

Union Leaders Confer Again At Portland

Spur Program To Beat Back Scab Pattern

Portland, Ore. — International officers of the unions involved in the Portland strike returned here this week to review strike activity and to accelerate their program for victory. The program is essentially the same as that adopted by the Guild convention in Chicago. (see story on Page 5).

It calls for intensified picketing to discourage strikebreakers and close the struck plants, stepped up campaigns to cut the advertising and circulation of the Oregonian and the Journal and to continue the Portland Reporter—the union-published strike paper—as a strike weapon, additional aid and manpower as needed by the strike director, and a renewed appeal to the labor movement for aid to carry out strike activity.

ANG Executive Vice President William J. Farson is representing the Guild at the conference. Others taking part are Wilfrid T. Connell, president of the Photo Engravers; Raymond Jeffress, vice president of the Stereotypers; Joe Bailey, vice president of the Typographical Union; Walter Turner, vice president of the Pressmen; Clyde Crosby, Teamsters' international representative. (Continued on page 5)

Utica Lockout Lasts 3 Days

Utica, N. Y.—Fifty-three members of the Utica Guild were idled last weekend when the Gannett-owned Observer-Dispatch and Press failed to publish Saturday, Sunday or Monday.

A disputed firing of a printer caused the suspensions, and production was resumed when members of ITU local 62 agreed with management to process the discharge as a grievance, through arbitration.

The discharge resulted from a seemingly trivial cause—shop discussion of "scab copy" sent to the composing room in the form of an editorial quoted from the Portland Journal, now struck by the stereotypers union. But, said Theodore Averson, local ITU president, tempers had been frayed by a long series of previous discharges in the composing room force, most of them reversed by arbitration procedures.

When the compositor had set the type, as ordered, he continued

(Continued on page 4)

Strike Voted In Milwaukee

Milwaukee, Wis.—The Milwaukee Guild voted overwhelmingly at a membership meeting Tuesday night, July 12, to strike the Milwaukee Sentinel if necessary to obtain a satisfactory contract.

The local's old contract with the Hearst paper expired last April 24. More than 30 bargaining sessions have failed to produce agreement on a renewal.

The GUILD REPORTER

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

Vol. XXVII—No. 14

Issued twice monthly at 1126 16th St., N.W., Washington 6, D.C. \$3 per year

Second class postage paid at Washington, D.C.

July 15, 1960

Unity Purpose Fires Convention Action

The spirit of solidarity and labor unity permeated the Guild's 27th annual convention in Chicago, June 24-July 1.

It was evident on the convention floor, in the speeches of visiting union leaders, in the deliberations of every committee and in the after-hours corridor discussions.

Some 250 delegates and alternates attended the policy-making sessions. They divided their work among committees, reported back with their deliberative decisions and gained the convention's approval of their findings.

Their major actions included:

► A call for a specific plan for a single organization of workers in the printing, publishing and related industries, to be brought back to the 1961 convention, if possible. (Story on Page 3)

► Solid support of the Portland strike, despite differences as to methods which led to rejection of a bid for \$50,000 to help establish the strike paper as a commercial daily. (Story on Page 5)

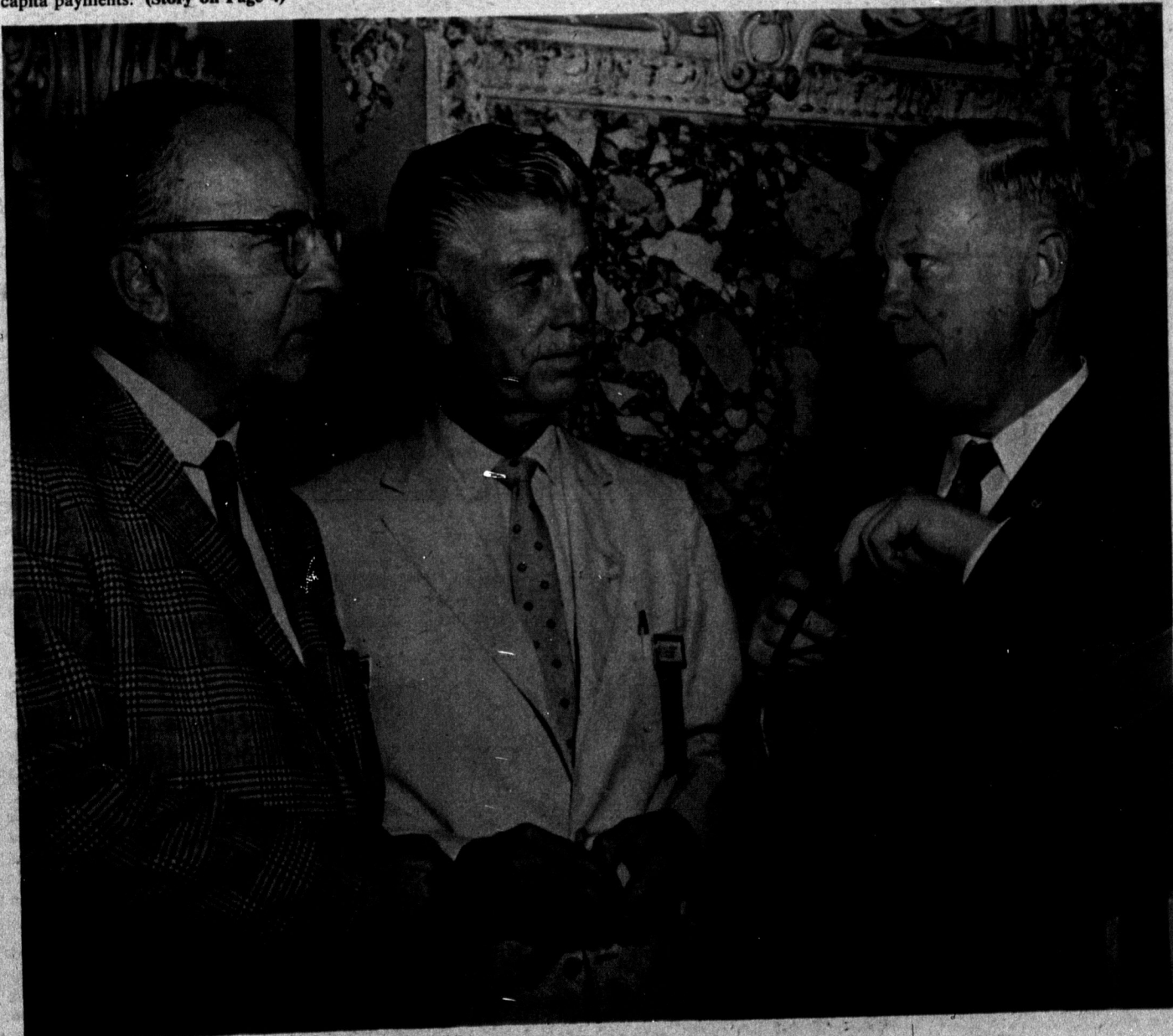
► Approval of an ANG operating budget of \$464,570—largest in the Guild's history—for the 1960-61 fiscal year, with cuts, hold-downs and new sources of revenue substituted for an increase in per capita payments. (Story on Page 4)

► Nominations to fill two vacancies on the International Executive Board caused by the resignations of Vice Presidents Jack Howard of San Francisco and Ed Marciniak of Chicago. Region IV candidates to succeed Howard are Robert Hickey of San Jose and William Millis of San Francisco-Oakland. Nominees for the at-large post, following a roll call elimination, are Jack Dobson of Toronto and Robert Zonka of Chicago. (Story on Page 2)

The convention heard the presidents of three international printing trades unions, concerned both with the Portland strike and the growing need for effective concerted union action to meet employer attacks, declare their support for the principle of labor unity in the industry and their willingness to work out a plan satisfactory to all. (Stories on Page 3)

The delegates directed ANG officers to continue explorations with these and other union leaders to find an acceptable formula for unity.

In the picture below, ANG President Arthur Rosenstock, left, and Executive Vice President William J. Farson, center, confer with Elmer Brown, president of the International Typographical Union, after his address to the convention.



Rosenstock Hits Drift To Monopoly Ownership, Asks Congress To Act

Press freedoms and the right of the people to know are both endangered by the trend toward fewer newspapers and "monopoly control" of means of communication, ANG President Arthur Rosenstock told the Chicago convention in his opening address to the delegates.

Citing remarks made ten years ago by Morris Ernst, friend of Heywood Brown and the Guild's first attorney, Rosenstock compared the prophecy by Ernst of a shrinking newspaper world with the recent writings of A. J. Liebling on the same subject.

Thirty dailies, said Rosenstock, have died within the past decade. The Guild has for years tried to stem the process, both in the public interest and the interest of its members' jobs, but without success, Rosenstock declared.

He proposed that the convention adopt a suggestion by Liebling that Congress raise the capital gains tax to the level of the income tax, thus removing the great incentive now found in the sale of a paper to a competitor.

Rosenstock also suggested that government regulations be imposed on the sale of newspapers, as a protection to the public welfare, perhaps in the form of a waiting period such as that imposed in the case of the New Orleans Item.

Noting the newspaper buying propensities of Samuel I. New-

house, Rosenstock declared that the strike in Portland could be settled immediately for a small fraction of the sums Newhouse has donated to found a news research center at Syracuse University.

Turning to the Guild area of activity, Rosenstock reviewed briefly the financial outlook, organizing gains, collective bargaining results, the year's strikes and lockouts and the upsurge of interest in inter-union cooperation.

