

Panama City Meeting Draws Nine Nations

All-American Confab Goal Of Planners

At least 23 delegates representing newspapermen's organizations in nine American countries will meet in Panama City next week to plan an Inter-American Conference of Working Journalists.

Attending the meeting, set for January 12-13, will be five representatives from Cuba, four from Venezuela, two from Columbia, one from Ecuador, one from Argentina, two from Canada, four from the United States, and an undetermined number from the host organization, the Sindicato de Periodistas de Panama.

ANG has expanded its delegation to the initiative meeting to four members. Heading the Guild group will be Secretary Treasurer Charles A. Perlik, Jr. Others, chosen by the officers under authority of the International Executive Board, will be Region 2 Vice President Richard Lane of Memphis, Region 6 Vice President Eric R. I. Cawdron of Ottawa, and R. H. Buchanan, executive secretary of the Toronto Guild.

The International Federation of Free Journalists, made up of exiled journalists from countries within the Soviet bloc, also will be represented by two members at the meeting. The IFFJ and the Guild jointly proposed the Inter-American Conference as a first step toward greater cooperation and liaison among journalists' unions in the Western hemisphere.

The invitation to attend the initiative meeting was declined by a Mexican group and organizations in Chile and Uruguay did not respond.

The original call for the initiative meeting suggested that each country be represented by two delegates, with other representatives to be seated as observers.

At first, it was felt that one Guild delegate representing the United States and another representing Canada would be sufficient. In view of the importance of

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Business Records Tumble As Boom Sweeps Dailies

Fresh from their best money year yet in 1959, newspaper officials are predicting even greater prosperity for the industry in 1960.

In the coming year, both advertising revenue and circulation are expected to rise beyond the new marks set last year, Cranston Williams, general manager of the American Newspaper Publishers Association told Editor & Publisher.

Total advertising expenditures in all media last year soared beyond \$11 billion, according to a preliminary estimate by McCann-Erickson, Inc., for Printers' Ink magazine. National advertising outlays alone jumped seven percent to some \$820 million for newspapers in 1959, the Printers' Ink study estimated. Local ad expenditures also showed big gains, but no estimate was given because of the limited nature of information available.

The ANG GUILD REPORTER

Vol. XXVII—No. 2

Washington, D. C.

January 8, 1960

Portland Open Shop Bid Spurs 'Summit' Session



—From Oregon Labor Press

NLRB Agent Clears Houston Win

Houston, Tex.—A National Labor Relations Board regional director has recommended that the Houston Guild be certified as bargaining agent for editorial employees of the Houston Chronicle over the objections of management.

Clifford W. Potter, director of

the NLRB's 23rd region, concluded that the Chronicle's objections to the October 15 representation election among the employees "do not raise substantial and material issues." He recommended that they be overruled.

In the election, the employees chose the Guild as their representative by a vote of 54 to 50. Five other votes were challenged by the Guild. Potter recommended that two of the Guild's challenges — against the managing editor and the production editor — be sustained. The remaining three, against Washington-bureau employees, would not change the result of the balloting.

Final decision in the case will be made by the NLRB itself, but the Board usually gives great weight to the recommendations of its regional directors.

The company objected to the election on the basis of organizing literature circulated by the Guild in advance of the vote. This material, the Chronicle charged, contained "deliberately false, inaccurate and misleading statements concerning wage rates and fringe benefits provided for in the Guild's contract with the San Antonio Light." Management challenged the inclusion of severance pay, sick pay and vacation pay in computing total yearly salary.

Regional Director Potter noted that the company not only had opportunity to reply to the Guild's statement before the election but had in fact done so. Furthermore, said Potter:

"Petitioner's claim that various

possible benefits should be included in computing the total yearly salary could be misleading and may not be completely accurate, but in most instances involve interpretations of the contract — something the Board will not do. Two items, severance pay and extra holiday pay, have a general meaning which is commonly understood, particularly in an industry concerned with communication by means of the printed word. Editorial employees would surely understand the conditions under which severance and retirement benefits are paid and double time and a half would be received for holiday work."

Regarding the challenged ballots, management argued that the five persons involved had been specifically named on the list of eligible voters. Potter noted, however, that after the list was drawn up one of them was promoted to the managing editor's post and another to the new position of production editor, both supervisory or managerial jobs excluded from the voting unit.

"It is well established," he said, "that the Board requires one to be an employee both on the eligibility date and on the date of the election in order to cast a valid ballot."

The Guild had questioned whether the Washington bureau personnel were in fact employees of the Chronicle within the meaning of the Act. Potter concluded that they were but that their votes would not affect the outcome of the election.

Portland, Ore. — Faced with a clear attempt by major unionized newspapers to establish plant-wide open shops, international leaders of all unions involved in the Portland Stereotypers' walk-out converged here this week for a conference on strike strategy and coordination.

ANG President Arthur Rosenstock and Director of Organization J. William Blatz were here to represent the Guild at the meeting, which began Wednesday, January 6. Also on hand were officials of the Stereotypers, the International Typographical Union, the Pressmen, the Photoengravers and the Teamsters.

The meeting resulted from an invitation to the union leaders extended by Harold D. Bamberg, chairman of the Portland Newspaper Unions' Interim Committee, to "observe personally this fantastic union-busting operation."

Last weekend, ANG Secretary-Treasurer Charles A. Perlik, Jr., conferred with local Guild officers and addressed a membership meeting Sunday night. International Representative Loel Schrader has been assigned to join IR Charles Dale in working with the local.

As the tenth week of the strike against the Oregon Journal and S. I. Newhouse's Oregonian drew to a close, there were these other developments:

► The Legislative Interim Committee on Labor-Management Relations scheduled a public hearing at the state capital, Salem, January 9, on the impact of professional strikebreakers on free collective bargaining.

► Public support swelled for a third, independent daily newspaper proposed as a community-owned enterprise.

► Gov. Mark Hatfield for the second time declined to appoint a fact-finding committee to intervene in the strike. As long as the managements of the two dailies refuse to cooperate with such a

(Continued on Page 3)

Guild Roster At New Peak

Total active Guild membership continues to break into new high figures.

Tabulation at ANG headquarters of local returns for November 1 showed 31,109 dues-paying Guild members as of that date, topping the previously-set high mark of last August 1 by 85. The figures do not include nearly 500 members in the armed services, who are dues-exempt.



Pension Signatures: Cleveland's improved pension plan became effective last week with the signatures of the joint committee on the new document. From the left are James A. Llewellyn, for the Forest City Publishing Co.; Emerson Batdorff, for the Guild

units at the Plain Dealer and News; Bob Border, committee chairman and Press unit representative; Dan Ruthenberg, for the E. W. Scripps Co., Press publishers; and Ray DeCane, for the Guild unit at the Press.

—Photo by John B. Nash, Cleveland Guild

Cleveland Signs New Pension Plan Covering Members On 3 Papers

Cleveland, Ohio—A new pension plan covering some 700 employees of the Press, Plain Dealer and News has been formally signed by the Guild and publishers, going into effect December 29.

The plan replaces one which had benefits so low that no one had applied for retirement. Several applications are pending under the new arrangement, and the first to retire is Mrs. Daisy Stauffer, Plain Dealer telephone operator. Mrs. Stauffer has been a Guild steward in her department,

started full-time work with the Plain Dealer in 1941, and is credited with part-time service prior to that date.

The final draft contained several improvements made during the late weeks of its completion. ANG's pension consultant, Joseph A. Daoust, of Detroit, who has aided the local committee throughout, has been named actuary for the plan.

Service on any of the Cleveland dailies qualifies cumulatively for pension credits. A Guildsman

working on one Cleveland paper and transferring to another gets credit for both periods of employment. Press employees who have previously worked for any Scripps-Howard enterprise also are credited with cumulative time.

The plan has been extended to cover Bill Davy, long-time executive secretary of the Cleveland Guild, and Bill Farrar, who holds a like job with the Cleveland Publishers Association. The Guild and the association were included as employer-parties to the agreement.

There are several options for cash withdrawal and early retirement. The basic pension has a maximum of \$225 in monthly benefits for those with 30 years of service, and a minimum of \$120 a month prorated as to pay and length of employment, and exclusive of Social Security.

The fund is financed by two \$3 a week per member payments, going to the fund in lieu of pay increases, and by \$2 a week per member paid by the publishers. When the next contract raise is negotiated, the publisher payment will increase by 25¢. The publisher payment is the value of several contract financial liabilities which are taken over by the pension plan.

