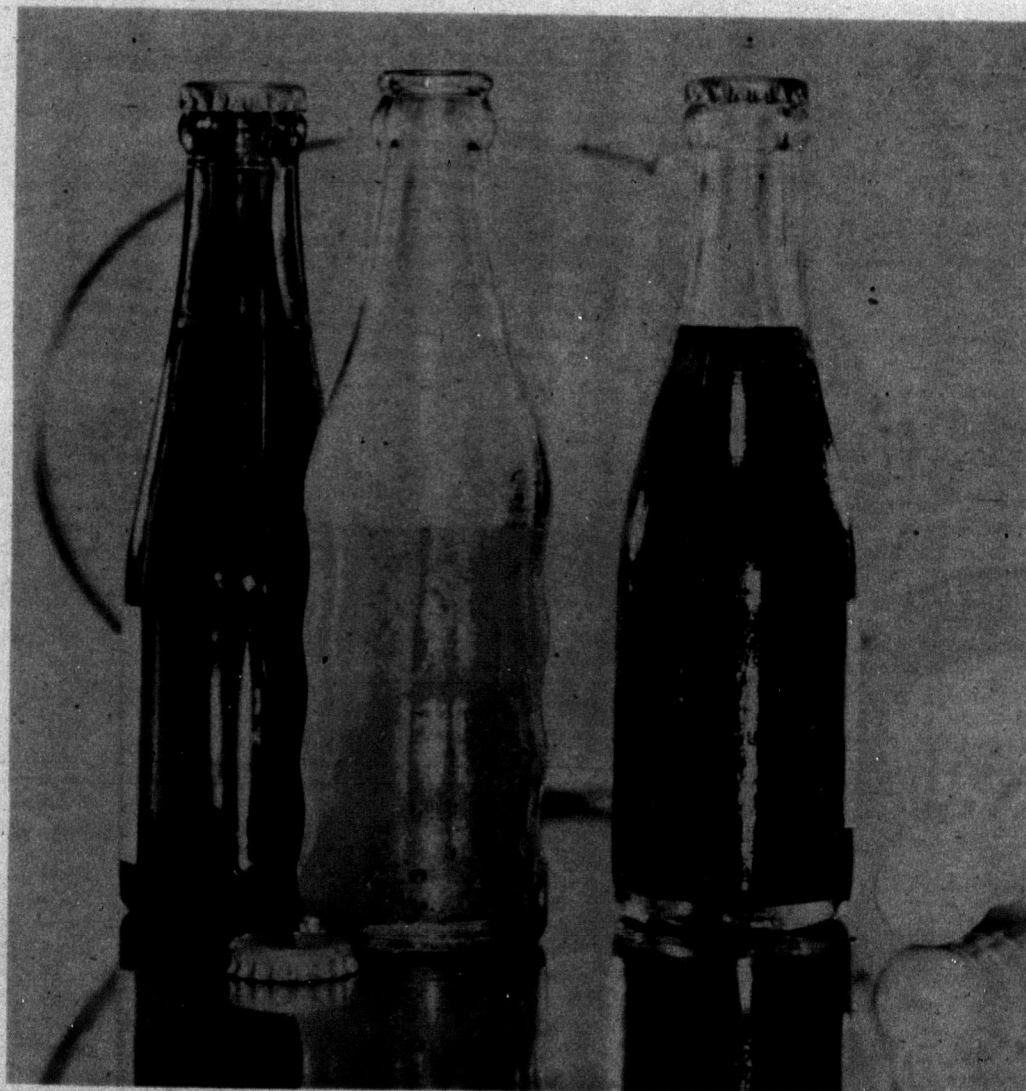
Arlington, Va.—General Counsel Stewart Rothman of the National Labor Relations Board has ordered a complaint issued against the Northern Virginia Sun on charges that it fired 28 members of the International Typographical Union for engaging in union activity.

The order reverses a previous dismissal of the charges by the NLRB's regional director.

The 28 striking ITU members charged that the Sun had imported strikebreakers before the expiration of their contract with the paper and had provoked a strike by discriminatory dismissals and changes in working rules.

Publisher of the paper is Clayton Fritchey, who formerly edited the Democratic Digest.

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