He cited particularly the international interests of the Guild, through the International Federation of Journalists and the scheduled August conference of western hemisphere newsmen's organizations in Peru.

"In this coming year," he concluded, "the Guild, possessing unique qualifications of flexibility, mobility and imagination, should reach a much higher plateau in membership, in contract terms, in community contribution and in forging toward its goal of new unity."

A convention resolution prompted by the address of President Rosenstock calls upon Congress "to investigate the effect of the capital gains tax windfall on newspaper sales and suspensions" and to weigh the need for a "waiting period" before a newspaper can be sold.

The resolution added that appropriate powers should be given the Justice Department to prevent monopoly conditions resulting from a sale.

Dot Benjamin Of Greensboro Wins Bader Memorial Award

The 1960 Wilbur E. Bader Memorial Award, honoring the Guild's first director of organization, has been bestowed on Dorothy Ann Benjamin, of Greensboro, N. C.

Attending the Chicago convention as delegate of her Guild local, Miss Benjamin received a check for \$500 and the ANG citation "for her leadership as an officer and executive board member in the revitalization of her local." The ceremonies occurred at the Wednesday evening convention banquet at the Pick-Congress hotel ballroom.

The citation continued: "As a result of economy waves and membership depletion, local lethargy and lack of funds, the Greensboro Guild had been on the verge of collapse when Miss Benjamin stepped in and led the rebuilding of the local through a long-range organizing campaign, the development of sound dues and financial policies, effective grievance procedure, guidance of new members and training of new leaders, and militant collective bargaining."

Judging of the entries for this year's awards was by former ANG Vice President Philip H. Price, Washington; and ANG Vice Presidents Eric R. I. Cawdon, Ottawa, and Daniel A. McLaughlin, North Jersey.

By adoption of a report by the Research and Information committee, the convention approved an IEB proposal that next year the form of the Bader Award be

changed. It would become a \$1,000 scholarship in the program now being completed by the National Institute of Labor Education.

The winner would attend a summer training program at a university campus, with the remaining costs of the ten-week study met by a grant from the Fund for Adult Education.

The award was established in 1954 following the death of Bader, who as director of organization and later as editor of the Guild Reporter had been active in stimulating Guild leadership by local volunteers.

Miss Benjamin is the fifth recipient of the honor.



DOROTHY BENJAMIN receives Bader Award citation from President Rosenstock.



The Men Who: Grouped for a final photograph after the Chicago convention adjourned are the candidates who will face Guild voters in the referendum in September. From the left, they are Jack Dobson of Toronto and Robert Zonka of Chicago, competing for at-large vice presidency, and Robert Hickey of San Jose and William Millis of San Francisco, Oakland, opponents for the vacation Region 4 vice presidency.

Dobson, Zonka At Large Opponents; Hickey, Millis Seek Region 4 Seat

By referendum election to be conducted in September, the Guild will choose a vice president at large and a Region IV vice president to fill vacancies on the International Executive Board.

Nominations for the two posts, both left open by midterm resignations, were made at the Chicago convention's closing session.

In the case of the at-large nominations, an elimination roll call reduced the field from three candidates to two.

The Region IV nominees are Robert J. Hickey, San Jose, and William Millis, San Francisco-Oakland. Voting on the regional choice will be by Guildsmen in the 15 locals comprising the Far West region, plus those members of the Wire Service Guild who are stationed in the region. The locals are Bakersfield, Denver, Eugene, Great Falls, Hawaii, Los Angeles, Portland, Ore., Pueblo, Reno, Sacramento, San Diego, San Francisco-Oakland, San Jose, Seattle-Tacoma and Stockton.

Nominated for the at-large vacancy were Jack Dobson, Toronto; Robert Zonka, Chicago, and Mike Mastrullo, Cincinnati. In the roll-call Mastrullo placed third, and the two others remained as candidates. The roll call voting is shown in detail on page 8.

Guild-wide balloting will be conducted in the at-large contest.

The convention chose Thomas Pay, New York; Roberta Bailey, Philadelphia; Mastrullo, Tony Ingrassia, Milwaukee, and Charles J. Tiano, Kingston, to serve as the international referendum committee, in charge of the election.

The committee named Miss Bailey as its chairman and set August 31 as the date when ballots are to be mailed to locals. The voting period, with specific days and hours to be fixed by the

locals, will be from September 16 to 21. The returns will be examined and certified by the committee, meeting at Washington, September 30.

The term to which the candidates aspire ends October 15, 1961.

Voting will be open to members who are in good standing August 1, i.e., with dues paid for July.

Hickey's Guild membership goes back nine years, to Hammond, Ind., where he was a local officer and delegate to the Midwest District Council. In San Jose, he again held local office, being president of the San Jose Guild during the 124-day strike in 1959. He headed the local's ANG convention committee in 1958 and has also served as a delegate to the California-Nevada District Council. At the Chicago convention last month he was chairman of the Research and Information committee.

Millis has a 15-year record of service as a Guildsmen, both in San Francisco and Washington, D. C. He has served as unit chairman of SFONG at the San Francisco News, has been a member of the local's Representative Assembly and executive committee, has twice held terms as editor of the local publication, the Bay Guildsmen, and has done extensive work on bargaining committees. For seven years he was on the staff and served as editor of the former CIO News at Washington, returning to California after the two top labor bodies merged. He conducted a temporary employment bureau following the News and Call-Bulletin merger last year.

Dobson is serving his second term as president of the Toronto local, in which he has participated as a steward, chairman of the finance committee, executive member, organizing and negotiating committee member and dele-

gate to the Toronto District Trades and Labor Council. A union member for 17 years, Dobson joined the Steelworkers union. He became a Guild member in 1948, when he was employed of the editorial staff of the Toronto Globe & Mail.

Zonka is serving a second term as treasurer of the Chicago local. He is a reporter-deskman in the financial department of the Sun Times. He is credited by his local with successfully leading a recent move to increase local dues, has been active in safeguarding Guild interests in the merger of the Sun-Times and Chicago Daily News, and has represented committee membership in the current organizing drive in the unorganized departments of those dailies.

Two revisions in the ANG constitution, both a result of provisions in the Labor-Management Reporting and Disclosure Act of 1959, were adopted at the Chicago convention in connection with referendum procedure.

One, a provision which changed the term "obnoxious" in the Officers Report reference to it, requires all candidates for ANG office to be eligible under terms of Section 504 of the Act. The section bars from union office any who are, or have within five years been convicted of certain crimes.

The second constitutional change, also in compliance with the Landrum-Griffin law, provides that local Guild secretaries shall "forthwith" transmit to the international referendum committee all ballots—valid, spoiled and unused—and all eligibility and voting lists and other election records. The law requires that such records be preserved for one year by the officials in charge of the election.

Specific Unity Plan Urged, Top Level Talks Approved

The Chicago convention directed ANG officers to "make every effort" to bring to the 1961 convention a specific plan for labor unity in the printing, publishing and related industries.

The convention commended the officers for initiating recent talks with craft union leaders which led to proposals for a single, combined organization. It urged that the officers continue the discussions and explore "ways and means of achieving a sound and mutually acceptable basis for unity."

The convention action climaxed a week in which newspaper labor unity was a prominent theme in speeches, committee meetings and corridor discussions.

"For the first time, instead of talking—or quarreling—about unity, we are doing something about it," said ANG Executive Vice President William J. Farson.

Above all, there is the realization, so dramatically underscored by Portland, that in the year 1960 the unions in the newspaper industry can no longer afford to go their own separate ways, unthinking and alone.

The obvious need of the ANG and all other organizations of employees in the printing and publishing industry is to find a way to unity and formation of one organization large enough, strong enough and intelligent enough to fight back the attacks leveled at our separate organizations," declared President Elmer Brown of the International Typographical Union.

"All of us in the printing trades are interested in some form of concerted action and unity among ourselves and . . . we realize that the Guild also is a group that should move on a common front with us," said Wilfrid T. Connell, president of the International Photo Engravers Union.

"We are for a unified movement, but we are for the type of movement that we are all going into with our eyes wide open, that is for the benefit of everyone in that organization," said President James H. Sampson of the International Stereotypers and Electrotypers Union.

President Anthony J. DeAndrea of the International Printing Pressmen & Assistants' Union also was invited to address the

By-Laws In-Laws?

Lou Brown of the San Francisco-Oakland Guild, chairman of the organizing committee, after delivering the committee's report recommending continued unity discussions with other unions in the industry, noted that he had been asked several times at Chicago whether he is related to Elmer Brown, president of the International Typographical Union.

"I was reluctant to confirm the rumors," he said, "but I am very proud at this time to say I am related to Elmer Brown."

"I am a brother-to-be."

convention, but other commitments made his attendance impossible.

The specific action of the convention came in the adoption of the second report of the Organizing Committee, which recommended that:

"1. The ANG officers be commended for their initiative in seeking a workable solution to the common problems of survival facing the Guild and its sister unions and that they continue their exploration of ways and means of achieving a sound and mutually acceptable basis for unity among the unions in the printing, publishing and related industries and that they make every effort to report to the 1961 convention with a specific plan, and that

"2. All locals, meanwhile, continue to work for union solidarity at the local level and participate to the fullest possible extent in newspaper union councils, allied printing trades councils and city and state central bodies, and that

"3. All locals and district councils, in cooperation with other union organizations work for passage of state anti-strikebreaking legislation at the earliest opportunity and support the enactment of similar federal legislation by the next session of Congress."