... All American (Continued from Page 1) the meeting, however, ANG officials decided that a full contingent representing both countries should be present. The U.S. vote will be shared with the IFFJ representatives.

The initiative meeting will adopt its own agenda. Among its probable tasks, however, will be to outline the purposes and agenda of the proposed Inter-American Conference of Working Journalists, set a date and place for the conference, consider means of financing it, and designate a preparatory and coordinating committee charged with completing arrangements.

The initiative meeting also will give the delegates an opportunity for preliminary discussion of the social, economic and professional problems confronting working newspapermen in the hemisphere.

BROWN AWARD
Committee

1959 Broun Award

DEADLINE for entries: February 1, 1960.

SEND entries to the Broun Award Committee, American Newspaper Guild, 1115 16th Street, N. W., Washington 6, D. C.

PRIZE is \$500 in cash and a Guild citation, to be awarded for the outstanding journalistic work "in the spirit of Heywood Broun," done or completed between January 1, 1959, and December 31, 1959.

ELIGIBLE are all newspapermen and women in Guild jurisdiction in the United States and Canada, whether they are Guild members or not.

ENTRIES should be submitted in scrapbook form with an accompanying letter telling the circumstances under which work was done. JUDGES will be a panel of distinguished leaders in the news industry.

Fort Wayne Election Set For Next Week

Fort Wayne, Ind.—Two separate elections will be held next Thursday, January 14, to determine a bargaining agent for editorial employees of the News-Sentinel and the Journal-Gazette. The National Labor Relations Board will conduct the polls.

The newly-organized Fort Wayne Newspaper Guild filed two petitions, after seeking a single unit covering employees of both papers, which are jointly operated, and meeting with resistance and delaying tactics on the part of management.

The Guild local came into being last summer, when members of the Fort Wayne Editorial Association, a directly-chartered AFL-CIO affiliate, voted to disband and become Guild members. Its members had been under contract with the morning daily, the News-Sentinel. At the same time, editorial workers at the evening Journal-Gazette signed a majority to Guild membership. There are 32 eligibles at the News-Sentinel and a slightly larger group at the Journal-Gazette.

At the NLRB hearing in late November, when the two units were set up, four employees of the two dailies were present under NLRB subpoena. Their next pay checks showed deductions for the time spent at the hearing.

The Guild's executive board, in control of funds turned over by the former association, voted to reimburse the four. The Guild's December newsletter put it delicately:

"Although Guild funds are somewhat more limited than those of the News Publishing Co. and the Journal-Gazette Company, the board members agreed that no

employee should suffer a loss for time legitimately spent on a matter affecting both the company and the employees."

Management spokesmen had dropped their contention that the association had illegally disbanded, and that the association contract — now expired — constituted a bar to the Guild's petition for an election.

Toledo Member Named Editor

Toledo, Ohio—Charles W. Gilmore, a Guild member since 1941 when he helped organize the Toledo Blade, has been appointed editor of the Toledo Times. He succeeds the late George A. Benson.

At the time of his appointment, Gilmore was city hall reporter for the Toledo Blade. He had worked as a general assignment reporter for the Times after coming here in 1948. He has been an active member of the Toledo Guild and has served on its executive board and negotiating committees.

Gilmore is a native of Williamsport, Pa., and a graduate of the University of North Carolina School of Journalism. He was a Nieman Fellow at Harvard in 1947-48. His earlier newspaper experience was with the Charlotte, N. C., News, the Atlanta Constitution and the Atlanta bureau of the Associated Press. While serving as state capital correspondent for the AP, he became a charter member of the Atlanta Guild, which was made up chiefly of wire service employees.

AP Writer Jim Marlow Is Broun Award Panelist

James Marlow, who writes a column, "The World Today," for the Associated Press, will be one of the three judges in this year's Heywood Broun Award. His acceptance was announced this week by Robert E. Glynn, of the Boston Guild, chairman of the 1959 award committee.

Mr. Marlow was born and educated in New York City, where he got his first newspaper experience 33 years ago, as a police reporter for the old New York Evening World. In 1927 he went to New Orleans for the Item-Tribune, later transferring to the Times-Picayune. In New Orleans he wrote police news and then moved

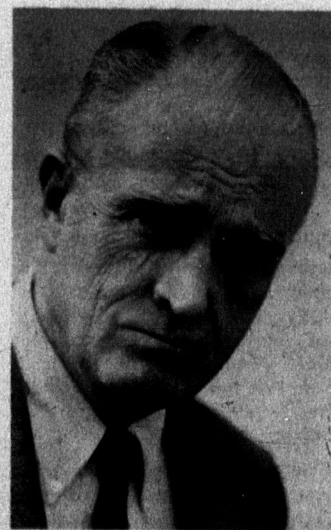
to general assignments and features.

In 1937 he started work for the Associated Press in New Orleans, and four years later was transferred to the New York news bureau, for a brief turn on the financial desk. Within a few months he began writing a financial column, and in 1943 was again transferred to Washington, this time to start the type of column he has since been writing, on national and world events.

An early member of the American Newspaper Guild, Marlow served actively on an organizing committee which in 1949 expanded Guild membership in the Associated Press to a point where national recognition and a system-wide contract were obtained.

The Broun Award is one of the newspaper industry's most highly esteemed honors. It memorializes the work done by the Guild's founder and first president, through the medium of his New York World column, "It Seems To Me." Newspaper work of any type which is directed to the righting of injustice is eligible for entry. The winner receives a citation and \$500. Judging will be done early next month, of work submitted covering the calendar year of 1959.

Entry deadline for the Broun Award is February 1.



JAMES MARLOW
AP Columnist

Top Union Leaders Gather For Portland Strike Parley

(Continued from Page 1)

Web Pressmen, by a vote of 108 to 1, and Paperhandlers, by a vote of 22 to 0, officially joined the Stereotypers as strikers, January 2, and charged the Oregonian and the Journal with the refusal to bargain on a renewal of the unions' contracts, which expired December 31.

The Stereotypers, who struck on November 10, also filed charges with the NLRB that the Oregonian and the Journal had refused to bargain in good faith.

A Guild member became the object of telephoned and personal threats after four imported strikebreakers were beaten up in a barroom brawl with strangers.

The "Oregonian"—the hybrid daily being produced by scabs under the flags of both the Oregonian and the Journal—continued its throwaway circulation policy against a rising flood of cancellations.

The top-level conference of union officials this week underscored the seriousness with which they regard the Portland situation. The belief is growing among unionists that the Oregonian and Journal have launched their union-busting adventure as a pilot operation. Should the two papers succeed in ousting the unions with the use of strikebreakers, publishers in other large cities could be expected to try it, too, spreading industrial warfare throughout the industry.

Management tactics at the bargaining table before the walkout were enough to convince Portland union members that the strike was deliberately provoked.

The companies insisted that the Stereotypers' work week be increased from 35 hours to 37½ hours, at no increase in pay. In the first bargaining session after the strike started, the publishers called for a further increase in the work week to 40 hours at no increase in pay. Since the strike the papers also have demanded elimination of the union security clause from the Stereos' contract. Management also has taken the position that long-standing policies on substitutions and union membership of foremen must be stricken from the pact.

One of the key issues in the

Charges Presented Against Defectors

Portland, Ore.—Formal charges of violation of the ANG Constitution have been filed against the 18 members of the Portland Guild who crossed the picket line and returned to work in the face of a 2 to 1 vote of the membership not to do so.

Copies of the charges were sent by registered mail to the 18. The charges, filed by Oregonian Unit Chairman Ted Wagoner and Wayne Scott, delegate to the Executive Board from the Journal unit, call for expulsion of the 18.

Two counts charge each of the 18 with violating the ANG Constitution by "failing to honor a majority decision of his or her fellow Guildsmen" and "working for or in a shop which is on strike."

dispute is the insistence of the Oregonian that the Stereotypers agree in advance to one-man operation of a new, untried German casting machine the paper says it plans to buy. The union replies that this would be buying a "pig in a poke," that the machine is not in operation anywhere in the country and there is no way yet to determine how many men its operation will require. In its only installation so far on this continent—in Montreal—the machine developed serious "bugs" which raised questions of safety no matter how many men are operating it, the union points out.

These bargaining tactics of management and its reliance on strike insurance to recruit professional strikebreakers are the basis of the Stereotypers' unfair practice charges filed with the NLRB.

