Detroit Times Sold, Suspended; 380 Guild Members Lose Jobs

The GUILD REPORTER

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Scab Law Enacted In Bay State

Boston, Mass. — A bill to require the registration of imported professional strikebreakers and their agents has been passed by the Massachusetts state legislature and signed by Gov. Foster Furcolo.

The labor-backed bill was signed by the Governor after it reached his desk for the second time. The first time around, the Governor — without vetoing the measure — sent it back to the legislature with the request that it be amended to require also the registration of out-of-state pickets.

But both houses, by overwhelming votes, refused to make the change, and Furcolo accepted the legislation in its original form.

In enacting the bill, the legislature denounced the use of professional scabs and scab-herders as leading to "industrial strife and violence."

Although the bill falls considerably short of the model legislation proposed by the Guild and other newspaper unions with the backing of the AFL-CIO, it marks the first legislative breakthrough in this area in recent years.

Earlier this month, the Guild and the crafts kicked off a drive for federal and state laws that would ban outright all professional strikebreaking. The model Citizens' Job Protection bill is a stronger version of the Pennsylvania state law under which Bloor Schleppey was fined $500 earlier this year as the leader of a group of out-of-state strikebreakers.

Similar anti-scab bills were passed in recent months by the Louisiana and Rhode Island legis-

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Trusted Employes: Former employes of the Detroit Times, many of them with long years of service, wait in line after their paper folded to be allowed upstairs in the Times building to pick up their personal belongings. Each was accompanied on the trip by a private police guard. Most of the staff members were unaware of the death of the Times until they reported for work, Monday, November 7. (See Detroit staffer's story on Page 3.)

NY Settlement Averts Shutdown

New York City—Contract settlements were reached with the city's seven major dailies shortly after midnight, November 1, on the brink of a strike by the Newspaper Guild of New York.

The agreement was reached in extended negotiations, past the midnight strike deadline, at the offices of the Federal Mediation and Conciliation Service.

As the negotiations went on, Guild members stood by with picket signs at the strike headquarters of their units.

The local had been prepared to strike one of the papers but had anticipated lockouts by the others.

Negotiations were led by Local Executive Vice President Thomas J. Murphy and Secretary-Treasurer M. Michael Potoker. ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik Jr. were present in the final stages of the talks, as was President Arthur Rosenstock, whose own unit at the Post was involved in the bargaining.

Heart of the agreements with all seven papers is a wage and pension package averaging $4 this year, $3 next.

The New York Guild also reported that the number of improvements in general provisions of the contracts was the highest in eight years.

The local's New York Times unit already has ratified the settlement with that paper, by a vote of 518 to 286. Ratification votes are scheduled this week and next in units at the Journal-American, the Post, the Daily News, the World-Telegram & Sun, the Daily Mirror and the Herald Tribune.

In each year of the contracts, effective November 1, fifty cents of the money package will be used to improve the Guild's city-wide pension plan. At the Times and the Daily News, which are not part of the city-wide pension system, this money will be used for other welfare improvements.

The wage increases average $3.50 in the first year, $2.50 in the second. The New York Guild said this will result in a spread, by wage brackets, of $1.75 to $4 effective November 1, 1960, and $1 to $3 effective next November 1.

Other provisions applying to all seven papers include an agreement on a city-wide survey to be made for a health and welfare plan, reduction of the service time required for four weeks of vacation (now 12 years) to ten years, and payment of holiday overtime at the double-time rate instead of time and one-half.

All of management's demands for cutbacks and retrogressions in the contracts were withdrawn.

In addition to the basic wage settlement, special adjustments

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Portland Reporter Begins Stock Sale

Portland, Ore.—A week which saw the first anniversary of the long strike against this city's two daily newspapers—called by the Stereotypers union last November 10 and since joined by all the unions in the newspaper field—also saw stepped-up moves to launch the union-sponsored commercial daily, the Portland Reporter, and the start of stock sale to the public to finance it.

The Portland Reporter Publishing Co., Inc., backed by the striking unions, will shortly move into its newly-renovated building, and daily publication is expected to begin December 1.

The presses will actually get a full-dress trial next week, when the twice-a-week Reporter, forerunner of the daily, will be produced for the first time at the new location. The presses were acquired through the Typographical union and that union and others aided in acquiring the other necessary mechanical equipment.

Renovation work is proceeding rapidly and the entire staff, all union members, will be able to move into the structure in time for the target date of December 1.

Last issue of the paper to be printed on the rotary offset press which has produced the Reporter since last February had a three-page detailed report of last Tuesday's election returns.

Clearance has been received from the Securities & Exchange Commission, granting permission for the public offering of 125,000 shares of $10-par-value stock in the publishing enterprise. Additional authority was granted for the issuance of 39,000 shares to be held by the publishing company for future sale to employes of the company. The publishing company has set up a sales office and will make the securities available on a wide scale, through interested union people here and elsewhere.

The Portland Guild issued a bulletin urging stock purchases, at $10 a share, by members of all locals.

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Sudden Move Drops 60-Yr. Hearst Daily

Detroit, Mich.—The Detroit News bought and suspended Hearst's Detroit Times, November 7, leaving the nation's fifth largest city with only two daily newspapers, one morning and one evening.

The News, which is independently owned, reportedly paid more than $10 million for the Times, its afternoon competitor. The sale included the Times plant, printing equipment and other physical assets, and distribution rights to Times features and supplements.

Some 380 Guild members are among the 1,400 Times employes thrown out of work by the suspension.

Only a few Guild members have been hired on a tryout basis by the News and the morning Free Press, which is owned by the John S. Knight chain. The News told some job applicants it is cutting back its staff.

The Detroit Guild has established an employment service at local headquarters, 720 Farwell Bldg., 1279 Griswold St., Detroit 26 (telephone Woodward 3-4254).

President Robert Forbes appealed to other Guild locals to supply all available information on job openings for advertising, business office, inside circulation and editorial employes.

At the News, only the maintenance department is covered by a Guild contract.

Easing the blow for the displaced Guild members at the Times is the severance pay guaranteed by their contract, up to a maximum of 62 weeks, plus accrued vacation pay and two weeks pay in lieu of notice.

The Detroit sale was the second within a month involving the Hearst chain. On October 15, Hearst announced it had bought the Albany, N. Y., Knickerbocker News, an evening paper, which it is continuing to publish along

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Turnabout

New York City — Several days before the Guild's October 31 strike deadline, an eager junior executive at the Daily News made the rounds in his department, asking selected employees:

"If the Guild goes on strike, will you come to work Tuesday?"