The report, as adopted, described the recent union discussions and the growth of inter-union cooperation in the industry as "dramatic progress" toward achievement of one of the ANG's constitutional purposes: "to promote industrial unionism in the newspaper industry."

The report noted, however, that some doubts about the unity proposals have been expressed, in-

cluding a suggestion that cooperation, rather than unity, should be the first objective.

In that connection, M. Michael Potoker of New York, took the floor to answer a story in the Chicago Sun-Times that said a representational dispute with the Typographical Union lay behind a motion by New York members of the organizing committee to change the word "unity" to "cooperation" in the committee's recommendation.

Potoker denied the assertion in the news story that the New York Guild has accused the ITU of "jumping its claim" to jobs created by the introduction of a new photographic composition process on the New York Times.

"Any dispute we may have is directed solely against the management of the Times," Potoker declared. "We have enjoyed a working and most cooperative relationship with the International Typographical Union and all of the other printing trades unions in the City of New York for many years."

"We in New York have championed the cause of unity amongst all unions in the newspaper industry for many years, and we are delighted to see the progress made along these lines by our sister Guild locals and by our international union and its officers."

The executive board of the Newspaper Guild of New York some months ago adopted the following resolution which was communicated to the American Newspaper Guild: "That we commend the officers of the American Newspaper Guild in their pursuit of mutual and unqualified cooperation with the printing unions for the best interests of our respective memberships."

"I submit that the New York position is four square with the remarks made by our own international officers and the presidents of the other international printing trades unions who addressed this convention."

Farson and Brown both suggested that many of the problems in the path of a single labor organization in the industry could be solved by establishing a departmentalized union with branches embracing the existing natural divisions. (See stories on this page.)

Connell said there are two lines of thinking in the Photo Engravers, one which strongly favors

(Continued on page 11)



Newspapermen All: President Rosenstock introduces William J. Farson, president of the Photo Engravers Union, and James H. Sampson, president of the Stereotypers Union, who, like President Elmer Brown of the International Typographical Union, discussed proposals for a single organization of all workers in the industry.

'Working Committee Next Step'—Farson

Executive Vice President William J. Farson announced to the Guild convention he plans to propose a working committee of all printing, publishing and related unions to draw up a blueprint for a single, unified organization.

Farson said he will suggest at the next meeting of the board of governors of the Allied Printing Trades Association that each union name three members to the committee to work out the details of the organization.

"Only when we have a specific draft before us will we be able to evaluate such an organization and measure it against our hopes and fears," he said.

Farson devoted the major part of his opening day convention address to the subject of newspaper labor unity and reviewed recent progress in that direction. He recalled that at the New York convention last year he had expressed doubts that real inter-union cooperation could be achieved soon at the international level.

"Nonetheless," he said, "we continued to meet with craft union leaders, as we said we would, and today the situation has come full circle."

"Today, the international off-

icers of each of the craft unions have committed themselves to work for all possible unity among the unions in the printing, publishing and related industries.

"I can assure you they are sincere, and mean what they say."

Already, Farson noted, leaders of the unions involved in the Portland, Ore., strike and lockout have formed the Presidents' Committee of Allied Printing and Related Trades to coordinate programs and policies, oversee the direction of the strike and seek enactment of legislation curbing the use of strikebreakers.

"What has happened to bring this about?"

"Well, there's Portland, of course, and Oklahoma City and Reno and Westchester before it. And the new labor law, and new printing processes, and new faces."

"And the same old publishers. But above all there is the realization, so dramatically underscored by Portland, that in the year 1960 the unions in the newspaper industry can no longer afford to go their own separate ways, unthinking and alone."

"We know now—all of us—that our own self-interest demands unity, and until there was that realization there could be no unity."

(Continued on page 11)

Unions Face Amalgamation or Annihilation, Brown Declares

Text of the speech by Elmer Brown, president of the International Typographical Union, to the ANG convention in Chicago, June 28, 1960:

Greetings from the officers and members of the International Typographical Union and best wishes from all ITU members for the success of your convention.

In behalf of the officers and members of the ITU be assured we deeply appreciate your courtesy in inviting us to appear at your convention. Knowing the tremendous amount of business you must conduct in a short period of time I will forego the personal pleasures of reviewing the

profitable association I have enjoyed with officers and members of your organization during the past.

It was my pleasure to have met with the first few editorial people before interested in organizing, before the Guild was organized, and I like to think that perhaps I did contribute something to the early formation of the Guild. Too, I frequently discussed the organization of the Guild with that great journalist and splendid citizen, Heywood Brown, the first president of the American Newspaper Guild.

But my purpose in visiting with you today is to discuss matters concerning the future of employees in the printing and publishing in-

dustry. We may profitably draw upon our past to help us chart the course of the future, but the nature of our industry is so rapidly changing we must also have imagination and courage to meet new problems and new conditions.

I am persuaded that we can best solve the vexing problems and meet attacks upon us by working together.

The obvious need of the ANG and all other organizations of employees, in the printing and publishing industry, is to find a way to unity and formation of one organization large enough, strong enough and intelligent enough to fight back the attacks leveled at our separate organizations.

This immediate need is strongly emphasized by the growing power of a few owners in the communications field and the combination of employers dominating newspapers, radio, television and magazine publications.

It has occurred to many thinking and patriotic citizens that the trend by a few to monopolize the newspaper and publication industry is a growing danger to America. Moreover, the brazen entering, on the side of monopolies, of hordes of agencies, bureaus and administrators, assuming the power of government, using the resources of the nation in calculated schemes to rob labor organizations of their strength, to hamper, cripple and destroy the American

labor movement, cries out for stopping this injustice. One strong organization of employees in the industry can fight off the attacks upon our free, democratic organizations more effectively than can the several crafts, trades and associations making up the printing trades unions. These separate unions have failed to unite for the common benefit of all; each has tried to advance its own interests, too frequently with little or no regard for sister organizations.

It has come to pass that we are down to the alternative of amalgamation or annihilation.

The employer associations grow in strength and influence and their

(Continued on page 10)



Starting Gate: The big event began here at the registration desk, where some 250 delegates and alternates to the ANG's 27th annual convention exchanged their credentials for tickets and badges. That's ANG Vice President Jim Woods, a St. Louis delegate, at the head of the line.



Giving With Smiles: Donating to COPE—the AFL-CIO's Committee on Political Education—seems to be sheer pleasure to M. Michael Fotoker and other members of the New York Guild's convention delegation. The collectors, who used aprons decorated with the International Ladies Garment Workers Union's new label, are, from the left, Vera Moore of the San Mateo unit of SFONG, Julia Balasz of the ILGWU in Chicago, and Betty Corbett of the Toronto Guild.



Wait'll Next Year: Marshall Schiewe, center, president of the Chicago Guild, gives a friendly tip of the glass and a few words of advice to Vancouver delegates Bruce Smillie, left, and Chris Crombie, whose local will play host to the 1961 convention, next July 24-28.



Portland Team: JoAnn Gullman, Bay City alternate, examines a recent issue of the Portland strike paper with the Portland Guild's delegation to the convention: J. Lynn Wynd, left, secretary-treasurer; Bob Webb, center, publisher of the Reporter; and Bob Shultz, local president. More than 100 pieces of Portland strike material make up the background display.

Chicago

-that wondul town

THE CHICAGO GUILD'S first ANG convention was one which caused the delegates and their families to "look forward to a return engagement," to quote from the text of a thank-you resolution adopted by acclamation on the closing day of the gathering.

Privately, the Chicago Guild leaders had misgivings concerning the program of the local as hosts, prior to the actual arrival of the 250 delegates, but they might well have saved themselves any concern.

From the opening cocktail party at the Sheraton-Blackstone Hotel to the finish of the last race at Sportsmen's Park the following Friday night, the waking hours, and many not normally so classified, were crowded with evidences of Chicago hospitality and forthright.

For many delegates the chartered bus outing to the city's Museum of Science and Industry was most memorable. The bountiful dinner which followed at the Chicago Yacht Club was by joint courtesy of the Chicago Guild and the locals in the Midwest District Council. And for the midweek banquet, the convention hotel, the Pick-Congress, put its best roast beef forward.

Between warm debates in and out of committee sessions, thirsty and throat-weary delegates found their way gratefully to the hospitality suite maintained at the hotel by the local.

As in all Guild conventions of the week was demanding and strength of the delegates who had brought with them the children found that ample provision was made for entertaining the families.

Wives were luncheon at the Steelworkers Union at the restaurant, where the proprietor's signature theater in which puppet shows and a puppet orchestra—performed operas. The Guild guests were "treated" to the music of a top-flight orchestra, and with perfect illusion.

Visits to the Merchandise Mart, Neill's radio show, the "To department stores and to the Tourist attraction, the huge Trade Fair on Navy Pier, were highlights in the week's schedule.

Historically, Guild conventions almost invariably attracted record crowds in the city visited, with past recollections centering about 1949 and Portland, Ore., in those cities, all-time hot weather established during ANG conventions ordered things better. The discomfort posed by the thunder

storm would move in over the city and the mercury descended as spirits revived.

Further, although the headquarters hotel was in the cluttered middle of a renovation program which barred from use much of its public space, the air-conditioning units throughout the guest rooms and in meeting areas functioned comfortably.

Guildsmen who took advantage of the Chicago Guild's courtesy tickets to the races at Sportsmen's Park on the closing Friday night found that even the gods of chance had been enlisted for support. One delegate hit the daily double, while another picked consecutive winners in the last six races.