The Pressmen's charges against the two papers cite management's repeated refusal even to meet with the union to discuss renewal of its contract. On December 30, the day before the Pressmen's contract expired, the papers notified the union that its members no longer were employees. At the same time, the publishers mailed checks to individual Pressmen covering accrued vacation pay.

All unions at the Oregonian and the Journal plan to present evidence and witnesses at the Legislative Interim Committee's hearing on strikebreaking. Representatives of the two newspapers also have been invited to appear.

The committee will consider the importation of strikebreakers in relation to the overall labor-management scene in the state and will not delve into the issues which provoked the Portland strike. It was the current strike, however, which prompted the call for the hearing.

The call was by a unanimous vote of the committee's members, who represent both houses of the state legislature.

Petitions signed by hundreds of unionists idled in the strike were presented to Governor Hatfield Tuesday, January 5, calling for an inquiry by a fact-finding body. The petitions were presented by a group which included Mrs. Frances Blakely of the Guild. The governor accepted the petitions but pointed out fact-finding was impossible without the cooperation of management as well as the unions. Earlier in the dispute, fact-finding proposals of the governor and U.S. Senator Richard Neuberger were spurned by the publishers. The unions had welcomed the offers.

The holiday season had at least one bright spot for Guild members. Some 200 members and their spouses were entertained at a Guild party, December 29, in the Press Club. Use of the club's facilities was donated, as were all drinks and food. Additional cash contributions actually gave the local a "net" of \$21.20, Shults reported. Running the party were several ex-members of the local, headed by former president Bob Swan, who is now in public relations.

At least one Journal circulation representative in Central Oregon has urged subscribers who have

cancelled to take the paper again "because this strike is a secret plot by Newhouse and the unions to take over the Journal."

After repeated denials by Journal officials that it was for sale to anyone, a committee was formed to explore the possibility of another, independent daily.

A luncheon meeting of Portland union representatives unanimously voted to support "a professionally managed and operated newspaper, independent in news coverage." They had heard from James T. Marr, executive secretary of the state AFL-CIO, that facilities already have been located for printing a new paper.

A coupon in the weekly Oregon Labor Press, intended to poll readers regarding their interest in another daily, brought such a response that four women were retained to handle the returns. Two television stations covered the scene in the Labor Press office as mail sacks were opened and thousands of coupons counted.

Although the poll did not solicit funds for the proposed Daily News, hundreds of one-dollar and five-dollar bills and numerous checks were enclosed with the coupon returns.

The outbreak of violence in the strike, and the subsequent threats against the person of a Guild photographer, were attributed to the scabs themselves by Guild President Bob Shults.

Shults told the membership meeting Sunday night that local officers had spent four days running down information about the brawl in the bar of the Hungerford Hotel in which the four strikebreakers were beaten.

"We are convinced that the photographer had absolutely no connection with the incident," said Shults, "and further that no unionist was involved. We are deeply suspicious that the whole thing was staged by the scabs themselves to create an excuse either to leave town now that the strike insurance is running out or to move out of the hotel and across the street into the newspaper plant where their every whim would be satisfied by management."

The Guild photographer, who formerly had lived in the Hungerford before it was taken over by the strikebreakers, had dropped in for a New Year's drink with the bartender, a personal friend. About 15 minutes after he left, a fight started between four of the scabs and four strangers. During the fracas, a chair was hurled through a huge plate glass window in the lobby of the hotel and the bar was nearly demolished. One of the scabs reportedly was hospitalized overnight.

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First named Guild president in



25 Years An Officer: Harold J. Taylor, center, hears some of the congratulatory messages commemorating his retirement as an officer of the Akron Guild. He had served as an officer continuously since 1935. Flanking Taylor are Kenneth Nichols, left, master of ceremonies at the local's 25th anniversary celebration, and Ken Jacobson, Local 7 president.

Special Portland Aid Brings Merrier Yule

Portland, Ore.—The families of 134 Portland Guild strikers enjoyed a Christmas dinner and their children received toys and other gifts by reason of \$4,256 contributed by thousands of other Guild members across the continent. That total was reached Christmas week, in a special fund suggested by Leonard Millman, of the Wire Service Guild, when it became known that holiday cheer would be non-existent unless special aid was forthcoming.

In a letter which went to wire service membership and to officers of all other locals, Millman pointed out that the strikers had been living on strike benefits since November 10, and that most of them simply had no reserves to use for ordinary Christmas purposes.

The response was immediate and generous. Guild officers here fixed \$25 per family as a base, when the fund receipts made that average possible, but refunds by some members who had found other work during the strike permitted extra allowances for those with large families.

The fund was also tapped for some unexpected emergency cases involving hospital costs, and there is still a remainder which will be earmarked for hardship purposes. From more than 50 points throughout the wire service local's membership came gifts ranging from \$1 to \$69.40, the

latter figure being racked up by individuals in the San Francisco wire services, where Millman's home unit is located. Altogether the response from wire service membership reached \$537.70.

Top honors among locals went to Vancouver, B. C., which voted an assessment of \$1 per member, totalling \$791. San Francisco-Oakland units contributed \$608.95, and Seattle-Tacoma sent \$400 to its Oregon neighbors. The St. Louis Guild accounted for \$300, and Detroit contributed \$219.76. A check for \$250 came from the Federation of Guild Representatives, the officers of ANG contributed \$25.50, and the tardy fund of the International Executive Board, amounting to \$31, also found its way to the strikers' Christmas treasury.

Other gifts included:

Rockford Guild	\$25.00
Peter Reilly, Toronto	10.00
Baltimore Guild	15.00
Woonsocket Guild	10.00
Cincinnati Guild	25.00
Frank O'Donnell, Boston	5.00
Denver Guild	25.00
San Jose Guild	10.00
Broken Guild	50.00
Victoria Guild	25.13
Wilkes-Barre Guild	34.58
Lynn Guild	35.00
Shelbyville Guild	25.00
Fred Jones, Toronto	25.00
Shelbyville Guild	105.00
Chicago Guild	50.00
Sacramento Guild	24.00
Erie Guild	25.00
Portland Typographer	1.00
Perth Guild	17.00
Buffalo Guild	20.15
Hampden Roads Guild	30.00
Toledo Guild	28.00
Toronto Guild	75.00
Gay Guild	8.00
Twin Cities Guild	25.00

25 Years In Guild Office Evokes Tribute Of Locals

Akron, Ohio—Harold J. Taylor, former president of the Akron Newspaper Guild and for 25 years one of its officers, was honored at the 25th anniversary celebration of the Akron Guild, Local 7 of ANG.

The tribute to Taylor was attended by 181 Akron Beacon Journal employees and their guests. The party in the Sheraton Hotel was believed to be the biggest in the local's history.

Taylor received congratulatory telegrams from AFL-CIO President George Meany, Ohio's Governor Michael Di Salle, ANG Secretary-Treasurer Charles A. Perlik, Jr., speaking for himself and top Guild officers, and others.

First named Guild president in

1935, Taylor served in one or another official capacity through the ensuing years until he "retired" from Guild office this year.

Taylor was secretary of the local for two terms, treasurer for 12 terms, and an executive board member for 10 terms.

Kenneth Nichols, Beacon Journal Town Crier and also a charter member of the Akron Guild, was master of ceremonies. Polly Paffias, chairman of the celebration, presented a corsage to Mrs. Taylor. A gift from local members was presented to Taylor by Ken Jacobson, president of the Akron Guild.

Taylor has been makeup editor of the Beacon for many years and formerly was aviation editor.

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. \$2.00 per year. Single copies 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. XXVII, No. 2 January 8, 1960

Portland Strike

The Portland, Oregon, strike holds more significance than appears from casual inspection.

From all obtainable evidence, the Portland work stoppage serves as a pattern which, if it succeeds, could lead to its adoption elsewhere in the newspaper industry, to the complete destruction of union-won safeguards in pay and working conditions.

First, the Portland strike was planned and provoked by management, more specifically the management of the Oregonian, which dominates the Portland scene over its normal rival, the Journal. There is no doubt of this fact. Last summer, before any Portland union had even planned an approach to collective bargaining in the fall, strikebreakers then at work in Reno were aware that they would be needed in Oregon later in the year.

And the negotiations, when they opened with the Stereotypes' spokesmen, were farcical. Management introduced a trumped-up issue, increased its own demands as the union tried to make concessions.

Second, the "massive retaliation" familiar to Guildsmen in Cleveland, Detroit, Boston and New York takes shape in Portland, too. The Journal has made common cause with its business competitor, the Oregonian. Journal executives moved into the Oregonian plant to make it possible to get out a hybrid daily.