He wasn't surprised when Guild members said "no." But he didn't understand the emphatic "absolutely not" he drew from a non-member.

"Why not?" he asked. "You don't belong to the Guild."

"Right," came the reply. "I don't belong to the Guild. And I didn't belong to the Guild in 1958, when you threw me out on the street during the drivers' strike, along with the Guild members."



Headquarters Visit: Officers of the newly-formed Inter-American Federation of Working Newspapermen's Organizations were greeted by AFL-CIO President George Meany on their trip to Washington last week. From the left are Alberto Schtirbu, of Argentina, secretary of the federation; ANG Secretary-Treasurer Charles A. Perlik, Jr., co-chairman of the federation's executive committee; Mr. Meany; Luis Carnero Checa, Peru, co-chairman, and Nicolas Pentcheff, federation treasurer, of the Union of Free Journalists in America (IFFJ).

NY Settlement Averts Shutdown, Seven Units Vote On Ratification

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were negotiated at individual papers.

At the World-Telegraph & Sun, for example, 74 persons were affected by reslotting. Home delivery circulation managers and roadmen, and tabulators, were upgraded from Group 6 with a top minimum of $114 to Group 6A with a top minimum of $122, plus the new basic increases. Two racing clerks were upgraded from Group 6 to the reporter classification with a top minimum of $156.50, plus the new raises.

At the Daily News, starting pay for certain trainees was increased $45. At the Mirror and Journal-American, special classifications were established for employes recognized as being above journeyman rating.

Other details of the individual settlements:

POST

Employes will pay 45¢ a week toward increased Blue Cross premiums which became effective November 1. (The increase in the premium is much higher at the Post than at the other papers because the Post pays the full cost of the family plan for employes, while the others pay only for individual coverage.)

The second-year wage increase will be put into effect unless the Post reaches agreement with the craft unions to submit a second-year increase to arbitration. In that event, the second part of the Guild wage package also will be subject to arbitration.

MIRROR

Military Leave—A week's pay for employes entering the service under the 6-months program.

Job Classifications — A reslotting program already under way is to be completed by February 1, with remaining differences to be submitted to arbitration before next June 1.

Night Differential—This is to be considered as salary for purposes of vacation pay, sick leave pay and severance pay.

Job Security—Reason must be given for any departure from seniority in economy dismissals.

TIMES

Policy Statements—Moved into the contract are four statements of policy dealing with holidays, vacation choices, distribution of overtime, and the retraining of employes displaced by improved methods or equipment.

Holidays — Good Friday and Easter Sunday added to list of optional religious holidays. Scheduling of time off in lieu of holidays to be by mutual agreement instead of at the convenience of the Times.

Work on Day Off—Employe who works on his day off to receive minimum of a day's pay at the time and one-half rate (rate not previously spelled out).

NEWS

Overtime — Wire room operators for the first time will be entitled to overtime after seven hours a day.

Grievance Procedure—Streamlined to eliminate one step.

JOURNAL-AMERICAN

Job Slotting—Negotiations to continue to June 1; beyond that only by mutual agreement. If no agreement, may be moved to binding arbitration.

Night Differential—To be considered as salary for purposes of vacation, sick leave and holiday pay.

Job Security—Reason must be given for any departure from seniority in economy dismissals.

HERALD TRIBUNE

Policy Statements—Moved into the contract are policy statements dealing with pay for jury duty, bereavement pay, Election Day time off with pay, and day off with pay for illness in immediate family.

Arbitration — Agreement that only the Guild has a voice in framing questions it submits to arbitration and that interpretation of the contract is subject to arbitration.

Holidays—Employes observing religious holidays may swing a fourth regular holiday for that purpose.

Leaves of Absence — To be granted for attendance at State AFL-CIO and Empire State District Council meetings.

WORLD-TELEGRAM & SUN

Shift Differential — Increased from 50¢ to $1.

Maternity Leave — Clause granting maternity leave added.

Exemptions—Six jobs removed from exempt list.

Union Security — Elimination of escape clause.

Sick Leave—Guarantee against deduction of sick leave from overtime.

Leaves of Absence — To be granted for attendance at State AFL-CIO and Empire State District Council meetings, in addition to existing reasons.

Pre-Shift Starting Time—Time and one-half for work starting before regularly scheduled shifts.

Revised IEB Committees

Committee reassignments made necessary by the election of Jack Dobson and Robert J. Hickey as ANG vice presidents to vacancies on the International Executive Board were approved at the October session of the IEB.

The new committee line-up, with the first-named IEB member as chairman:

Appeals—Richard Lane, James B. Woods, James B. Egan, Harvey H. Wing.

Collective Bargaining—Woods, Joseph F. Collis, Dobson, Frances D'Hondt, Kenneth Rieger.

Constitution—Wing, Egan, Woods, Dobson, Daniel A. McLaughlin.

Contracts—Charles A. Perlik, Jr., William J. Farson, Stephen Ripley, Ellis T. Baker, J. William Blatz.

Research and Information—Eric R. I. Cawdron, D'Hondt, Rieger, Richard P. Davis, Hickey.

Guild Reporter—D'Hondt, Cawdron, Rieger, Davis, Hickey.

Finance—Perlik, Lane, Egan.

Organizing—Collis, Davis, McLaughlin, Lane, Hickey.

International Affairs—Perlik, Arthur Rosenstock, Ed Marciniak, Wilfred E. Alexander, Chalmers Roberts.

Human Rights—Rieger, Cawdron, D'Hondt, Davis, Hickey.

I-AF Officers Meet, Push Lima Program

The four top officers of the newly-formed Inter-American Federation of Working Newspapermen's Organizations have completed a week of meetings in New York City and Washington, consulting on policy matters and the implementation of decisions made at last August's founding Congress in Lima, Peru.

The federation represents newspapermen's unions in South, Central and North America, and has as its aims the interchange of trade union suggestions, the furtherance of the economic status of newspaper employes and the protection and extension of freedom of the press in its member countries of the Western Hemisphere.

Co-chairmen of the federation are ANG Secretary-Treasurer Charles A. Perlik, Jr., and Luis Carnero Checa, of Peru. Alberto Schtirbu, Argentina, is secretary and Nicolas Pentcheff, Union of Free Journalists in America, is treasurer.