The resolution adopted by the convention noted that Chicago had refrained from inviting the Guild to the Windy City "until it felt it was in a position to provide us with a darned good convention."

The Chicago Guild and the Midwest Council have, the resolution continued, "succeeded in doing just that, and a little more over and above the call of hospitable duty." Thanks were expressed to the people of Chicago and to trade union leaders who "have gone out of their way" to make the convention welcome.

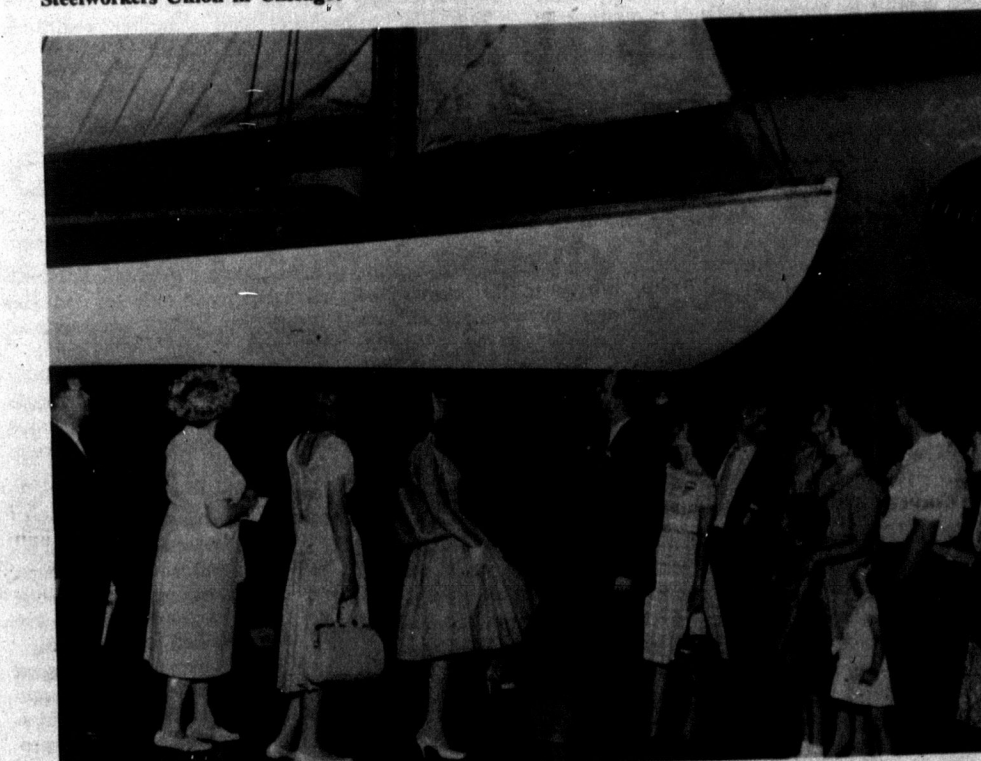
"Our first convention in Chicago is one which makes us look forward to a return engagement," the resolution concluded.



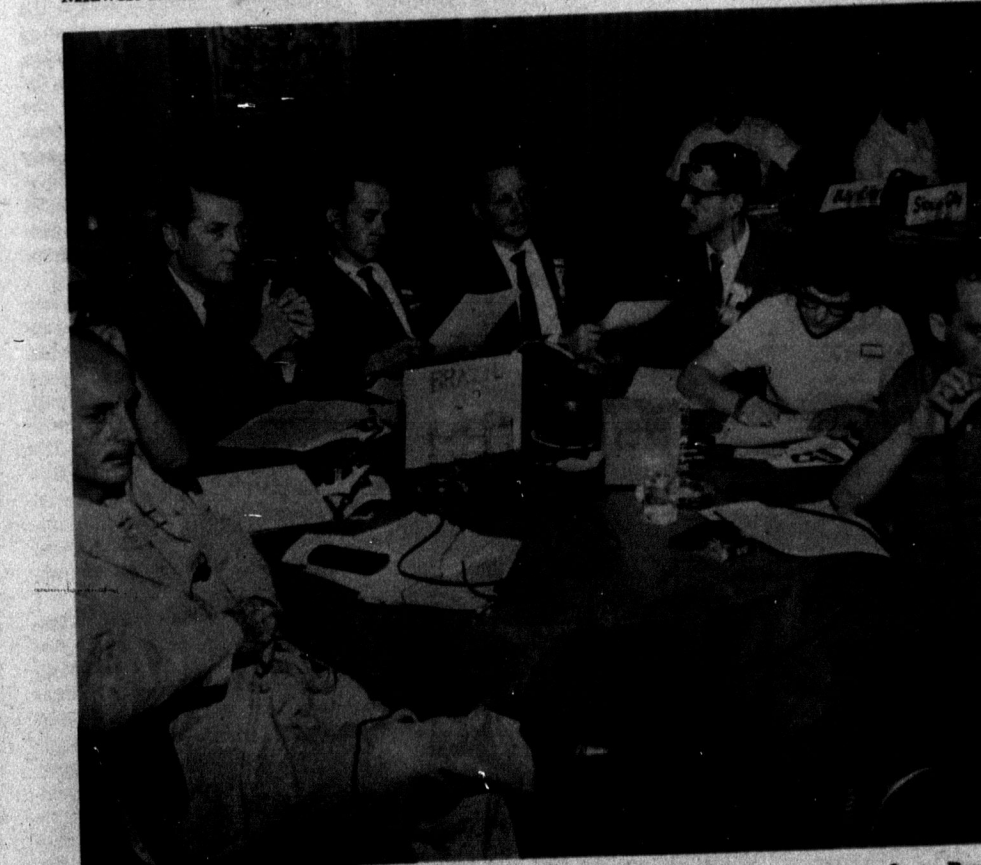
Festivities began with this cocktail party at Sheraton-Blackstone, Sunday, June 23



Distaff Delegation: While there was no formal call to order, wives who accompanied their husbands to Chicago had what almost amounted to convention sessions of their own. This one was a luncheon at the Kingsholm Restaurant as guests of the United Steelworkers Union in Chicago.



Family Trip: Chicago's famed Museum of Science and Industry drew the entire convention—delegates, wives, kids and guests—away from business sessions on Monday, the opening day. A buffet dinner at the Chicago Yacht Club, sponsored by the Chicago Guild and the Midwest District Council, followed the outing.



Inter-American Observers: This team of working newspapermen from Brazil, and their interpreters, were observers throughout the convention under the auspices of the U.S. Labor department. The group had visited ANG headquarters in Washington in advance of the convention.



Legal Language: Intricacies of the new Landrum-Griffin labor law were studied by the convention's committee on constitution, which brought to a floor vote a score

of amendments designed to make the ANG constitution comply with the new requirements. Tony Ingrassia, Milwaukee, the committee chairman, stands at the far end of the committee table.

New Guild Constitution Text Reflects Labor Law Changes

The Chicago convention brought the constitution of the American Newspaper Guild into full conformity with the requirements of the new labor law, the Landrum-Griffin Act.

A series of amendments proposed by the International Executive Board in the Officers' Report went to the convention's constitution committee for consideration and were later adopted, almost without change, by the full convention.

Both Guild constitutional text and practices of the international and the locals had in general been little affected by the enactment of the restrictive laws last September. Guild procedures since 1941 have been fully democratic in character, hence no major changes were necessary.

Study throughout the year by the IEB in consultation with the Guild attorney, Irving Leuchter, did reveal the need for some revisions in language. Chief among them, now a part of the Guild's

basic document by convention vote, related to the election of local and international officers and of delegates to the ANG convention. The law requires that all such elections be by secret ballot, with prescribed time of notice, and with the impounding of election records for the period of a year following the counting of returns.

Some new clauses, and added clarifying language, spell out the election procedure in detail in the revisions adopted.

All the changes were so worded as to make clear the exemption of Canadian locals and their members from U. S. legal restrictions.

The convention concurred in the conclusions of the Officers' Report as to the "fiduciary responsibility" required by the new labor law of union officers. No change was made in the constitutional language setting forth the Guild's purposes, which cover a wide range of activities. One new provision was written, however, which adopts the language of the

Act to require that union expenditures be made only for activities within the Guild's constitutional purposes.

Activities deemed covered by the "purposes" clause, besides "routine" collective bargaining and government of the union, were listed as Guild awards, Page One affairs, scholarships and grants, participation in community and civic activities, public relations and information programs, legislative and political activities, and social programs and activities for members and their families.

Without affecting the present status and functioning of Representative Assemblies, newly adopted language defines the Representative Assembly as a body of delegates elected by units or membership subdivisions. The old constitution definition of Representative Assembly would have made its members "officers" within the meaning of the Act, necessitating not only secret-ballot elections, but enormously enlarging the scope of reports required by the law. The new language defines the RA as a convention-type body substituting for a full membership meeting because of practical considerations of size or geographical dispersion of the membership.

Similarly, a new provision was written into the constitution's section on the handling of grievances, which removes the possibility of having a unit of a local qualifying as a "labor organization" under the Landrum-Griffin Act. The new language makes it clear that the Guild local, not a unit thereof, is responsible for handling disputes and grievances arising under the local's contract with an employer.

Another provision made necessary by the new law includes employees who handle funds among those who must be bonded. Local as well as international union employees are affected.

The convention approved inclusion of an inadvertently overlooked action passed by last year's convention committee but not reported back to the 1959 convention for action. It requires auditing of strike and lockout funds, following such an emergency.