Third, the Oregonian carries strike insurance, beyond question, since its owners, the Newhouse interests, have strong representation in the insurance plan set up by the American Newspaper Publishers Association.

And lastly, the Newhouse management, absentee owners in Portland as in many other places across the country, is notoriously cash-register-oriented and oblivious to community interests, if they interfere with the money-making operation of its dailies.

There is increasing belief in Portland that the Journal, home-owned, has been taken captive by the larger, stronger and chain-news-paper-backed Oregonian. There have been flat predictions that the Journal's days are numbered, and that the Newhouse plan is to emerge on top in Portland, making it a one-newspaper city.

Fortunately for the unions affected, there had been complete awareness from the time negotiations broke down, that this was no "ordinary" one-union/strike. Other unions were quick to come to the aid of the Stereotypes and presently there is a well-coordinated council of unions directing the over-all strategy of the situation.

Fortunately, too, radio and television stations in Portland not under the censoring thumb of the struck dailies have been spreading the facts.

The year-end issue of Oregon Labor Press, edited by Portland Guildsman James W. Goodsell with the help of an augmented staff of strikers, ran off enough copies so that it could be distributed to almost every home in the Portland area where the dailies circulate.

Its message, "the other side of the strike story," has already brought encouraging support, and more importantly, a wider realization of the potentials in the ruthless, ominous drama being enacted behind the picketed entrances of the Oregonian plant.

The picture is a gruesome one. Given strike insurance and the willingness to import a lathhouse crew of strikebreakers, there is also the possibility of the extinction of Portland's home-owned newspaper. In its place, readers would have a daily single-mindedly devoted to making money for its East Coast owner, who is a financial operator, not a publisher. It's an ugly situation, dangerous to the public welfare, to the industry and to the unions.

AMERICAN NEWSPAPER GUILD

Philip Murray Building

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"Cheer Up, This Helps Me As Much As It Helps You"



OUR BRITISH COUSINS

Sheer Necessity Launched NUJ

By C. J. BUNDOCK
Honorary President, International Federation of Journalists

The story of the National Union of Journalists is a fascinating chapter in the larger history of British trade unionism. It tells of the effort to organize a body of men and women—though not many women were in journalism in the early days—who, because of the highly individualistic nature of their work, were not naturally ideal subjects for organization.

That is why wages and conditions in those days were very bad. A few journalists, most of them in relatively good situations and the least in need of protection, looking around, saw that something drastic must be done. That "something" they concluded was the creation of a genuine trade union for journalists.

"It must be a real trade union," said W. N. Watts, who was ultimately appointed first general secretary. "Journalists are scared of such a thing, but it must come." There was a professional organization in existence, the Institute of Journalists, but it was so busy being "professional" that it did nothing to improve salaries, and they were disgruntled.

Advertisements of the time indicate that 25 or 30 shillings a week was the average wage for a reporter, and the hours were unregulated. In such circumstances the National Union of Journalists was conceived by the enthusiastic and inspired few at a meeting in Manchester on November 17, 1906.

Invitations were sent out all over the country to a conference at Birmingham on March 29 and 30, 1907, and at that conference the National Union of Journalists was born. The secretary told the conference that about 1,000 journalists had expressed their intention to join.

Much credit is due to the original 1,000. They paid their contributions (2s. 6d. for four weeks) with no immediate prospect of any return. Their question was not "What shall I get out of it?" but "What shall I put into it?" They thrived on faith, a faith that amply justified itself.

As such members are the soul and spirit of any organization it is not surprising that they kindled such a fire as could not be extinguished. The union grew and

flourished, until today it has more than 14,400 members and is worth £416,395. The Guild's counterpart in Great Britain, the National Union of Journalists, is described first-hand in a series of articles prepared for the Toronto Guild's publication, the New Lead, and reprinted with permission of the Toronto Guild. A second article will deal with NUJ's structure.

The business of winning recognition from the proprietors was uphill work. The owners were not anxious to encourage trade unionism among journalists. The Newspaper Proprietors Association, the organization representing the big national dailies, on the first approach of the union, found themselves unable to accept the suggestion of a union deputation, and thought individual action by union members the best course.

Another difficulty was that in those days the proprietors were organized in a number of separate associations. So the early form of union endeavor was an office-by-office approach. Ten years after the formation of the union it was reported to the annual delegate meeting that the union, by this method, had put into the pockets of members more than £7,000 a year.

But the National Executive Council appreciated that the office-by-office policy had yielded all that could be expected from it, and they decided to ask the proprietors' organization for a general increase.

The first success of this collective approach (on October 15, 1917) was with the Newspaper Federation, covering dailies and certain weeklies in the North and Midlands. The federation recommended its members to pay a war

bonus on a sliding scale from £1 a week to those earning up to 25s a week, to 7s. 6d. on earnings of from 65s to 75s.

The resistance of the Newspaper Proprietors Association was broken on December 20, 1917, when an agreement was made that no qualified sub-editor (deskman) on a London paper should be paid less than £6. 6s. and no qualified reporter less than £5. 5s a week.

The remaining organizations came into line, so that 1917 is an outstanding date in union history as the year in which general recognition was won.

At the present time the proprietors are organized on national lines to a far greater extent than they were in 1917. Of course, the Newspaper Proprietors Association still speaks for the big London dailies, but the Newspaper Society now represents the provincial newspapers throughout England and Wales. There is a Scottish Daily Newspaper Society, and a Scottish Newspaper Proprietors Association representing the weeklies.

Salaries as a result of negotiations between the union and these bodies are hardly recognizable as affecting the same industry as those emaciated payments of 1907, although naturally the increased cost of living has played its part in providing the opportunity for wage movements.

The present minimum rate for a reporter or a sub-editor in Fleet street is £20 a week. In the provinces a more complicated scale exists. For dailies in towns of more than 400,000 population the senior rate is £12, 19s. 6d.; in towns between 250,000 and 400,000, £12, 11s. 6d.; in towns between 100,000 and 250,000, £12, 2s. 6d.; in towns up to 100,000, £11, 14s. 6d.; for weeklies within 2 miles of Charing Cross, £11, 11s. 6d.; for weeklies where dailies are published, £11, 3s. 6d.; for weeklies, £10, 14s. 6d.

San Jose, Calif.—A representative election to determine whether employees of the Sunnyvale Standard and shall have the San Jose Newspaper Guild as their collective bargaining agent is set for today, January 8, at the suburban daily's plant.

An NLRB hearing December 23 found the parties in agreement on an appropriate unit, with 33 eligible to vote, in the editorial,

AFL-CIO:

A Program For Economic Growth

"America needs a much faster rate of economic growth than in the past six years" or the nation will face increasing troubles at home and abroad, the AFL-CIO has warned.

The national economy has been in "a shocking state of stagnation," declared Labor's Economic Review, monthly publication of the AFL-CIO Department of Research.

"The goal of America's economic policy should be an average yearly growth of total national production of about 5 percent a year—approximately twice the pace of the past six years," the Review said.

The step-up in the growth rate is needed, the Review added, "to provide the extra margin for adequate national defense, public services for a growing population, social and economic adjustments to automation and rapid technological change, the elimination

of poverty in the U.S., and economic and technical aid for the less-developed uncommitted nations of Asia, Africa and Latin America."

The AFL-CIO proposed a series of actions to speed up economic growth. They included: Balanced economic growth of 5 percent a year and full employment as the goal of national economic policy;

Amendment of the Federal Reserve Act to include consumer, small business and labor representation and an end of the tight money and high interest rate policy;

Overhauling of the tax structure, closing loopholes for wealthy families and corporations and reducing the tax burden on low and middle-income families;

Achievement of a better balance between the economy's ability to produce and to consume, chiefly improved wages and salaries, federal wage-hour coverage for millions more workers, and a \$1.25 an hour minimum wage;

Also, an adequate national defense; federal aid for distressed areas; a federal program to meet urban problems; improvements in the jobless pay system and the social security system; standby anti-recession measures; economic and technical aid for less-developed areas; a steadily-reduced workweek; and a comprehensive inquiry into and analysis of the price structure, with attention focused on the cost of consumer goods and low-productivity parts of the economy.

Describing the economic slowdown as "dangerous," the Review declared:

"Government policies have contributed to two recessions, rising so-called 'normal' unemployment and a shocking slowdown of economic growth between 1953 and 1959."