Their meetings were interspersed with other activities, including attendance at political rallies in New York's Coliseum and Northern Virginia, receptions at several trade union buildings and a visit with AFL-CIO President George Meany.

The executive group delegated to the chairmen of the seven federation committees the responsibility of completing the personnel and structure of the committees.

Two seminars will be conducted within the next 18 months. One, set for next spring, will deal with trade union matters; the later seminar will handle problems of press freedom.

The 13-member executive committee will meet for the first time during the last week in April, the tentative location being at Quito, Ecuador.

The four officers studied a lengthy report from a special field representative named at the Lima Congress. He is Roberto Martinez, of Peru, chairman of the federation's Freedom of the Press committee. He has completed a trip in Central American countries in furtherance of federation objectives. The report, incidentally, correctly forecast the overturn of government control in El Salvador.

The committee issued a statement suporting last Monday's general strike in Argentina, called in protest against the presidential veto of labor bills which had contained improvements in severance pay benefits. One such bill dealt specifically with newspapermen's compensation.

Also in preparation is a protest from the federation against breaches of press freedoms in Argentina, as exemplified by the brief enforced suspension of La Razon, Buenos Aires daily of some 350,000 circulation.

New Massachusetts Law Hits Strikebreaking Pros

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latures but were killed by governors' vetoes.

The Massachusetts law requires any person who arranges to furnish out-of-state strikebreakers to an employer to file a written report with the state listing:

► The names and addresses of persons hired or about to be hired as strikebreakers.

► The total amount of salary and expenses paid or to be paid to each strikebreaker.

► The amount received by the "scab-furnisher" for his services in supplying strikebreakers.

Employers who contract for the importation of strikebreakers are likewise required to file detailed reports. All reports filed are open for public inspection.

Maximum penalty for failure to file is a $500 fine for a first offense and a $5,000 fine for subsequent offenses.

The law also bans employment of a strikebreaker with the knowledge that he has been convicted of a felony within the previous seven years.

The Boston Daily Record, a morning Hearst paper, in an editorial, October 29, called the new law a "blacklisting bill" of "doubtful constitutionality."

The paper called the governor's suggestion that the bill should also require the registration of out-of-state pickets "eminently fair" and argued that Furcolo should not have signed the bill without this change.

"If Massachusetts is to maintain an attractive climate for industry, it can ill afford to take sides in labor disputes," the paper said.

. . . Portland Stock Sale

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All the striking unions planned a rally last night, marking the completion of a full year of strike.

Attendance of Guildsmen was likely to be light, for the Guild local had already given the legally-required notice of a membership meeting on the same night, for election of officers.

ANG Executive Vice President William J. Farson was to attend last night's Guild meeting, where he was to be joined by Regional Vice President Robert J. Hickey, of San Jose. Wide differences have arisen between the ANG and the Portland Guild over policies prevailing in the strike. Farson was to present the position of the International Executive Board, as defined at the October board meeting.

The IEB voted $25,000 from the defense fund to cover the final three months of Portland strike benefits, directed that special services be furnished to enable Portland strikers to relocate elsewhere, and suggested that other Guild locals might provide extra assistance along these lines.

The Guild local was to name a president and two vice presidents to fill unexpired terms, the vacancies caused by resignations; and to name a full slate of officers for terms starting January 1.

Sale Cuts 380 Jobs In Detroit

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with its morning Albany Times-Union.

Following the Detroit deal, the Wall Street Journal reported that a Hearst executive had indicated the chain also is negotiating to buy two more papers, one in the East and one in the West.

The Journal said the executive attributed the sale of the Times to Hearst's determination to put its newspapers on a paying basis.

"For many years," the Hearst spokesman said, "our strong papers—Baltimore, San Antonio, Seattle, Los Angeles—have been drained by our losing operations. In the last two years we have decided on a policy of concentrating our resources in those areas where there is a possibility of making a profit."

In Detroit, Hearst executives expressed "regret" at leaving the city after nearly 40 years. (The Times was founded in 1900 and bought by Hearst in 1921.)

"However," a statement said, "the Times has been beset by the same basic problems confronting so many other metropolitan newspapers. Publishing costs, including labor, newsprint, equipment and supplies of every nature have risen far more rapidly than revenues."

As of last March 31, the Times daily circulation was 373,295, against 480,673 for the News and 482,850 for the Free Press.

Ten years ago, the Times led the city in circulation with a peak of 440,000.

ANG Executive Vice President William J. Farson issued a statement deploring the sale and condemning "the callous manner in which the announcement of the sale was made . . ."

"The continuing mergers, sales and suspensions of newspapers, and the consequent elimination of potential channels of diverse opinion," Farson said, "is a development which neither the newspaper industry itself nor the public can afford to ignore except at their peril."

Aid To Portland Passes $93,000

Portland, Ore. — Contributions to the strikebound Portland Newspaper Guild through the month of October amounted to $8,795.90, bringing total aid to the local for the eleven months since the start of the Stereotypers' strike against the Oregonian and the Journal to $93,163.23.

The tabulations:

Previously acknowledged	$84,367.33
Anonymous	10.00
Brockton Guild	50.00
Denver Guild	110.00
Detroit Chapter WSG	16.25
James & Jane Goodsell	30.00
Great Falls Guild	25.00
Louis Howard	26.25
Hudson County Guild	50.00
Kenosha Guild	50.00
Los Angeles Guild	100.00
Manchester Guild	100.00
Milwaukee Guild	100.00
Monmouth Guild	25.00
Newark CTU	75.00
Peoria Guild	122.50
San Francisco-Oakland Guild	4,720.00
Seattle-Tacoma Guild	1,000.00
St. Louis Guild	255.50
Stockton Guild	25.00
Terre Haute Guild	50.00
Toledo Guild	100.00
UPI, San Francisco	6.00
Washington CTU	6.00
Washington Guild	101.00
Wire Service Guild	900.00
Baltimore Guild	20.00
Battle Creek Guild	51.40
Boston Guild	300.00
J. D. Burke	6.00
Erie Guild	50.00
William A. Gold	10.00
Midwest District Council	150.00
New York Guild	300.00
UPI, Pitt., New York	20.00
TOTAL	$93,163.23



Working Session: The newly-constituted International Executive Board, at 15-member strength with the election of Jack Dobson and Robert J. Hickey to vacancies caused by resignations, took time out at its week-long sessions last month to have this picture made. Seated are Vice President Joseph F. Collis, Executive Vice President William J. Farson, President Arthur Rosenstock, Secretary-Treasurer Charles A. Perlik, Jr., and Vice President Dobson. The standing vice presidents, also from the left, are Daniel A. McLaughlin, Eric R. I. Cawdron, Richard Lane, James B. Woods, James B. Egan, Harvey H. Wing, Hickey, Richard P. Davis, Kenneth Rieger and Frances D'Hondt.