Convention Roll Call

Following is the roll call vote taken at the convention on the nominations for the vacant vice presidency at large. The roll call eliminated Michael Masrullo of Cincinnati and left Jack Dobson of Toronto and Robert Zonka of Chicago as candidates in the September membership referendum (story on Page 2).

Local	No. of Votes	Dobson	Zonka	Masrullo
Akron	3			3
Albany	5			5
Baltimore	4		4	
Bay City	3			3
Boston	10	10		
Buffalo	3		5	
Canadian WS	3		3	
Chicago	7		6	1
Cincinnati	5			5
Cleveland	9			9
Columbus	4			4
Denver	7		4 1/2	2 1/2
Detroit	11	4	1	6
Erie	2			2
Gary	2		2	
Great Falls	3		3	
Hammond	2		2	
Hampton Road	2		2	
Harrisburg	2		2	
Hawaii	4		4	
Hudson County	3		1 1/2	1 1/2
Indianapolis	5			5
Kenosha	2	2		
Knoxville	2		2	
Lehigh Valley	3		3	
Lima	3			3
Los Angeles	14		14	
Madison	2		2	
Manchester	3		3	
Memphis	5		5	
Milwaukee	5		5	
New York City	83	83		
North Jersey	4		4	
Ottawa	3	2	1	
Peoria	3		3	
Philadelphia	11	4	5	2
Pittsburgh	8		8	
Portland, Me.	4	2	2	
Pueblo	2		1	1
Richmond	2		2	
Rochester	2	2	1	
Rockford	2		2	
Sacramento	4		4	
St. Louis	12		12	
Salem	2		2	
San Antonio	2		2	
San Diego	6		6	
San Francisco-Oakland	18	18		
San Jose	3		3	
Scranton	4		4	
Seattle-Tacoma	8		8	
Sioux City	2		2	
Terre Haute	3		3	
Toledo	6	3	3	
Toronto	20	14	4	
Twin Cities	8	4	4	
Utica	2		2	
Vancouver	10		10	
Victoria	3		3	
Washington	10		10	
Wilkes-Barre	3		3	
Wire Service	18		18	
Youngstown	2		2	
		154	186 1/6	71 5/6

* Two abstentions recorded by Toronto.

GR Product, Operation Get Convention Review

Adopting a report submitted by the convention committee on the Guild Reporter, delegates at Chicago approved the format changes and administrative structure of the union's official publication, asked that "diligent supervision" by the IEB committee be continued and praised the paper's editorial management.

The convention recommended that the Guild Reporter carry on a consistent editorial campaign against anti-labor laws such as the Landrum-Griffin and Taft-Hartley acts.

The convention also directed that in convention coverage the

Guild Reporter condense committee reports and eliminate the names of delegates who signed them.

The directive was prompted by considerations of both readability and economy.

The latter was touched on in one action of the convention, which approved a recommendation from the IEB which channels advertising and circulation revenues of the Guild Reporter into the general fund of the ANG. In previous years the revenue had been used entirely for providing larger issues of the publication.

Organizing Outlook Found Encouraging

Counting 1959-60 as a year of progress, the convention extended the Guild's Organizing Year through 1960-61 and described the outlook as encouraging.

Nearly 1,000 new members were added to Guild rolls last year as the result of membership gain in 49 locals and the chartering of two new locals, the convention observed in adopting the report of its Organizing committee.

But a vast amount of work remains to be done, the convention declared. Newspaper suspensions, it was noted, reduced the Guild's membership gain last year to a net of 349 by April 1, and thousands of newspaper employees still lack the benefits of a Guild contract.

"The Guild welcomes our potential members," the organizing report said. "We believe we can do much for them, and bringing them Guild benefits is our prime objective."

"But organizing gains are essential to the Guild, too. Partly through increased membership the Guild has become prime targets for assault by employers. Weakness through smallness invites attack, and many belligerent employers, following national patterns, are undertaking to resist demands for improved pay and working conditions of small Guild groups."

"Complete organizing of our jurisdiction is the best insurance against these assaults. The Guild member who organizes the unorganized is insuring his own job. Through increased membership the Guild organizer is building a bulwark against employer attack."

The report noted that flagrant

violations of the law by employers attempting to block the organizing efforts of their staffs compelled the Guild last year to file more unfair labor practice charges with the National Labor Relations Board than it has in recent years.

"Nevertheless, the organizing picture is encouraging," the convention declared. "The new relation ANG is establishing with the mechanical unions can be expected to work to our mutual advantage in organizing generally and in specific situations. This should open to ANG a field of thousands of potential members."

The convention's recommendations on organizing included:

► Continuation of the four-point organizing program which places emphasis first on free riders, second on unorganized departments, third on unorganized newspapers in organized cities, and fourth on new locals.

► ANG initiative, in cooperation with locals, in seeking the affiliation of directly chartered AFL-CIO locals with the ANG in accordance with AFL-CIO policy.

► Efforts to keep the best possible men on the Guild's staff of international representatives, with additions to that staff when necessary and the hiring of competent local members on a temporary basis to augment the ANG staff when it is more practical in specific situations.

► Continuation on a permanent basis of the servicing policies which eliminate transportation charges for locals and, in strike emergency situations, the salary and expenses of staff members in the pre-strike period.

Inter-American Congress Attracts Wide Response

Some 50 delegates named by working newsmen's organizations in the western hemisphere are expected to attend the First Inter-American Congress of the groups at Lima, Peru, next month. Acceptances have already been received from organizations in Jamaica, Honduras, Barbados, El Salvador and Trinidad, among the score of nations which received late-June invitations.

The organizing committee, comprising members from Argentina, Canada, Colombia, Peru, the United States and Venezuela, is studying a code of rules and agenda for submission to the opening sessions.

Purpose of the Congress, as defined last January when the organizing meetings were held at Panama City, is to further understanding and to exchange mutually helpful information between newsmen's unions on the two continents.

Opponents of inter-American cooperation, including communist groups in Latin America, had scheduled a rival congress limited to organizations in Central and South America for last week, at Maracay, Venezuela. Its promoters had visited numerous countries to enlist support, reportedly pledging a subsidy sufficient to finance five delegates from each country.

When the character of the proposal became known, the Betancourt administration in Venezuela withdrew its financial commitment.



For Guild Growth: The why and how of extending Guild membership throughout the union's full jurisdiction occupied the attention of the convention committee on organizing, headed by Lou Brown, San Francisco-Oakland. The committee found encouraging

ment, and the need for diligent work at all levels, in the statistical reports here being discussed by ANG Director of Organization J. William Blatz.

Collective Bargaining Strength Termed Best Security Guarantee

Steps to strengthen Guild bargaining efforts in the face of mounting resistance by publishers were taken by the convention in adopting the report of its Collective Bargaining committee.

The committee, headed by Rollin Everett of St. Louis, noted that substantial bargaining gains had been achieved in the past year and predicted the generally intensified resistance of publishers would in the end encourage unity among newspaper workers and strengthen their determination.

"However, neither ANG nor any of its locals must be content merely with a belief that this will occur," the collective bargaining report said. "But we must note... that our success will continue to depend not only on our Bargaining Program and the members who are at the bargaining tables, but upon our relations with other unions, upon whether laws hinder us or protect our collective bargaining, and above all upon whether our own members understand and support our aims and methods."

In addition to reviewing the Portland strike (see stories on Page 1 and Page 5), the committee examined all aspects of Guild bargaining, tightened the language of the Bargaining Program in certain areas, and made several recommendations.

Excerpts from its report, as adopted by the convention:

STRIKES—... Strikes and lockouts were a major concern of the Guild during the past year, yielding nearly 12 percent of the membership. The strike vote—without the necessity of a walkout—resulted in satisfactory settlements for four units. The convention, fully aware of this effective bargaining weapon, however, also is concerned with the many complicating factors that may enter strike consideration by a local.

The committee considered a resolution submitted by the Utica Guild to require a hearing of all parties concerned before the International Executive Board when strike sanction is requested. It de-

clared against the recommendation, submitting instead the following policy adopted by the convention:

"When strike sanction is being sought by a local, officers of the local and the ANG together shall make an exhaustive survey of the situation before a decision is reached. It (the convention) further recommends that in cases where a poll of the IEB members is deemed necessary, each member of the IEB be apprised fully of all facts."

Another recommendation relating to strikes:

"The convention urges the advisability of locals creating a standing strike newspaper committee to provide facilities and manpower necessary to publish strike newspapers in their communities in an emergency."

STEWARDS— "The convention re-emphasizes the importance of an active informed steward as a local Guild officer, and the necessity of maintaining a dedicated corps of stewards to unite all members in understanding and purpose."

"The convention urges all locals to conduct periodic seminars to keep stewards abreast of developments in contract language,

usages and interpretations, as well as ANG actions and intentions. "In this respect, the convention directs the ANG to prepare a shop steward's manual tailored to the needs of a Guild steward and to distribute such manual no later than Spring 1961."

LAW—"All fields of union activity are becoming complicated by progressively more complex labor laws, by judicial rulings and opinions, arbitration reports and pronouncements of other administrative and quasi-judicial bodies. "In this welter of legalities, close study of ANG reports on such matters is urged."

"Of importance in this respect is the conflict between the prevalent contract language on overtime and the provisions of the Fair Labor Standards (Wage-Hour) Act. The latter Act provides in some cases more liberal overtime provisions than found in many contracts. On the other side of the ledger, however, there are many contract overtime provisions superior to those provided by FLSA."