"Total national production, which rose by an average yearly rate of 4.6 percent in 1947-53, has been cut almost in half to an average annual pace of 2.5 percent in 1953-59."

Since the population has continued to grow by about 1.8 percent a year, the cutback means real production per capita has slowed to an average annual increase of seven-tenths of 1 percent in the past six years compared to the 2.8 percent annual rise in the six previous years, the Review added.

"This rate of economic growth in the United States has been slower than in almost every other industrial country in the world and merely about one-third the pace achieved by the Soviet Union, whose total production of all goods and services has increased about 7 percent a year in recent years," it said.

LET'S BE HUMAN

More Than 'Sweet Talk' Needed

By HARRY FLEISCHMAN
National Labor Service New York Guild

William Dunn III, a bellhop at the famed Greenbrier Hotel at White Sulphur Springs, was sent as a delegate from his local of the Hotel and Restaurant Employees to the AFL-CIO state convention in Charleston. But when he tried to register at the Daniel Boone Hotel, largest in the city, a clerk told him no rooms were available.

Myles Stanley, AFL-CIO state president who doubles as chairman of the state advisory committee to the U.S. Civil Rights Commission, was standing next to Dunn at the time. He told the clerk, "Oh, that's all right. He can have my room." At the same time, Dunn produced a letter confirming his reservation.

The flustered clerk referred Dunn to an assistant manager. After half an hour of hemming and hawing, Dunn was registered—the first Negro to break the color line at any Charleston hotel.

Incidentally, the Greenbrier—where Dunn works—has no color line either for guests or employees. When Charley Conerly, quarterback of the New York Giants professional football team, was honored with fine gifts and tributes a few weeks ago at Yankee Stadium, present at the ceremonies and the game was Governor Coleman of Conerly's home state, Mississippi.

The governor of a state where segregated football is verboten

saw the unsegregated Giants lick the tar out of the still lily-white Washington Redskins, 45-15. Negro fullback Mel Triplett not only racked up yardage but successfully blocked for Conerly on passes, while Negro linemen Roosevelt Brown and Roosevelt Grier did their jobs up front.

Jackie Robinson, who broke baseball's color line, comments that it is no accident that the Giants have been so successful. They realize, he stresses, that complete teamwork is necessary for a championship-bound ball club, and that real teamwork cannot afford the outmoded practice of racial discrimination.

Wonder if Governor Coleman brought that message back to his home state?

I'm prejudiced. I just can't understand how anybody can do without the New York Times. Take these tidbits from a recent issue of its Sunday Magazine section:

► When a pack of bloodhounds at a Georgia county prison dug under the fences and escaped, prisoners were sent out to round them up.

► An Indian village in Tennessee hired a Memphis college student to teach the Indians how to make arrowheads.

► In Greenwich Village, novelist Nelson Algren saw an advertisement for classes on how to be a non-conformist.

DATELINE: WASHINGTON

By WILLARD SHELTON
Washington Guild

DEMOCRATS WHO ONCE CALLED Vice President Nixon "easy to beat" for the presidency presumably developed third or fourth thoughts after Mr. Nixon's dazzling performance—with the highly professional aid of Secretary Mitchell—in settling the steel strike.

It is perfectly correct for Democrats to say that a different kind of Administration could have forced a settlement at least weeks earlier, if not months earlier, by turning the heat on the steel barons.

The steel companies lost their psychological advantage, in the odd ways by which public opinion seems to be affected, when they began calling their workers "featherbedders" and "work rules" loafers and when their own profit figures for the first six months of 1959 were published.

They lost another advantage when Edgar Kaiser of the Kaiser Steel Co. publicly and explicitly refused to have his employees injunction and agreed to a contract in which the Steelworkers, as well as the Kaiser management, showed a spirit of reasonableness. Still and all, no one can take away from Mr. Nixon whatever accolades are deserved for a flawlessly polished and adroit operation. The White House claims, through Mr. Hagerty, that the Vice President was assigned by his titular superior, Mr. Eisenhower, to do the job.

Well, the result was something approaching total victory for the union—on work rules, on wages, on an agency shop, on pensions and insurance, plus a pledge by the steel masters that prices would not be raised "immediately," which presumably means until after next November.

Mr. Nixon, in short, at last turned on the heat. By explicit statement of Secretary Mitchell he spoke "realistically" to the steel executives of the dangers of a Taft-Hartley "last-offer" vote by the Steelworkers and the wrath of Congress about a renewed strike in an election year. It was almost unkind of the industry, in collapsing under this assault, to leave the job of public capitulation to its disowned chief negotiator, R. Conrad Cooper.

MR. NIXON, OBVIOUSLY, IS A FREE MAN since Gov. Rockefeller pulled out of the race for the Republican nomination. He has the GOP in his hand, with a dozen aspirants pining for the vice presidential spot and with scores and hundreds of lesser but still important party figures yearning for favors to come and with no disposition whatever to cross him.

He will be, for practical purposes, increasingly the leader of the Republicans and the President at last is the lame duck that the 22nd Amendment, prohibiting a third term, prescribes as the status of a fading Chief Executive.

Mr. Eisenhower still has the power of locomotion and is expected to make a whole series of personality tours in addition to his trips for "summit" meetings and his journey to Moscow. He has the veto power, as well, and presumably will continue to force the Democrats in Congress to hold down expenditures and modify social and welfare programs.

The Vice President has to run on the Eisenhower record, basically, and it could not be expected that he would allow any apparent breach with the President's major attitudes and policies.

NEVERTHELESS, NIXON NO LONGER has to worry greatly about the potential threat that the President might somehow try to use White House power to influence the nominating convention in behalf of some other candidate. All the alternatives are gone. The Vice President is home free.

This observer, as readers may recall, has never believed that Rockefeller's chances were good. The New York financial community that former Senator Taft blamed for his own repeated defeats did not line up solidly behind the governor of New York as it lined up behind Wilkie in 1940, Dewey in 1944 and Eisenhower in 1952. A substantial if not dominant part of that community showed long ago that Nixon was its choice.

Nixon's performance on the steel strike showed that with his familiar lucidity of thought, he is acutely aware of his new advantages. He may be expected to capitalize on every opportunity with the same degree of skill that he showed in bulldozing the steel executives. It looks like an interesting presidential campaign.

Detroit Signs Royal Oak Staff

Detroit, Mich.—Recognition of the Detroit Newspaper Guild as collective bargaining agent for the editorial employees of the Royal Oak Tribune has been asked, following the signing of a majority of eligibles to Guild membership.

The Tribune is an evening daily with a circulation of 42,000. Royal Oak is a community of 47,000 north of Detroit and the Tribune circulates in surrounding thickly settled areas. Notification of the Guild majority went to the publisher, Philip F. Miller, in a letter dated December 30 and signed by Irvin Kreisman, executive secretary of the Detroit Guild.



SHELTON

Labor's Lighter Side

By LES FINNEGAN, Washington Guild

— IN WASHINGTON, D.C., members of the AFL-CIO Air Lines Pilots Association currently tell this story on one of their colleagues: On a flight from Washington to Chicago, the pilot attempted to call the stewardess over the intercom system connecting the cockpit and the galley. But something went wrong and this message came through the loudspeakers in the passengers' cabin:

"Hey, Honey, how about bringing me up some coffee and a little loving?"

As the red-faced stewardess ran up the aisle to advise the pilot of his error, a male passenger stopped her and said:

"Don't forget the coffee."

— IN WEST HARTLEPOOL, ENGLAND, Robert Davies, a union truck driver was brought before Magistrate Gladys Wainwright on a speeding charge. Davies, who is also a union musician and band leader, explained:

"At the time of the offense I was humming one of Liszt's Hungarian rhapsodies. During one of the quick passages of the music I must have unconsciously pressed the accelerator, thereby increasing the tempo of the engine to conform with the tempo of the music."

Magistrate Wainwright said she thought she'd heard them all, but this was indeed a new one. Davies got the minimum fine.

— IN CHICAGO, that bargaining table bromide of the bosses, "Why, I work harder and longer than my employees," got blasted to a faretheewell by the American Medical Association.

Executives don't need more extensive medical examinations than those received by other employees, the AMA concluded, because bosses aren't subject to any more stress or strain than workers generally.

— IN ROME, ITALY, a 24-hour printers' strike closed 60 daily newspapers, including the Communist sheet, L'Unita. Only one newspaper was exempt from the strike and, ironically, the vast majority of Italians couldn't read it. The Daily American, an English-language morning paper, published as usual.