Word Comes At Night, Like Death

The telegram came in the dead of night, like death.

The groggy Detroit Times staffer, brought half awake by the clanging doorbell, opened the envelope and could only make out the words ". . . must inform you of the termination of your services as of the opening of business today on November 7, 1960."

This account of the death of the Detroit Times was written by a veteran reporter for the paper who requested that his byline not be used.

The telegram — signed by the Times general manager — said nothing about the sale of the big, fast, brawling and once prosperous Detroit Hearst paper.

And the staffer, a 20-year man on the paper and ironically assigned to cover Vice President Nixon's Detroit campaign visit in a few hours, thought he, alone, was fired and wondered desperately what terrible thing he had done to be dragged to the guillotine at three in the morning.

What he did not know was that his newspaper had folded and that someone had selected this unique manner of informing most of the 1,400 Times employes.

Some few of the 1,400 received the news differently.

In the city room about 15 men on the rewrite, city and copy and photographic desks were surprised to see Business Manager Walter Mills walk in. He called them together and said:

"At 3 a.m. today the Detroit News purchased the Detroit Times. They now own the building. Please put on your hats and coats as quickly as possible and leave the building as quietly as possible without incident."

He then explained that dismissal pay in lieu of notice, accrued vacation pay and severance pay would be mailed "as soon as possible."

Mills' formal thank you at the end of his brief announcement was as cold a "30" as ever came out of an old Morse telegrapher's sounder.

As they left, the deskmen saw a small army of private and city police in and around the building.

Others not at work or within reach of a telegraph station reported for work that Monday morning, November 7, and found the employe's entrance barricaded and guarded by police.

Those who wanted to retrieve personal things from their desks were made to wait while the private police conducted some mysterious kind of security check. If lucky, they were issued a pass to go only to their desks and were accompanied by a private cop.

Many had been with the newspaper 20 to 30 years and during that time had been entrusted with its most important secrets. Others — reporters — had risked their lives numerous times to get exclusive stories.

The uniformed guards were all strangers.

The general manager of the News was quoted in a surviving newspaper as saying that this was usual procedure in a takeover.

When dawn broke Monday—almost within minutes of word of the first telegram — the Guild moved.

At 3 a.m., assistant city editor Dan Wells called Don Ball, vice president and unit chairman. Ball got down to the building only to find the doors locked. He called Bob Forbes, local president, who hastened to the Guild office. They were joined by Frances D'Hondt, treasurer, and Ray Girardin, former president.

The ANG had been alerted to the possibility of the Times sale and flew John Sloan, international representative, into Detroit to help.

There were countless problems and, with many other Guild members helping, the local officers and Sloan set about resolving them on a 'round-the-clock basis.

The 380 Guild members at the Times, thanks to years of negotiating and policing contracts, will receive benefits far in excess of other union members in the plant.

Severance pay goes up to 62 weeks. There are two weeks of dismissal pay, plus pay for accrued vacation (1961 vacation time is built in 1960). The Guild also obtained an agreement from management to pay for 1960 vacations not yet taken.

A placement bureau was set up in the Guild office and a few jobs were found in the first few days. The Guild and Blue Cross established a new group so that group rates on full Blue Cross coverage would be continued for ex-Times employes. At a unit meeting, Wednesday, the Guild had speakers from the State Unemployment Compensation Bureau, Blue Cross, Credit Union, Community Services, and other organizations which could help the members. Also present was the local's attorney, William Mazey, to advise on many problems.

Times employes had been living for several years with rumors that the newspaper, founded in 1900 and bought by Hearst in 1921, was ready for a merger. Strongest rumor was that the Detroit Free Press, Michigan's only morning newspaper, would be the purchaser. But the rumor was consistently denied by Hearst management in Detroit. And a little over a year ago, William Randolph Hearst Jr., in a speech at the Detroit Press Club, assured his audience that the Times was not for sale.

He said it was the favorite paper of his late father, that because Detroit was the automobile center, it was vital to keep the Times going. He left the impression that sale of the Times was "unthinkable" and said "a little red ink doesn't scare us."

Employes did not know how red the ink appeared, but they knew the paper was losing both advertising and circulation. In 1948, the Times led all three Detroit papers in Sunday circulation with a peak of 631,514, and was well over 400,000 daily.

On October 1, 1960, in the statement of ownership given to the Post Office, the daily and Sunday circulation figures were not separated. The statement gave a combined seven-day average figure of a mere 382,303.

But the employes were told not to worry, that the corporation had plenty of money.

In late spring, after Hearst sold the Pittsburgh Sun-Telegraph, Time magazine said the empire was being dissolved and warned that the Detroit Times would be next. This brought an angry denial from a top Hearst executive in New York. It was a telegram to Detroit Hearst management, shown to Times staffers. It attacked the general veracity of Time—an old Hearst enemy—and said Hearst had declined several unsolicited but attractive offers. It continued the theme that the paper wasn't being sold.

The employes believed what they were told and righteously denied the rumors to everyone who asked. And there were many, including advertisers.

Then came sudden death.

And the News and Free Press immediately were at each other's throats for advertising and circulation. The question in Detroit now is, can both survive, or will one swallow the other, leaving the city in the grip of monopoly?

To many, the death of the Times seemed tragic and needless. But its employes, led to the guillotine in Monday's first light, went with dignity.

Far more dignity and class, Detroit said, than could ever be found in the butchers who swung the ax.

ITU Votes To Keep Reproduction Clause

Indianapolis, Ind. — Members of the International Typographical Union have rejected a proposed change in the union's laws to permit locals to trade "reproduction" clauses in their contracts for an industrial pension plan.

The vote announced by the ITU was 41,090 against changing the laws, 30,863 in favor.

If carried, the proposal would have permitted ITU locals to bargain for an industrial pension system in exchange for abandoning the clause, standard in all ITU contracts, which requires the resetting of local ads received in mat form by the publisher.