"Whereas superior overtime provisions under law may be enforced by legal procedures, contract language providing better

(Continued on page 12)

They Filled The Chairs

Chairmanship choices for the nine convention committees followed without exception the proposals of the International Executive Board as to personnel.

Committees were organized following the opening day session at Chicago, and on Tuesday morning the chairmen met with ANG officers and staff members assigned to the various committees, for a breakfast briefing on procedures.

The committee chairmen:

Credentials, Robert Zonka, Chicago; Rules, Jack Broudy, Boston; Resolutions, Chris Cronbie, Vancouver; Guild Reporter, Robert Golden, Lehigh Valley; Research and Information, Robert Hickey, San Jose; R&I subcommittee on human rights, John

Carmichael, Twin Cities; R&I subcommittee on political activity, Tom Roddy, Chicago Wire Service; Constitution, Tony Ingrassia, Milwaukee; Organizing, Lou Brown, San Francisco-Oakland; Collective Bargaining, Rollin Everett, St. Louis; Finance, David Schick, Philadelphia.

Seventy-seven delegates were members of the collective bargaining committee, 61 had places on the finance group, 50 comprised the organizing committee and 41 were on the constitution committee. Fifteen members each were on the research & information and Guild Reporter committees, eleven served on the resolutions committee, seven handled the credentials and five comprised the rules committee.

Reilly of Toronto Rejoins ANG Staff

Peter Reilly of Toronto will rejoin the ANG staff, July 18, after a leave of absence in which he served as assistant to Executive Secretary R. H. Buchanan of the Toronto local.

Reilly, who was president of the Canadian Wire Service Guild before joining the ANG staff, will be assigned immediately to handle public relations in a joint organizing drive by several unions in the Philadelphia area. The project is being coordinated by the AFL-CIO Industrial Union Department.

Watsonville Unit Votes For Guild

San Jose, Calif.—Employees of the suburban Watsonville Register-Parajanian chose the San Jose

Guild as their bargaining agent in an NLRB election, July 6. The vote was 13 for the Guild, 8 for no union.

The unit covers the full Guild jurisdiction at the paper, an afternoon daily of 8,000 circulation.

NLRB Sets Aside Haverhill Vote

Haverhill, Mass.—The National Labor Relations Board has thrown out the results of an election in which the advertising and business office employees of the Haverhill Gazette rejected the Guild 11 to 6, last June 10.

The Boston Guild, which has a contract with the paper covering editorial employees, had objected to the conduct of the election, charging that management by the use of threats had violated federal law and adversely affected the outcome of the election.

ITU Head Is Forthright On Need For Unity

(Continued from page 3)

power is multiplied through interlocking with other financial interests of the country, and beyond the borders of America.

Stimulated by their own increase in strength and infected with the "open shop" virus common to American business men generally, the owners of some large publishing interests, we have seen quite clearly, consider organized employees as a hindrance to their greed and free trade unions as pests.

Arrogantly these financiers deprecate the honorable title of publisher, hold the reading public with raw contempt and demand a free hand to exploit employees as they see fit.

Besides the great increase in power and arrogance of employers, another factor tending to put us at a disadvantage is the technical development in transmitting and printing news matter. On the one hand there is constant simplification of the gathering of stories, preparing them for publication, and the use of developed electronic, mechanical, and photographic devices to transmit and publish. And on the other hand there are hundreds of schools of journalism and printing, fake training courses and publisher pools of scabby individuals ready to pirate the jobs of competent and decent employees who make up the better element of the community.

Confronted with these conditions we would be foolish not to realize that our primitive system of each union trying to look out for its own interests, regardless of the welfare of the other groups, becomes more and more undesirable.

All of our organizations have lost rights, and we have not received a fair reward for our skill and labor. Through federal, state and municipal legislation our rights to free collective bargaining with employers have been destroyed. We have been compelled to submit conditions won through hard and expensive collective bargaining to the whims of governmental bureaucrats. We have lost hard-won economic gains in the legislative halls. We have been harassed and bled of our finances and resources by extra-legal and undemocratic agencies of government. Under the guise of regulation we have become dominated

by bureaucrats and so weakened that greedy employers calculate in advance where they will next force us to suffer strike and lockout activities.

Through strike insurance and "pooled" scabs led by professional scab-herders we have been attacked and have seen the results of unlimited finances poured into a city to destroy free trade unionism. On pain of more and more attacks with crushing effect upon our wage and working standards we must avoid disaster by uniting all our forces into one body.

The basic weakness of our several organizations is that all of them act as if they were alone in the industry, having separate executive boards, headquarters, journals, treasuries and with a point of view tailored to the special craft. This complicated arrangement makes united action most difficult. Unity of action will come only through unity of organization.

While we of the ITU will explore every suggestion of cooperation, whether by efforts to have agreements expire on the early date, federation or joint councils, we hold that such loose councils have too many weaknesses to accomplish that which is needed to meet the situation. It leaves things as they are, embracing all the undesirable elements of disunity.

Under present separate organizations with autonomous conventions, executive boards, headquarters and journals there is little possibility for any permanent cooperation and unity. Every vital issue would be referred back to the several independent organizations where, battling against divergent conditions, self interest based on old prejudices and distrust could cause a breakdown and a pulling apart.

One organization in the industry offers a practical and logical answer to the problem of "getting together," to the demand of our memberships for "closer cooperation," for the plea of "federation."

The memberships of our organizations are asking for a plan to stop the various crafts from "legally scabbing" on each other; they have a right to know why we continue a practice of crossing each other's picket lines.

The leadership of the American Newspaper Guild, the International Printing Pressmen and



ELMER BROWN
"Go Forward Together"

Assistants' Union, the International Stereotypers' and Electrotypers' Union, the International Photo Engravers Union, the Amalgamated Lithographers of America, the International Brotherhood of Bookbinders, the Pulp, Sulphite and Paper Mill Workers, the United Papermakers and Paperworkers, and the International Typographical Union are challenged to find an answer—an apology will not suffice.

I am aware there are today ancient arguments for retaining separate craft organizations. One argument springs from the historical background of the ITU when some 60 years ago the ITU was an industrial union. Some separations took place giving the industry the craft divisions of today. This historical record is cited by historians as a reason that one union in the industry will not work. Certainly we know events have changed things during the past 60 years.

Originally the ITU comprised all the printing trades unions of the Allied Printing Trades Association. The first to set up a separate international were the pressmen in 1889. Next the bookbinders wanted a separate international and left the ITU in 1892. The stereotypers and electrotypers followed in 1898 and the photo engravers left in 1902.

Several factors combined to bring about the separate international. There was then, as now, rapid expansion in technical development of the industry. The de-

velopment at that time differed in that during that period there was an expansion of newspapers and printing establishments while the present development is toward fewer and fewer establishments, with increased speed and productivity through new processes and methods.

The early ITU member was an all-around artisan, highly skilled. Introduction of more machinery caused the industry to grow as did the demand for printed matter. This expansion tended to set up specialists in the enlarged plants, differentiating the employees from the original all-around craftsmen. A strong tendency developed to separately identify the workman with the work he performed, or by craft.

ITU leadership failed to recognize the necessity of organizing the unorganized and thus failed to provide adequate protection to those engaged on newly introduced equipment and processes. Too, leaders of the union did not administer the affairs so that the interests of the crafts as one organization were properly assisted. This caused frictions and led to separation.

Besides this, employers favored the craft division, finding it advantageous to deal with small groups rather than one larger, and stronger, organization. They allowed concessions to the groups working on new equipment and processes. Internal frictions, backward leadership and petty ambitions contributed to the establishment of craft groups. Employers benefitted by the frictions and encouraged the crafts to leave the ITU. In this connection it must be stated the ITU willingly gave up its claim to the crafts and gave its blessings to the newly formed international unions.

Conditions which produced craft unions out of the ITU have changed fundamentally. Employers are now very powerful and many are enormously large business organizations.

Experience has time and time again in the recent past demonstrated that separate craft organizations are too weak to withstand attacks upon them by powerful employers and their associations. Moreover, employees quite generally realize the need for united action by the crafts in the industry. This is evident by the many expressions of local unions for "closer cooperation" and the frequent statements of craft union leaders that unity is desirable in defense and organizational activities. It appears the leaders of the crafts recognize the necessity of unity and surely all have learned something about how to handle the several trades or departments as would be required under one organization.

A successful industrial type of union can be built on the departmental plan. The general organization could be divided into sections to correspond with the natural divisions in the industry.

Each section or department could be represented on a general executive council. Here a practical and scientific body would work out defensive and organizational plans and activities. General rules would cover points which affect all the departments, groups or crafts.

Contracts embodying the minimum essentials can very easily be devised, and to these minimum requirements the special interests of the craft, group or department would be added to com-

plete a collective bargaining agreement.

A modern departmentalized organization compares in structure to an army, which has its various branches, such as infantry, tank, artillery, air, etc.—each a highly specialized department of an army, yet all joined and operating as a single unit under a single staff command.

The argument that such a single organization would not take care of the interests of the various groups is nonsense. Does not the ITU give equal rights, protection and support to its smaller departments, to linotype operators, machinists, hand compositors and all the other departmental classifications? Does not the Guild give equal rights and protection to reporters, advertising, business office and all the other groups making up the ANG? Do not the Pressmen give equal protection to web pressmen, job pressmen and other sections of the IPPAAU? Do not the other international unions have several classifications of workers and give to each group equal protection? Of course they do; for each has become an abbreviated industrial union and each is trying to expand its coverage over other employees.