"We run a complete union shop," explained Executive Editor Ed Hill, "but our printers don't have a gripe in the world. You see, they came from the United States and they get premium wage rates for working in a foreign country."

— IN TOKYO, JAPAN, the Alzu Bus Co. could boast if it wanted to that girls seating husbands need only become bus conductors to leave early trips to the altar. Next month, 28 girl conductors will get married—all of them to passengers they met on their buses.

Neither the bus company nor the transit union is very happy about the situation. The former is losing experienced employees, the latter veteran members. And chances are the turnover will continue. Mothers have taken to riding the buses to look the conductors over as potential daughters-in-law.

— IN HOBOKEN, N. J., big business and industry were charged with responsibility for much of the inflation they try to blame on wage increases. Dr. Frederick J. Gaudet of Stevens Institute of Technology found in a research study that job turnover—frequently caused by wholesale labor plotting—is costing \$11 billion a year. This, said Gaudet, "is a staggering total which can seriously contribute to the inflationary trend." As evidence, he cited the case of one company that squanders up to \$2,800 to recruit a single engineer.

Unions Explore Pre-Paid Legal Aid To Protect Members

By SIDNEY MARGOLUS
Guild Reporter
Consumer Expert

Labor unions, which pioneered prepaid medical care for working families, now are investigating the possibility of prepaid legal care.

Los Angeles hotel and restaurant unions recently surveyed members' legal problems and are exploring ways to make legal aid available on a prepaid basis. Other local unions have developed a number of methods of providing such help. The AFL-CIO Community Services Activities also is surveying the various ways unions and other civic organizations provide legal help for members.

Undoubtedly your family, if it's at all typical, from time to time could use legal protection and advice if it were available at reasonable cost. Many of the financial scrapes working families get into would be avoided if they could afford to consult a lawyer first.

Many consumer frauds in the sale of cars, home repairs, furniture and other goods and services have their roots in tricky contracts. Many consumers don't even read

contracts themselves before signing. Even when they do, the legal language is hard to understand.

Consumer frauds aren't the only reason a family may need legal help. An analysis of the Los Angeles survey by Paul Mendenhall of the Community Services Activities staff found the most frequent problems requiring urgent legal help were traffic cases, followed by marital problems, cases involving collection of money, naturalizations, sales of homes, non-job personal injuries, landlord disputes, and violations of law other than traffic cases.

Just as group health insurance pays your medical bill if you get sick, the Los Angeles plan would "insure" wage-earners against legal expenses. Workers and their employers would contribute to a fund. Then a family would get legal help when needed without further cost or payment of only a modest fee.

One of the most important values of such a group legal plan is that it could provide "preventive" legal care, just as the checkups provided by group medical plans help prevent small illnesses from becoming serious ones.

One problem is that a legal-care plan may face the same opposition from lawyers' organizations—bar associations—that group medical-care plans got from the American Medical Association for many years.

However, a number of individual lawyers have announced approval of the legal-care proposal. Los Angeles Attorney James Denison has pointed out that without some such system, in actual practice genuine justice is only for the rich. A lawyer may undertake a big case, such as a serious accident injury, on a contingent basis. That is, his fee would be a percentage of the settlement if you win—say 25-40 percent. But it won't pay him to take a small case on this basis.

But the bar associations have a "canon of ethics" which opposes giving legal help without fee to members of an organization, by a lawyer employed by the organization.

Many union locals and lodges now do have informal or even organized methods of providing legal help. One common method simply is to send the member to the local's own attorney who will pro-

SOUP TO NONSENSE

Good And Grimm

By JANE GOODSSELL, Portland, Ore., Guild

Every time I think how I've been double-crossed by the child psychologists, I could grind their bones to make my bread.

For years they've been warning parents against reading frightening fairy tales to their young for fear of damaging tender minds. And NOW they're saying that scary stories are good for children.

Their reasons are pretty complicated and I'm not sure I understand them, but it has something to do with fairy tales helping children express their hostilities through imagination. I think this means that instead of hitting Mommy over the head because she refused to let them eat Butterfingers before lunch, they can get even with her by pretending she's the old witch that Gretel pushed into the oven.

This isn't exactly a comforting glimpse into the infant mind, but it certainly beats getting hit over the head and it seems fair enough to me.

What doesn't seem fair is that I've spent all these years ploughing through books like "Fun with Dick and Jane" and "A Ride with Mommy," when I might just as well have been reading Jack the Giant Killer.

The Dick and Jane books—in case you are lucky enough to know—were simple tales about children living everyday lives with their mommies and daddies, who are supposed to be just like you and me. This sounds harmless, if not exactly exciting.

But the booby trap is that Dick and Jane's mommy and daddy aren't quite like you and me. They're better. They're cheerful, patient, even-tempered and ever ready for fun and frolic with their tots. They never lose their tempers and yell, "If I've told you once, I've told you ten thousand times old and, at the moment, she's mad at me because I won't take her to the zoo. Just wait till she hears about the wicked stepmother in Snow White!

They never snip, "Oh stop bothering me and go watch television!" Not them. A storybook mommy is never too busy to take her little

ones to the zoo or downtown to visit Santa Claus. Daddy is—well, the title of a typical chapter on Daddy should give you a good idea of what he's like. The title, "Daddy Can Fix It."

There has been a lot of talk lately about modern children's lack of respect for their parents, and I place the blame squarely on those sappy storybooks. How can your child respect a father who stacks up so poorly against Dick and Jane's daddy? Your child's father not only can't fix it, he isn't even very eager to try.

All these years we parents have been cutting our own throats. We've filled our children's heads full of fancy notions by reading to them about model parents.

And now we learn that we might better have read them Grimm's Fairy Tales, and just think how much happier we'd all be!

Instead of measuring us against model mommies and daddies, our children would have quite a different frame of reference—a nasty crew of wicked stepmothers, relentless nurses and wrathful parents.

The parents in Grimm's stories didn't take their children for educational bus rides or shopping at the supermarket. Not on your life! Instead, they beat their children and fed them on bread and water, or sent them into the forest to starve.

You can depend on Grimm to start your children counting their lucky stars to have such nice, kind parents. And Grimm makes parents feel good all over, too. You may be crabby and self-centered, but nobody can accuse you of starving your children.

Well, better late than never, and I'm hotfooting it to the library to pick up a copy of Grimm. I still have one child whose mind isn't yet molded. She's four years old and, at the moment, she's mad at me because I won't take her to the zoo. Just wait till she hears about the wicked stepmother in Snow White!

Goodbye all or mostly paid for if you default on the most recent purchase.

Another method some unions use is to provide a legal clinic one night a week, when members can consult a lawyer.

Without such organizational services, families without much money have a problem. There are Legal Aid Societies in some large cities, but they mostly take only the cases of nearly destitute people. Nor do they provide the preventive advice people need to keep out of legal jams.

Without a legal-care plan, it's doubly important to watch contracts closely. Here are tips on some tricks you need to guard against:

► Most installment-purchase contracts nowadays are turned over by the dealer to a bank or finance company. Do you have written assurance from the dealer that he will make good on the guarantee or replace the merchandise if it is defective? You also need to read the guarantee itself carefully.

► Add-on contracts are a special problem in the installment furniture business. The new purchase is added on to the old contract. This means you can lose

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Salaries, Merit Area At Washington Star

Payroll information showing salaries and merit increases for employees in the Guild's jurisdiction at the Washington Star as of July 27, 1958:

EDITORIAL DEPARTMENT

Top Minimum In Contract	Office Boys	Actual Salaries of Employees
\$46.50 after 2 years	4 between \$46.51 and \$56.50	9 on steps up

Head Copy Boy	Librarian
1 at \$51.75	1 between \$130.01 and \$140.00

Clerks	Library Clerks
7 on steps up	5 at \$67.50
4 at \$57.75	3 between \$77.51 and \$87.50
1 between \$77.76 and \$77.75	

News, Editorial, Feature, Art and Photographic Employees
25 on steps up
19 at \$127.00
25 between \$127.01 and \$137.00
17 between \$137.01 and \$147.00
11 between \$147.01 and \$157.00
16 between \$157.01 and \$167.00
11 between \$167.01 and \$177.00
3 between \$177.01 and \$187.00
1 between \$187.01 and \$197.00
11 over \$200.00

Copy Readers and Rewrite Men
6 at \$127.00
1 between \$127.01 and \$137.00
4 between \$137.01 and \$147.00
3 between \$147.01 and \$157.00
2 between \$157.01 and \$167.00
1 between \$167.01 and \$177.00