Local Boy: ANG Executive Vice President William J. Farson, a member of the Philadelphia Guild, receives the local's 1960 Page One Award to a distinguished Philadelphian in the field of labor. Local President Roberta Bailey made the presentation. ANG President Arthur Rosenstock, left, and Secretary-Treasurer Charles A. Perlik, Jr., right, add their congratulations.

Philadelphia Page One Award To ANG Leader

Philadelphia, Pa.—The Greater Philadelphia Guild honored one of its own at its Page One Ball this year.

ANG Executive Vice President William J. Farson, a member of the local, received the Page One Award in the field of labor "for his unyielding efforts to achieve effective unity of his fellow newspaper workers."

More than 200 Guild members and guests attended the ball, held at the Sheraton Hotel.

The local's awards, the traditional stick of type mounted in a mirrored box, are given annually to Philadelphians who have distinguished themselves in various fields.

Others cited this year were Dr. Boris Blai, internationally famed sculptor who retired in June as dean of the Stella Elkins School of Fine Arts at Temple University; William Kincaid, solo flutist with the Philadelphia Orchestra who retired recently after nearly four decades with the orchestra, and Dr. Loren Eiseley, internationally-known anthropologist and provost of the University of Pennsylvania.

Local President Roberta Bailey presented the awards. The 1960 Page One committee was headed by Lou Perri, general chairman. Other committee members were Helen Mancini, Gladys Fisher, David S. Schick, James Cartin, Peter Falchetta, Elizabeth Eilber, Nelson Pfoutz, Klosta Lawrence, Robert Mooney and Harry Till.

Board Lauds IUE Courage In General Electric Strike

Gratitude and admiration for the defense of labor's rights by the Electrical Workers union in its strike against General Electric were expressed in a resolution adopted during the October meeting of the Guild's International Executive Board.

The text of the resolution:

"The International Executive Board has met in Washington this week fully aware that our good friend and neighbor in the Philip Murray Building, the International Union of Electrical, Radio and Machine Workers, has just concluded a momentous struggle with one of America's most anti-union employers, the General Electric Corporation.

"The International Executive Board wants to express, on behalf of all members of the American Newspaper Guild, its gratitude to and its admiration for the leadership and membership of the IUE for mounting a defense of all labor's rights, so manifestly under attacks and callously expressed in the doctrine of 'Boulwareism.'

"The International Executive Board particularly notes that aside from the material values involved in this strike, it also successfully tested those great virtues of courage, determination and fortitude."

What A Way To Go

San Francisco, Calif.—George Lane waited 42 years to tell off the boss—but when his chance came, George cut loose with a scorcher.

A plant service foreman for the telephone company, George was retiring after 42 years. Management personnel joined union members at a banquet in his honor. They called on George to make a speech.

"There are only two professions where age is against you and prior experience is unnecessary," George announced. "One of these is working for the telephone company, and the other is prostitution."

George went on to advise younger workers to "get a side job to make ends meet." Outside jobs were the only reason he was able to retire, George explained, because his phone company salary and pension were far too meager.

When George finished speaking he got a standing ovation from the union members present. Top management representatives sat in cold, embarrassed silence.

Farson: Unity Advocate

First of a Series

Newspaper labor unity is an old and continuing cause with Bill Farson, ANG's executive vice president.

When the Greater Philadelphia Guild presented him with a Page One stick-of-type last month, it cited Farson's leadership of the current moves toward a single organization covering all workers in the newspaper industry and related trades.

Guildsman In The News

But unity has been on Farson's mind from the early thirties, when the Guild was an "editorial only" union and he was an advertising salesman on the Philadelphia Inquirer without the protection of any organization.

In 1935, at the depth of the depression, when non-union employes were bearing the brunt of wage cuts and economy dismissals, Farson at the age of 31 organized and served as the first and only president of the Philadelphia-Camden Advertising Guild, AFL.

He worked closely with the ANG's Philadelphia-Camden local to set up the Ad Guild and to persuade advertising and editorial employes across the country that neither group could stand alone.

Finally, in 1937, ANG voted to open its ranks to all newspaper workers—advertising, business office and circulation employes as well as editorial. Farson's Advertising Guild was one of the first commercial groups to join ANG in a body. As a result of this "broadening of the base," ANG's membership climbed from 10,309 to 16,844 within a year.

Bill had been a fraternal delegate from the Ad Guild to ANG's 1937 convention in St. Louis, which recommended the expansion of jurisdiction. When ANG members approved the change by a referendum vote, he was elected to the Guild's International Executive Board as one of two vice presidents representing commercial department members.

He was reelected to the IEB in 1938 and 1939 but was defeated in 1940 when the Guild's administration, then under the influence of left-wing elements, carried out its famous "Memphis purge" of all officers not aligned with it.

Farson and others who had formed a caucus designed to free the Guild of extremist control and restore unity among the ranks of the members then redoubled their efforts. In 1941, this caucus succeeded in sweeping into office a complete new slate of officers. Two years later—in 1943— Farson was returned to IEB membership.

Meanwhile, as an officer of the Philadelphia-Camden local, he was busy negotiating and organizing. He organized the business departments of the Philadelphia Inquirer, Record and the Public Ledger and the Camden Courier and was one of the mainsprings in organizing Atlantic City, Norristown, Phoenixville and Chester.

His success in these efforts led to his appointment in 1947 as ANG Director of Organization—on leave of absence from his ad sales job at the Inquirer. He held the post until 1951 when he was elected ANG secretary-treasurer without opposition. He was reelected in 1953, also without opposition, and in 1955 moved up to the executive vice presidency, the Guild's top full-time office.

As the Guild's "chief," Farson soon became convinced that the goal of newspaper labor unity had to be extended to encompass all craft, trade and industrial unions.

He found, too, that the top leadership of other unions—and many rank-and-file members—felt the same way.

Last February, Farson initiated a series of talks between Guild executives and craft union leaders to explore common goals and problems and closer cooperation. Out of these talks have come joint statements by the Guild and the International Typographical Union, and by the Guild and the Pressmen's Union endorsing the principle of "one big union" in the industry. Further talks are planned with other crafts.

Already the union leaders have established a new body—the Presidents' Committee of Allied Printing & Related Trades—to exchange their views and combine the strength of their organizations in meeting common problems, specifically, so far, the Portland strike and the drive for legislation to curb professional strikebreakers.

The Guild's 1960 convention in Chicago not only approved these steps; it instructed Farson and other Guild leaders to make every effort to return to the 1961 convention with "a specific plan" for unity.