There are many advantages to one organization in the printing and publishing industry. First, the highly trained and skilled artisans would be submerged in one big organization is unfounded. In your own ANG, writers of many years training and experience are not overshadowed by lesser skilled employees. Within the ITU are groups of members with highly trained technical skills, such as those in composing and mail rooms operating and servicing electronic equipment. The ITU handled the problem of the machinist, once considered somewhat far removed from composing room work. The linotype machinist is a comparatively small unit of highly skilled workers of a department in the ITU. When the ITU took jurisdiction over these employees, the Machinists Union objected. The Machinists Union contended the ITU members did not understand and would not protect the machinist member's interests. Undoubtedly machinists of the ITU enjoy higher wages and superior conditions and have better protection as ITU members than would have been possible as members of another craft union.

Skilled and highly trained men are in the long run benefited by belonging to a unified labor organization embracing allied workers. Their influence in such bodies is generally out of proportion to their numerical strength.

Another frequently mentioned problem of merging into one organization in the printing and publishing industry is standardization of dues payments and benefits. As I view it this problem is minor. The departmental form of organization solves that problem. Although standardization in dues, assessments and benefits would be the final goal of an amalgamated organization, there is no reason why each craft, as a department in one organization, could not continue with its own system of dues, assessments and benefits practically as it does now, pending the time when the com-

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Single Organization Is Key, Says Farson

(Continued from page 3)

Earlier in his address, ANG's chief executive officer noted that Portland was the culmination of a massive offensive publishers have been building gradually in recent years. In 1958 and 1959, he observed, "more Guild members lost more time as the result of strikes and lockouts than in any single year in our history."

He cited specifically strikes and lockouts in Philadelphia, New York (2), Montreal, Columbus, Pittsburgh, Grand Rapids, Washington, Brantford, Ont., San Jose, St. Louis (2), Boston, San Francisco and Reno.

In other industries, too—airlines, railroads and steel, for example—management is pooling its resources to fight labor, Farson said. And labor is concentrating its forces to meet the attacks.

Even the old-line rail brotherhoods talk of "one big union," he noted.

"The phrase 'one big union,' of course, is a symbol of unity, not a blueprint," he emphasized.

"Unity poses many problems and may take many forms, at many different levels, ranging

from simple association, through federation with limited powers, to merger of separate unions or amalgamation of all unions into a single, new union.

"No one expects unity of any kind to be accomplished overnight, and what form it ultimately will take in our case remains to be seen.

"It does seem to me only common sense that our objective—our goal—should be a single organization, assuming that such an organization can be worked out to the satisfaction of all the unions concerned. And, it seems to me, the only way we can tell whether such an organization can be worked out to our satisfaction is to try and work one out. If it can't be done, it can't be done and we'll try something else."

Commenting on some of the doubts and fears that have been expressed, Farson said these were "inevitable and entirely natural."

"Printers are fearful of what will happen to their Union Printers' Home . . . Pressmen are fearful of losing their identity, of higher dues, of simply being swallowed up."

"These are real problems, precisely the kind of problems the working committee . . . will have to work out.

"How it will work them out, is too soon to say. There are ways, however."

"If, for example, each international union should become a separate branch of a new organization, identity would not be lost."

"If each branch continued to provide its own internal benefits, the printers need not worry about their home, nor the pressmen about their pensions."

"If each member paid a basic per capita, and each branch financed its internal benefits by additional charges on its dues, Guild members need not worry about their own members."

"And if newspapers, news magazines and news services should constitute a separate division, Guild members need not worry so about being swallowed up."

"I'm speculating, of course. Whether or not such a structure as I have outlined is feasible is a question that must await further study. That is all we ask of you at this convention: that you approve our continued exploration of how best to achieve a sound basis for unity and that, meanwhile, you do not pre-judge this vital question because you are troubled by problems to which you see no immediate solution. Ultimately, the decision will rest with the membership."

Personal Mention

The good wishes of the convention, expressed in resolutions, went to several Guild personalities.

Jack Howard of San Francisco and Ed Marciniak of Chicago, both of whom resigned recently as ANG vice presidents after taking employment outside the industry, were lauded for their service to the Guild and wished success in their new work.

Former ANG Vice President Victor Leo of New York, who has been seriously ill, received the convention's hopes for a quick recovery.

Mrs. Magnus Breidenbek, wife of the New York delegation's senior member, who insisted that her husband attend the convention despite the fact that she had recently suffered a broken hip, also was extended the greetings of the convention and its wishes for a speedy recovery.

Allen Naive, blind reporter from Gary, heard the convention express its appreciation for his 40 years as a newsman and his 19 years as a dedicated and active member "in the face of obstacles far greater than experienced by most Guildsmen."



"Whereas . . . Therefore": The formal declarations of the Chicago convention went through a re-write and copy desk treatment at the hands of this group, the Resolutions Committee. Sixteen

Backs Principle Of Merger

(Continued from page 10)

licated systems could be simplified into a uniform plan.

Under the departmental form of one union in the printing and publishing industry the harmonizing and connecting up of the several methods of dues, assessments and benefits becomes merely a technical problem. Weighed against the tremendous benefits of one strong organization it becomes a technical detail of minor proportions.

In amalgamation of the existing groups in the printing and publishing industry we would conform to the natural development of the industry. This means we amalgamate the existing unions into one powerful organization.

By gradually coming together—first as departments under one organization, then by merging departments which greatly overlap in work processes—the final desires of all the unions could be attained, one mighty organization in the printing and publishing industry.

To get this started there must be many sessions between all the groups until all are convinced of the immediate necessity for action. There will be need for explanation to officers and members of the crafts. The plan must be examined and assurances of its practicality established. One organization in the printing and publishing field will become the leading topic at meetings, conferences and conventions until the entire membership of the crafts understand such an organization is necessary. Only through understanding can the desires for one organization in the industry be successfully accomplished.

I have presented here a general principle which is not newly found with me. What I have said to you today is a restatement of what I advocated more than 30 years ago when I was the leading advocate in the printing and publishing industry for an amalgamation of the crafts into one mighty organization.

This statement of general principle is no pretense of a detailed, ready-made plan of merging the printing and publishing industry. But the principle here outlined, calling for the establishment of one organization in the printing and publishing industry, with departments, with each craft or group retaining its own identity

and dignity, is, I believe, a practical, scientific and necessary solution to our own disunity and a vehicle by which we can travel together and stop becoming an ally of employers who fight us one at a time.

Such an organization would be no artificial castle formed in the clouds from dreams. It would be the next logical and practicable step to weld our separate organizations into one organization, as a natural evolution to the higher and more scientific form of an employees' organization advocating and practicing the higher principles of free unionism in our democracy.

A departmentalized organization would greatly add to the strength of each craft. It would furnish us with a mighty weapon to fight for our rights and better working standards. It would eventually save members much in the payment of dues and assessments and bring greater benefits, since one organization could and would operate more efficiently. There would be no need for several representatives to assist one community, for the representative of the combined organization could speak for all the crafts, and do organizational work in behalf of a single organization. Elimination of duplication in publishing information to members, or issuing journals, and establishing a consolidated headquarters, with accounting and administration co-

ordinated would be less expensive and provide better service to our combined membership. The luxury of several headquarters, several publications, several administrative forces, several accounting and bookkeeping forces might be dispensed with and at the same time the members of the organization benefited.

More than thirty years ago the old line craft unionist said I was ahead of the times in advocating one organization in the printing and publishing industry. Since then we have seen revolutions in production methods and systems of publishing; since then there has grown an ever-tightening of control over the dissemination of information; since then many independent newspapers and publications have been destroyed or gobbled up by power hungry financiers in the industry—and all this continues at a terrific pace.

I submit to you, ladies and gentlemen, this challenge: to find a way to strengthen our organizations, to ward off the injuries of monopolies and new devices, to prevent reducing our job security. I am prepared to go as far as the craft unions can be persuaded to go. Please, in behalf of the working people you represent—the great rank-and-file of all our organizations—let us do something to prevent separate annihilation. Let us go—let us go forward—let us go forward, together.

Ed Marciniak, Chicago, and adoption of a convention resolution wishing him well in his new post as director of the Chicago Commission on Human Relations, marked the closing hours of the ANG convention.

Marciniak had presented his resignation to the International Executive Board for action at its pre-convention meeting. The board deferred receiving it, to enable convention delegates to participate in expressing Guild sentiments concerning his seven years of service as a vice president at large.

The resolution offered by Chris Crombie, Vancouver, chairman of the resolutions committee, characterized Marciniak as a "personality and forceful spokesman for the best interests of all Guildsmen both at the local and international level."

Comments by seconders came from Milwaukee, Chicago, St. Louis, New York, Detroit, Pittsburgh, Manchester, Twin Cities and Los Angeles. At the request of President Arthur Rosenstock, presentation of the gold service pin was by Marshall Schiewe, Chicago Guild president.

Marciniak's new position has also caused his resignation from 17-years' service on Work, publication of the Catholic Council on Working Life, of which he was a director.



Bona Fides: Scanning the credentials of the 250 elected delegates and alternates at the Chicago Convention was this committee, chaired by Bob Zooska, Chicago Guild. All were found in order, prior to the commencing of the official meeting. From the left are Douglas Adams, Rockford; Chairman Zooska; Elvyn Hillman, Erie; International Representative John Sloan; Harry Berkowitz, New York; and Bruce Agnew, Wire Service.