Foreign, Telegraph, Picture, Night City, State, Assistant City, Daily Women's, Sunday Women's, Women's Makeup, and Makeup Editors.
5 between \$132.01 and \$142.00
2 between \$142.01 and \$152.00
1 between \$152.01 and \$162.00
3 between \$162.01 and \$172.00
3 between \$172.01 and \$182.00

Slot Men, Makeup, Women's and National Editors
1 between \$142.01 and \$152.00
1 between \$152.01 and \$162.00
2 between \$162.01 and \$172.00
1 between \$172.01 and \$182.00
1 between \$182.01 and \$192.00
1 between \$192.01 and \$202.00

Sports Editor
1 between \$282.01 and \$292.00

COMMERCIAL DEPARTMENTS
Messengers
15 on steps up
3 between \$44.51 and \$54.50

Classified Markout, Clipping, Filing or Marking, Junior, Mail and Stock Clerks
26 on steps up
5 at \$57.00

Clerk Typist, Transient Ad Biller, Circulation, Counter, Production or Service Department, Senior Classified Markout or Charge, and Telephone Ad Clerks
38 on steps up
17 at \$64.25
1 between \$64.26 and \$74.25
1 between \$74.26 and \$84.25

Accounting-Bookkeeping Machine Operator, Collector, Marker, PBX Operator, Stenographer, and Advertising Ledger, Display Charge, Payroll, Senior Production or Service Department, and Transient Ledger Clerks
10 on steps up
11 at \$66.75
8 between \$66.76 and \$76.75

Bookkeeper, Cashier-Assistant, General Utility Clerk, Principal Clerk, Secretary, and Telephone Ad Solicitor
29 on steps up
7 at \$76.00
5 between \$76.01 and \$86.00
1 between \$86.01 and \$96.00
4 between \$96.01 and \$106.00
1 between \$116.01 and \$126.00

Junior Artist
2 at \$79.50

(Continued on Page 6)

Now It's The Law—Holding Office A Matter Of Trust

By JOSEPH E. FINLEY
For Press Associates

Holding office in a labor union has become a matter of trust. Most trade unionists have believed this as a matter of labor philosophy. Now Congress has attempted to write it into law.

Title V of the new Labor Management Reporting & Disclosure Act (Landrum-Griffin), under the heading, "Safeguards for Unions," sets up new legal standards for handling of union affairs and specifically overrides union constitutions in certain areas if such constitutions conflict with the law.

Sec. 501 of the Act, in addition to declaring that union officers, agents, shop stewards and other representatives "occupy positions of trust," requires that union money must be handled and expended solely for the benefit of the union and its members. Officers may not deal with the union in any adverse capacity and may not have any "conflict of interest." If they make profits out of their office, they must account to the union for what they have done.

(Under this section local officers and representatives may be held to the same high level of accountability for their actions as corporate directors, family, bank and pension trustees and other persons who occupy positions of "trust" under the law.)

As a practical matter, how may you spend union money under the new law?

Any broad trade union purpose, for the general benefit of the membership, is permissible. If union money is loaned to some business, or invested in a business, or invested in questionable activities, then watch out.

(It is important to understand, however, that the requirements of this section relate to the manner in which union funds and property are managed, and not to the purposes for which they may be used. Senator Kennedy told the Senate:

"The bill does not limit in any way the purposes for which the funds of a labor organization may be expended or the investments which can be made. Such decisions should be made by the members in accordance with the constitution and by-laws of their union. Union officers will not be guilty of breach of trust under this section when their expenditures are within the authority conferred upon them either by the constitution and by-laws or by a resolution of the executive board, convention or other appropriate governing body—including a general meeting of the membership—not in conflict with the constitution and by-laws.")

If it is alleged that any officer or agent of a union has violated any of his fiduciary duties, and the union fails to act to recover damages or sue for an accounting, any member may bring a law suit to accomplish these goals.

(However, no such suit may be brought except "upon leave of the court" and "for good cause," thus protecting the union and its officers against harassment and fishing expeditions. Embezzlement and theft are punishable by a

This is the seventh in a series of articles on the new labor law. The author, a labor attorney, formerly was assistant general counsel for the AFL. The next and final article in the series will summarize the chief points of a more detailed analysis of the law as it affects Guild operations. The complete analysis has been distributed to ANG locals.

\$10,000 fine or five years' imprisonment or both.)

Under Sec. 302 of Taft-Hartley, it was made a federal crime for union officials to receive payments of money from employers, outside of wages, and for employers to pay money to union officials. This section has been broadened to plug several loopholes in the old law, and now makes it a federal crime for an employer to loan money to a union official or for a union official even to ask for a loan from an employer. This is not limited to an employer who deals with your union, but applies to any employer whose employees could be admitted to membership in the union.

The new law also prohibits unions from making loans to any officer or employee which result in the indebtedness of any such person in excess of \$2,000. There is a \$5,000 fine for willful violation of this provision, along with the usual one year in prison.

No union or employer may directly or indirectly pay the fine of any officer or employee who is convicted of any willful violation of the Act.

Although the Taft-Hartley non-Communist affidavit provision has been "abolished," the new law makes it a crime for a person who has been a member of the Communist Party during the past five

years to hold office or act as a business agent, organizer, or executive board member. Any person who has been convicted of any one of a long list of crimes, including rape, arson, assault which inflicts grievous bodily injury, or any violation of the reporting or trust provisions of the law is barred from holding office or working for a union in any capacity other than as a custodian or clerk for five years after the conviction or any part of a resulting prison term. Any union or any union officer who knowingly permits any such person to serve can also be fined \$10,000 and sentenced to prison for one year.

(The Secretary of Labor has construed this section "as prescribing a continuing, affirmative duty" on the part of unions "to inquire if any person prohibited from holding any office enumerated in that section is doing so, and to take immediate action to remove any such person from such office.")

New standards have been established for union trusteeships. Trusteeships may be established only in accordance with international union constitution and by-laws, and only for purposes of correcting corruption or financial malpractice, assuring the performance of contracts, restoring democratic procedures, or carrying out the legitimate objects of a local union. "Any violation" of a union constitution probably would not qualify unless it coincided with one of the allowable purposes set forth in the statute. Reports have to be made to the Secretary of Labor within thirty days after a trusteeship is imposed, and new reports must be made every six months thereafter. A trusteeship is presumed valid for eighteen months by law, and after that period of time it is presumed invalid.

AFL-CIO Protests Form For Filing Financial Data

The AFL-CIO has filed a protest with the Labor Department concerning a requirement which appears in both the long and short forms for financial reports under the new Landrum-Griffin act.

Specimen forms have been distributed by the Labor Department to international unions for comment, and this week the AFL-CIO made a 13-page rejoinder. The form instructions seem to require, the memorandum noted, that a detailed breakdown be given of expenses incurred by officers and employees of a union, even when paid directly by the union treasurer. For illustration, the instance of airline travel is cited, where the officer or employee handles no funds and the bill goes directly to the union for payment.

The AFL-CIO asks the Labor Department to make it clear that such expenses, paid directly by the union, need not be allocated to individuals in filling out the report forms. Itemization, the AFL-CIO holds, would be contrary to the law's language and intent, serves no useful purpose and is unduly burdensome.

The proposed short form report is intended to simplify operations

of smaller unions, whose gross annual receipts total less than \$20,000, and whose officers are serving without pay, for the most part.

The Labor Department estimates that more than 77,000 unions will be included in the filing group, covering possibly as many as 600,000 union officials and employees.

Institute Dates Set In January

January dates have been set for two ANG training institutes, one at Toledo and the other at Chicago.

"The Toledo sessions will be sponsored by the POI District Council, and will be quartered at the Commodore Perry Hotel, Saturday and Sunday, January 16-17.

The Midwest District Council sponsors the Chicago meetings, set for January 23-24 at the LaSalle Hotel.

Theme of the institutes is keyed to the convention-directed organization year, and J. William Blatz, ANG director of organization, will conduct the discussions.



Im Osten, Prosit! The easternmost outpost of the ANG received American greetings from former Vice President Wilfred E. Alexander on a visit he and his wife made recently to Munich, Germany, when they met with members of the New York Guild's Radio Free Europe unit. Seen here enjoying the hospitality of

a Bavarian hofbrau are: Front, Barney Leason; first row, Mrs. Dorothy Leason, Mrs. Dorothy Bohusz, Mrs. Alexander, Zosia Zwolinska and Alexander; second row, Herb Ritvo, Hanz Hajek, Mrs. Augusta Hajek; third row, George Bohusz, unit chairman, and Jon Lorenz.