The delegates took this action after they heard Farson appeal for a stronger bond among all-newspaper workers, the need for which, he said, had been underscored by the Portland strike—"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."

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

So the movement toward "one big union" of newspaper, graphic arts and related workers is under way, now in the hands of a multilateral working committee whose task is to draft a blueprint for a single organization.

For Farson, driven by the cause of unionism and labor unity since those early days with the Ad Guild in Philadelphia, this movement must indeed be satisfying.

Even so, when vacation time comes it is small wonder that he and his wife Blanche drop all thoughts of unity and become true isolationists, spending their time on some remote Pacific or Caribbean island where the mail is slow and telephones non-existent.

On one such vacation, however, they stopped at Hawaii, where Bill found an unaffiliated union of newspapermen, the Hawaii Newspaper Guild.

Result? Unity.

68% Vote For Guild Shop—And Lose

Denver, Colo.—Sixty-eight percent of the Denver Post employes in the Guild's jurisdiction want a union shop. But under Colorado law they are barred from negotiating it.

In Colorado, it takes 75 percent majority approval before a union can legally seek to include a union shop clause in its contract.

The vote at the Post, conducted November 2 by the State Industrial Commission, was 352 in favor of the Guild shop, 163 against.

The Colorado law requiring the 75 percent vote, like the so-called "right-to-work" laws in other states, exists because one section of the federal Taft-Hartley Act governing labor-management relations permits states to enact separate and different regulations governing union shop bargaining.

"It is worthy of note that nowhere else in our self-governing democracy is a 75 percent majority required to carry a proposal," said Denver Guild president Larry Ingram in a message to Post employes following the vote. "In other words, one 'no' vote equals three 'yes' votes. It's like giving your opponent a 75-yard head start in a 100-yard foot race. Even the United States president's veto can be overridden by a two-thirds majority. So what came out of the union shop election was *minority*, not majority, rule."

Ingram, however, thanked the employes for the expression of confidence in the local reflected in the 68 percent vote.

"Obviously, moral victories don't count," he said. "We lost the election and must accept that fact. But we will be around again because we believe that what we stand for is right."

The Denver Guild currently is negotiating a renewal of its contract with the Post.

Midwest Council Sponsors Award

Milwaukee, Wis. — The Midwest District Council is the latest to announce sponsorship of a college journalism competition.

The project, which the council hopes will become an annual affair, is open to daily, weekly and bi-weekly publications put out by colleges and universities in Illinois, Indiana and Wisconsin. Judging will be based on makeup and layout, news coverage, writing and photos. Mechanical reproduction will not be considered. Four classifications will be divided according to circulation.

The judging panel will consist of a top-notch newspaperman from each of the three states.

One purpose of the competition is to promote the ANG's constitutional goal of guaranteeing, as far as it is able, constant honesty in the news and higher standards of journalism and ethics in the industry.

Nominations Sought For '61 Bade Award

Nominations for the 1961 Wilbur E. Bade Memorial Award are due by December 15, presidents of Guild locals were informed this week in a letter from the three-man committee chosen by the October sessions of the International Executive Board.

The short notice thus given was unavoidable, the letter explains, since formation of the new rules made necessary by the convention-directed changes in the nature of the award itself was a function of the IEB, and a January 1 deadline has been set for applications to the study institutes which are a part of the award plan for next year.

The IEB committee comprises Vice Presidents James B. Egan and Richard P. Davis, and Ellis T. Baker, ANG director of research and information.

The Bade Award, by convention action, takes the form of a $1,000 scholarship at one of three residential study institutes, to be set up next summer at Cornell, Michigan State University and the University of California. The scholarship also includes tuition fees for a ten-week course, valued at $800, and half of the approximately $560 estimate for room and board for the period.

Tuition and the room-and-board allowance are furnished by the Fund for Adult Education. The Bade award is intended to apply to the student's half of the room-and-board cost, any time lost from his job, travel costs and miscellaneous items.

Costs not covered by the grant from the Fund, plus the Bade Award scholarship, must be met by other means—by the individual, his local or a district council.

The institutes will provide instruction related directly to labor union problems and to provide background for leadership in solving such problems. Subjects will include economics, political science, sociology and psychology, and trade union history and philosophy.

The institutes' terms are from June 18 to August 25 at Cornell; from June 11 to August 18 at Michigan State, and from June 26 to September 1 at California, at the Berkeley campus.

Eligible for the Bade award are candidates sponsored by their locals, who hold either local office or a post of Guild responsibility such as stewards, committee members or unit officials. Paid officers are not eligible.

The form which the Bade award now takes results from a convention action at Chicago last June. Heretofore it has been a cash award of $500, with a presentation ceremony which brought the winner to the city where the annual convention was held. For several years the IEB had considered a change in the form of the award, with a view to adhering more closely to the original purpose, promotion of voluntary Guild leadership at the local level. When the summer institutes and their partial subsidy were established the change became a practical one, with recommendations to this year's convention. The award memorializes the services of Wilbur E. Bade, ANG's first director of organization, whose death occurred in 1954.

1961 Bade Award Rules

Rules for the 1961 Wilbur E. Bade Award have been approved by the International Executive Board in accordance with changes adopted by the 1960 ANG convention at Chicago, as follows:

1. In 1961 the Bade Memorial Award will take the form of a $1,000 scholarship to be applied toward attendance at one of three 10-week residential study institutes being sponsored during the year by the National Institute of Labor Education.

2. Eligible for the award shall be local Guild officers and other persons holding responsible local positions, such as stewards, committeemen and unit officials. In special circumstances, consideration also will be given to persons who can reasonably be expected to assume such office or positions upon completion of their study. However, paid officials and employes of local Guilds shall not be eligible.

3. Officers of the ANG shall not be eligible, nor shall members of ANG staff.

4. Candidates will be judged on their past achievement and on their ability to profit from such a course of study. There are no academic requirements.

5. Candidates must demonstrate that adequate finances are available to them to meet the costs of the institute not covered by the Bade Award Scholarship.

6. Candidates must give satisfactory assurances that, upon completion of the institute, they will return to Guild work.

7. Candidates must be sponsored by their local Guilds.

8. Candidates must be in good standing at the time of their nomination. The ANG Secretary-Treasurer shall certify the eligibility of all nominees.

9. Nomination of candidates shall be made by the local executive boards or representative assemblies of their Locals.

10. Nominations shall be made in writing and shall contain a detailed description of the achievements and qualifications of the candidate.