Report On Collective Bargaining

(Continued from page 9)
overtime provisions than incorporated in the law remain enforceable under the contract."

CONTRACTS — "During the year the Collective Bargaining Department instituted a new program of furnishing payroll information it obtains from locals to all other locals on a regular basis, and locals are urged to seek such information from employers and supply ANG with copies. Locals seeking payroll data from management are reminded of the requirement to consult ANG before pursuing any legal enforcement to obtain such information."

"The convention also reaffirms past convention mandates on application of general increases to all minimums."

"During the year there was one contract change which brought improvement in the protection of employees on sale or transfer of the property. In this connection, the convention recommends:

More To Come

The balance of the Guild Reporter's coverage of convention actions will appear in the next issue, July 29. The editorial page, Local Copy Page, Willard Shelton's Washington column and other regular features, displaced by convention news in this issue, also will be back in the July 29 issue.

"In case of a sale or merger of a newspaper, that upon notification by the local, the ANG immediately dispatch a representative to the particular city to assist and advise the local officers in resolving the problem . . .

"The convention again urges that all units press contract negotiations diligently and speedily to avoid the erosion of benefits and lengthening of contract duration that may result from delay and stalling on the part of publishers."

"The convention reasserts the collective bargaining goal of one-year contracts, with no automatic renewal clause and no contract extension clause without complete retroactivity."

"With an eye to the number of dues-paying Guildsmen employed without benefit of contract by qualified labor organizations affiliated with the AFL-CIO, the convention recommends that ANG officers and staff give every assistance to locals in negotiations with labor organizations, and ANG officers formulate immediately and implement a program to bring all Guild members employed by labor organizations under a Guild contract in conformity with the resolution adopted by the 1959 Guild convention."

BENEFIT PROTECTION — "The convention believes that although it might be argued that an

employee should waive his rights to Guild protection when he is promoted out of its jurisdiction, the employee should have the right of job protection in the event he fails in the new post or finds himself dissatisfied."

"Contracts should protect such rights at least to the extent of freezing pension and severance benefits at the time of promotion to give the individual (a) the right to return to his former category within a specified time limit established according to local conditions (b) and full protection for his accumulated rights on severance pay and pensions."

PENSIONS — "Much remains to be done in the field of pension bargaining. Locals without plans have a big job in starting retirement systems. Many locals need to improve existing plans in line with the ANG model, with emphasis on modifying contributory and insurance plans established by the company, or replacing them with employer-paid, jointly-administered trust funds."

"Care must be taken in negotiating these plans to make certain that terms can be opened and bargained at the same time as the regular contract. There should be no complacency that a plan is adequate for all time or even for a period of years. Opportunities to bargain for these improvements must be maintained."

IT SEEMS TO US

Recalls Union Cooperation In 1946 Springfield Strike

NEWARK, N. J.

Editor: In the interests of historical accuracy, I take exception to the account of the 1946 Springfield newspaper strike in the June 24 Guild Reporter.

Although the GR described it as a Typographical union strike in which the Guild was hit by demonstrations and firings, actually the battle was a four-union undertaking. The Typographical union, the Pressmen and the Stereotypers made an agreement, in which the Guild later joined, to reach no settlement until all four unions had contracts.

This was perhaps the first instance of inter-union unity in the newspaper field, and I think today's GR readers might be interested to know what happened.

The strike started in September 1946, shutting down all four Bowles-owned papers. In January 1947, Bowles signed contracts with the Stereotypers and the Pressmen. Terms of the contracts met all union demands. But both locals voted to remain on strike until the ITU and the Guild obtained contracts, which were never forthcoming.

Now, when newspaper union unity seems to be far more respectable than it was fourteen years ago, the Guild ought to give recognition to the pioneers from the Pressmen and Stereotypers in Springfield who proved that they knew what it meant.

TONY DOYLE O'FLAHERTY
North Jersey Guild

Seeks Clarification On ANG Jurisdiction Stance

PHILADELPHIA, PA.

Editor: In clarification of the May 13 picture-spread regarding ITU processes, it is my understanding that the Guild has some jurisdictional dispute over paste-up, in ITU photo-composition.

I feel the picture-spread gives the impression that the Guild condones ITU entry into Guild-covered areas.

As a 17-year Guild artist, I point out:

1. Paste-up has always been an art job, whether or not the original art and type are integrated.

Letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subject 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.

2. The ITU has always recognized this fact in "hot metal" usage, considering brushes, ruling pens and drafting equipment in the artist's province.

3. Some photo typesetting equipment—Prototype, Folio-type and Headliner—encroaches on the art department. Largely hand-operated, these devices have great versatility and include hand-lettering as well as type faces. A Guildsman can learn their use in half an hour. Particularly where hand-lettering is involved, they are also art department devices.

4. The ruling-scribing table pictured is a variation on other equally proficient commercial machines, and is also an art tool.

If we are to enter a long-overdue amalgamation with the ITU and other newspaper unions, and the picture spread was to help inter-union relations, fine! But if we are still fighting jurisdictional battles, let's say so. The picture spread gave no such impression.

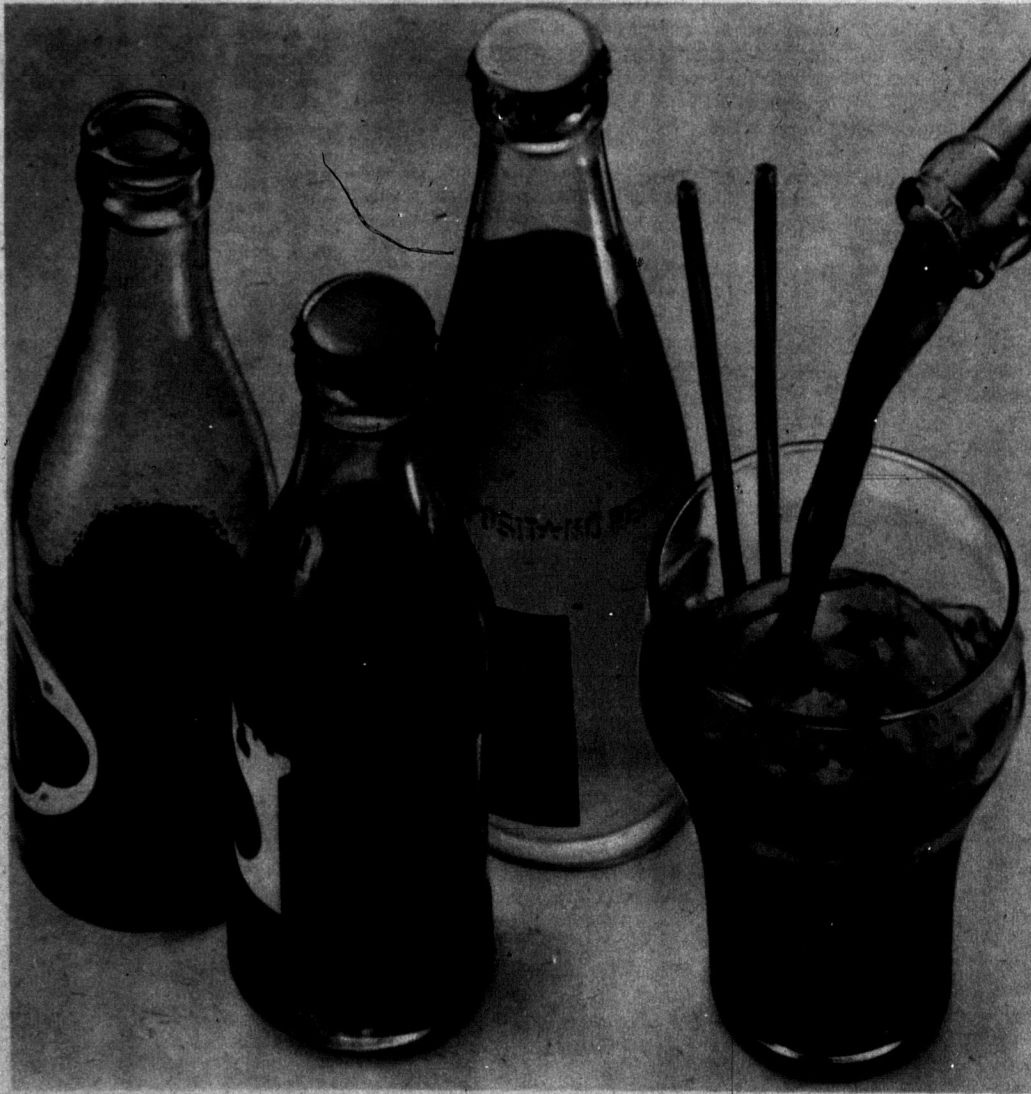
ROBERT EPP
Philadelphia Guild

In a letter sent directly to Guildsman Epp, Executive Vice President William J. Farson explained that the Guild Reporter story was an attempt to inform Guild members what the ITU is doing to meet the problems of new processes.

The Guild has not ceded jurisdiction to any craft union. Locals have been warned not to yield art department jurisdiction, and the International Executive Board, which alone can approve jurisdiction waivers, "is not inclined to do so," wrote Farson. He added that in the same week Guild officers were meeting with Typographical union heads, the Guild filed raiding charges against the ITU, with AFL-CIO officials.

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The Guild Reporter

CHARLES E. CRISSEY, Editor
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Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month at 1126 16th St., N.W., Washington 6, D. C. \$3 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.

Vol. XXVII, No. 14

July 15, 1960

American Newspaper Guild

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