2-Continent Guild Unit Invents Joint Body For Representation

New York — A unique system of representation has been devised to meet the organizational problems of the New York Guild's Free Europe unit.

More than half of the unit's 500-odd members live and work in Munich, Germany — some 3,500 miles from the local headquarters and from their fellow employees in New York City. Both groups work for the Free Europe Committee, which operates Radio Free Europe and the Free Europe Press.

The problems posed by the two-continent nature of the unit simply were not anticipated when the Guild's table of organization was formed.

As employees of the same employer in the same enterprise, for example, both groups belong in the same unit. But how are Munich members to attend unit or local meetings?

But the Guild, like other growing organisms, adjusts to new conditions. How it did so in this case is outlined in a report of J. Szyzsko-Bohusz, first vice chairman of the Free Europe Unit and chairman of its Munich Group. The report, covering "Guild Activities in Munich for the Period 24th April 1958 to 12th November 1959," was given recently at a meeting of the Munich Group. Its substance:

"There will be a Joint Council composed of members elected separately by the membership in New York and Munich.

"Eighteen members of the Joint Unit Council elected in New York will be known as the Executive Council in New York, and 13 members elected in Munich as the Executive Council in Munich.

"In addition to their own officers, the Munich membership will elect: 1 vice-chairman (of the Free Europe unit, who will be chairman of the Munich Group); 2 vice-chairmen, assistant secretary and assistant treasurer of the Joint Unit Council.

"The officers elected in New York will in fact conduct in New York all business of the entire unit.

"The Executive Council of the New York Group and its members, especially officers of the Council, will be bound to act on behalf of the Munich membership whenever asked to do so by the Executive Council of the Munich Group of Guild members and within the directives laid down by that Council.

"In matters concerning both Groups, discussions and votes will take place both in New York and Munich. They will be reconciled by oral or written negotiations until the final decision is approved by a majority of the Executive Councils of both Groups."

Thus, with each Group retaining control over its own affairs but with the Unit Council in New York empowered to speak for both, democratic representation was maintained without lessening the ability of the unit to act when necessary.

The Szyzsko-Bohusz report expresses, at the outset, the Munich Group's thanks to M. Michael Potoker, secretary-treasurer of the New York Guild; Horst Petzel, chairman of the Free Europe Unit, and his deputy, Robert Gabor, for their aid in working out the unit's structure and in negotiating understandings and agreements.

The report also described the complications involved in establishing a Guild unit under a foreign government (West Germany) and in the context of a foreign labor movement. More than 300 Free Europe staff members in Munich — those employed by the Free Europe Committee's office in New York and paid in U.S. dollars — were eligible to join, and did join, the Guild. But there were also many Free Europe employees who were not eligible for Guild membership. These were represented by the German labor federation, DAG, which had for a time sought to represent the

dollar-paid staff members as well.

An understanding had to be reached with DAG if the Guild was to operate in a friendly labor atmosphere in Munich. On that subject, Szyzsko-Bohusz reported:

"From the very beginning of the existence of the Guild in Munich, we were aware of and recognized the fact that because we were working in Germany we should seek the closest cooperation with German unions and particularly with the DAG, in the ranks of which our German colleagues and some of our non-German colleagues are organized.

"The negotiations for better understanding and close cooperation were conducted over a long period of time, and on December 1, 1958, an agreement was signed providing a basis for cooperation between the Guild and the DAG."

Said the Guild-DAG agreement in its first article:

"The two unions will work together in good faith for the welfare of all employees of Radio Free Europe, Munich. They are united in their effort to further the interests of all employees regardless of nationality and to improve working conditions in a like manner.

"They are also united regarding the principle that the special social and organizational conditions of the exile and non-German employees of the stations in the Federal Republic, regardless of the currency of their salaries, justify special settlements."

The agreement set down the principle that most future demands would be drafted jointly but negotiated with management in Munich by DAG, with Guild representatives sitting in and having a "consultative" vote. Simultaneously, the Guild will negotiate in New York for a model individual contract based on the same demands and in particular for those demands which apply specifically to Guild members.

The individual contract device was agreed on to fulfill requirements of German labor law.

Munich RFE Guildsmen Escape Poison Attempt Laid To Czech Official

Munich, Germany — Some 1,200 employees of Radio Free Europe here — including more than 300 members of the New York Guild's Free Europe unit — were the object of a poison plot hatched by a Czechoslovak consular official, the U.S. Army charged.

The Army said Jaroslav Nemec, a vice consul at the Czech consulate in Salzburg, on November 16 gave a Communist agent salt shakers containing atropine to substitute for the salt shakers in the RFE cafeteria in Munich.

Atropine is derived from the deadly nightshade plant. It has a paralyzing effect on the nervous system.

A Radio Free Europe official said analysis of the contents of the salt cellars showed that each contained enough atropine mixed with the salt to cause death, if consumed by one person.

The Army said agents of its Counter-Intelligence Corps had discovered the poison plot "during normal security operations in Germany." Radio Free Europe and the West German Ministry of Justice were notified immediately, the Army reported.

The RFE cafeteria was closed on November 21 and was reopened December 17. The poison plot was revealed by an official of RFE before a Munich labor court,

December 16, after employees had protested the closing of the cafeteria.

Radio Free Europe is a private outlet operated by the Free Europe Committee of New York and financed through contributions to Crusade for Freedom. It broadcasts news and propaganda to Eastern European countries, monitors broadcasts and analyzes publications from Communist bloc countries.

Peoria

Peoria, Ill. — John R. C. Armstrong, assistant news editor of the evening Journal Star, will be installed as president of Peoria Local 86, Jan. 31. He succeeds William P. McLinden, evening wire editor, who moves to the local executive board.

Other new officers are Gene Booth, assistant state editor, vice president; Joseph Z. Burson, state editor, secretary; and John Boyer, morning Journal Star assistant news editor, treasurer.

Executive board delegates from the three departments represented by the local are William J. O'Connell Jr., morning edition reporter; Frank Barry, evening edition reporter; and Austin Tickell, circulation district manager.

McLinden, Armstrong, and Russell Lulay of the circulation department were named delegates to the Peoria-Tazewell CIO Council.

ITU Cited Over Paste-Up

The International Typographical Union has been ordered to halt a two-year strike at the Worcester, Mass., Telegram and Gazette involving union jurisdiction over paste makeup work.

The National Labor Relations Board found the ITU guilty of an unfair labor practice in its continuance of the strike, the purpose of which, the Board said, "was to force the employer to assign paste makeup to members of Local 165 rather than to non-member artists."

The NLRB, acting under Taft-Hartley authority to determine jurisdictional questions, ruled in September 1958 that the union was not entitled to strike for the assignment of paste makeup work to its members. When the ITU continued its strike in the face of

this ruling, the Board acted on the unfair practice charges.

Paste makeup involves the pasting up in page form of type proofs, hand-lettering and art work. It is work normally done by artists in the Guild's jurisdiction. The Guild has no contract representing employees of the Worcester papers, however, and was not directly involved in the dispute.

Although paste makeup has been performed by newspaper artists for many years, the increasing use of photographic typesetting equipment has multiplied the amount of such work.

The ITU claims jurisdiction over paste makeup on the grounds that it is a "parallel or substitute process" for makeup of type cast in metal slugs, which ITU members perform.

... Payroll Data (From Page 7)

Administrative Assistant, Classified Outside Ad Salesman, and Senior Bookkeeper		
\$99.00 after 4 years		6 on steps up to \$99.00
		7 between \$99.01 and \$109.00
		2 between \$119.01 and \$129.00
Artist		
104.75 after 5 years		3 on steps up to \$104.75
		1 between \$104.76 and \$114.75
Photographer		
\$117.00 after 6 years		2 on steps up to \$117.00
		1 at \$117.01
		1 between \$117.01 and \$127.00
		2 between \$127.01 and \$137.00
Display Ad Salesmen		
\$119.00 after 6 years		3 on steps up to \$119.00
		8 at \$119.01
		7 between \$119.01 and \$129.00
		3 between \$129.01 and \$139.00
		5 between \$139.01 and \$149.00
		1 between \$149.01 and \$159.00
		3 between \$159.01 and \$169.00
		1 between \$179.01 and \$189.00
		1 between \$199.01 and \$209.00