11. Nominations shall be accompanied by an official institute application form filled out by the candidate himself. Application forms will be furnished on request by ANG.

12. Nominations must be postmarked by midnight, December 15, 1960. They should be sent to the Director of Research & Information, American Newspaper Guild, 1126 16th Street, N. W., Washington 6, D. C.

13. Nominations will be judged by a committee appointed by the International Executive Board. The judges' decision shall be final.



Settlement: Checks totalling $12,068.36 go to Herbert L. Monk, long-time St. Louis Guild leader, from S. I. Newhouse's Globe-Democrat. Delivering the settlement is Rollin Everett, executive secretary of the St. Louis local. From the left are Everett, Frank Helms, chairman of the local grievance committee; Bill Cento, chairman of the Globe-Democrat unit, Monk and Joe Jost, a committee member.

—Photo by Ed Burkhardt, St. Louis Guild

St. Louis Hassle Over Guild Leader Resolved With $12,000 Severance

St. Louis, Mo. — The grievance of Herbert L. Monk, long-time Guild leader here, was settled recently when the Guild won Monk dismissal benefits of $12,068.36 from S. I. Newhouse's Globe-Democrat.

However, arbitration of Monk's pension rights when he reaches 65 years of age in about 20 months seems likely.

Monk received maximum dismissal pay, 66 weeks. It totalled $11,001.54, in addition to which he received $1,066.82 in accrued vacation credits. He also had received $1,333.52 in sick pay after his last active employment in July, so that the total of his Guild benefits after that time was $13,401.88.

The most recent troubles of Monk started in 1956, while he was local president. He was removed from movie criticisms, a post which, with drama and summer opera criticisms, he had held for many years. The Guild charged that the action was unjustified.

The matter came to a head the following year in a near-strike over treatment of Monk and at that time a special agreement was entered into covering terms of employment for him. It guaranteed him the title of amusement editor for five years, free of harassments, and set forth that his duties should include theater and summer opera criticisms and any local movie reviews. However, there have been no local movie reviews carried by the Globe since then.

The special agreement provided that Monk could at any time during the five years sever his employment with or without reason and claim his dismissal pay. But, it said, if he worked until normal retirement age he would receive the benefit of whatever pension plan then was in force.

The agreement provided further that he would have all benefits of the regular contract, including any modifications or amendments.

Monk was chairman of the strike committee in the long strike in 1959 by the Guild against the Globe, in which a vested pension plan was won, identical in its benefits to the Pulitzer Pension Plan of the Post-Dispatch.

Last July the Monk grievance arose anew when the Globe hired a part-time young woman employe to review summer opera in competition with Monk. The company said it would print whichever review it liked best.

The effect of the renewed situation was such that Monk's physician, under whose care he had been, advised him that he should take a sick leave. The company had Monk examined by two physicians who disputed the opinion of his own physician and on Sept. 2 the company cut him off sick leave.

The Guild had requested arbitration of the whole question and a long dispute ensued as to what was arbitrable and the proper stipulations. The Guild contended for additional sick leave with dismissal pay at any time he was severed from the payroll or withdrew from it. The company at first contended he had to give up any further claim against the company, by which it meant giving up pension rights, to obtain dismissal pay.

The Guild replied that the contract had been modified after 1957 to provide a vested pension right, which could not be set aside by payment of dismissal pay, but that in any event the question of a pension would not arise until Monk was 65.

The company finally agreed to pay dismissal and vacation pay, arbitrate (without prejudice because of the payment of dismissal pay) the question of whether Monk should have had more sick leave, and arbitrate the question of the pension when he reached 65.

Monk at that point declared that for the sake of his health and peace of mind he would prefer to resign effective Sept. 2, when sick leave was discontinued, to going through more contention over the matter. His resignation, however, does not affect his vested pension rights, according to the Guild's position.

Monk had worked for the Globe-Democrat for 33 years, most of the time as movie and drama critic. He joined the Guild at its inception here in the early 30's and was an officer of his unit or of the local most of his years in it. He attended a number of conventions of the American Newspaper Guild and was president of this local when it was host to the convention in 1957.

He had been chairman of the local's collective bargaining committee many times and was active in most of the negotiations through which the present St. Louis contracts evolved.

IEB Votes $1,000 To COPE

Guild contributions to the AFL-CIO Committee on Political Education (COPE) have totalled $2,281.96, against a 1960 quota of $2,850. A gift of $1,000 voted at the October meeting of the IEB boosted the fund to the new level, some $578 short of the designated goal. The fund remains open for further gifts from Guild members or from Guild treasuries.

Each individually contributed dollar means a fifty-cent ANG credit toward the national quota, since half of such gifts are returned to the state where the donor lives. Gifts voted from union treasuries count fully toward the ANG quota, and these contributions are restricted to educational fund expenditures by COPE.

In addition to the COPE gift, the IEB authorized a donation of $1,000 to the special registration fund sought by AFL-CIO for promoting the pre-election registration of voters across the country for this week's presidential and congressional elections.

The delegates to the Chicago ANG convention contributed $351.46 toward the COPE quota, and subsequent treasury gifts came from ANG for $500; from the Empire State District Council for $150 and POI District Council for $100, and from the Washington Guild for $25.

Individual members of the New England District Council and of the Wilkes-Barre, North Jersey, Milwaukee, Denver, Kingston, Stockton, Sacramento, Bakersfield and Massillon locals added to the total.

HOW TO BUY

New 'Long-Lasting' Antifreeze Costs More, Offers Small Gain

By SIDNEY MARGOLIUS
Guild Reporter
Consumer Expert

Car owners are being bombarded this fall by a barrage of ads promoting new "long-life" and *permanent*-permanent antifreezes. We always thought that regular ethylene glycol was a "permanent" antifreeze. At least that's the way it always has been advertised. But now these new products are being advertised as *really* permanent—as well as longer-lasting.

The truth is, one reason for the introduction of the new antifreeze is that one out of three motorists have been taking the advertising for "permanent" antifreeze literally. They have been leaving it in their cars year after year. This has reduced sales. Too, the new compacts have smaller radiators requiring about one-third less antifreeze. So business has not been too good.

The new so-called all-year or "never-drain" antifreezes are noticeably more expensive. Two brands cost $5 a gallon installed, compared to $3.25 or less for standard ethylene glycol. One, Dowgard, already includes the water. It costs $2.25 a gallon but you need more of it.

Thus, the new antifreezes will cost about $7.50, or $10 in the case of Dowgard, to protect a standard-size car's cooling system down to zero degrees, compared to less than $5 for the traditional ethylene glycol. That's for the typical 4½-gallon cooling system. Compact cars have capacity of about three gallons, thus require only about a gallon of antifreeze to protect to zero.

Not only are motorists confused by the conflicting claims for the new antifreezes, but so are servicemen. Some think the new products may be useful, others see no point to them. Our own investigation indicates there seems to be little or no advantage in the new antifreezes for their extra cost.

Let's see what they really are. There are two types of new antifreezes. One type is being promoted as an all-year product which can be left in the radiator through the summer, but must be drained after 12 months. This includes Dowgard and Prestone Long Life Coolant. The other type is Dupont's Telar, promoted as a "never-drain" product you can leave in indefinitely, unless it changes color from red to yellow. This indicates that the solution has become contaminated.

The fact is, all these new antifreezes are basically the same ethylene glycol plus stronger rust inhibitors. Union Carbide says frankly that it has added more rust inhibitor to make it last longer. But Dupont claims the inhibitor in its new Telar antifreeze is an actually improved form. Still, all inhibitors are based on the same borax or same other form of sodium borate as before.

Dowgard, in addition to ethylene glycol and a stronger rust inhibitor, also contains about 45 percent water. You just pour it into the radiator without adding more water. The water is not ordinary water, but distilled water that has been "de-ionized" by running it over an electrical hotplate.

Thus, all that the new antifreezes basically provide for their higher price is a beefed-up rust inhibitor. It isn't the ethylene glycol in an antifreeze that wears out. It's the rust inhibitor. For that and other reasons, manufacturers and some independent authorities recommend, or used to recommend, that antifreeze should be drained every spring.

But why pay $3 to $5 more for antifreeze with a longer-lasting rust inhibitor when you can buy a pint can of rust inhibitor to put in your cooling system in the spring for 60 cents?

In fact, one company official, R. P. Bergan of Union Carbide, considers it may be as effective to buy the cheaper standard ethylene glycol as the new long-life coolants, even though his company makes both. In fact, he says, as do other experts, that plain water is a more efficient heat-transfer agent than ethylene glycol for summer when an engine may run very hot, especially in heavy traffic.

Too, there's a likelihood that it's safer to drain and flush the radiator at the end of winter to remove the impurities, as car manufacturers recommend, and as antifreeze manufacturers themselves used to urge.

Thus, ordinary ethylene glycol drained after winter would seem even to have an advantage over the new versions.

The de-ionized water in the new Dowgard antifreeze is a matter of current controversy. The economics are dubious because the water is shipped with the ethylene glycol instead of being added by the user. (Dowgard *is* the costliest of the new antifreezes to use, even though the price per gallon is $2.25.)

And while de-ionized water theoretically is an advantage, since, Dow says, it won't rust metal, you add it to a radiator which is not clean. So it's problematical how long the water remains de-ionized.

But what about Telar, which you don't have to change until it becomes contaminated? For one thing, you will lose some through leakage. If you lose, say, two quarts a year, that means an additional $2.50 besides the higher original cost. Too, you would carry the ethylene glycol through the summer. Dupont has been advertising that "Telar has a higher boiling point than water." This is true of any ethylene glycol. But it does not mean that it dissipates heat as rapidly as water.

Standard ethylene glycol sells for anywhere from $3.25 a gallon for the brand-name products installed by service stations to as little as $2.35 in the case of some private brands of the consumer co-ops and service-station chains.

If you install it yourself, the price is as little as $2.39, even less for private brands. The private brands of reputable retailers are generally the same quality—95 percent ethylene glycol—as the advertised brands. In fact, many are packaged by Dow and Union Carbide for retailers to sell under their own brand name.

Some of the very low-priced ethylene glycols sold for well under $2 may have been subject to quality watering (literally) and may provide only 85 percent ethylene glycol. In that case it may be safer to use a little higher proportion than ordinarily.

Initiation Fee Up Effective Nov. 1

Persons joining the Guild in units which are under protection of an existing contract now pay an initiation fee of $3, instead of the former fee of $1. The change became effective November 1, under the provisions of a constitutional amendment adopted by the Chicago convention. The $1 rate continues to apply to new members not covered by a Guild contract.

Locals Move Offices

It has been moving day for two large Guild locals.

This week the St. Louis Guild shifted from its long-held quarters on North Twelfth Street to a new location at 1207 Delmar Boulevard, St. Louis 3.

And the Toronto Guild has moved from its ten-year-long address at 73 Adelaide Street, West, to larger offices at 129 Adelaide Street, N.W., Toronto, Ontario.

SOUP TO NONSENSE

Helping Hands

By JANE GOODSELL, *Portland, Ore., Guild*

I was just trying to be helpful:

"Oh, is this the paint you're using on your living room walls? Hmmm. Say, I hope you won't mind my saying this, but I happen to be something of an expert on color, and what you've got here is a little bit too white a white. What you ought to do is add just a few drops of black paint and . . . here, let me show you how. Hand me that stick, will you? Now I'll add just the teeniest bit of black and stir it well . . . nope, not quite enough. There that's better. Now I'll give it another stir and . . .

"Oops! I guess I put in a little too much, didn't I? Oh well, that's easily fixed. All you have to do is buy another can of white paint, and pour it into a big bucket and . . ."

* * *

"Listen pal, you can't blame me that your horse didn't win.

"Okay, so I said Sentimental Sam was a sure bet and couldn't lose. Listen, he'd have won hands down if that lumebrain jockey had any sense, and besides . . ."

* * *

"Only a couple of minutes more and we'll rinse off the solution. Honestly, you're going to be so pleased you'll wonder why you didn't let me tint your hair a long time ago. I can promise you that you'll look years younger, and it will look so natural that your husband won't even realize . . .

"Eeeek!"

* * *

"Yes, I know he's pretty big for a house dog, but he's gentle as a lamb, really. Look, I'll prove it to you. Now just put your hand out toward him like this. Oh, go on. He won't bite you. He wouldn't hurt a flea. Go ahead, give him your hand. See, I told you he wouldn't . . .

"Well, I'll be doggoned! First time he's ever bitten anyone in his life. Now just hold still while I run upstairs and get some bandages."

* * *

"Oh, nobody around here pays any attention to that 25-mile-an-hour speed limit. You never see a cop in this neighborhood. Go ahead and step on it. We're 20 minutes late already, and if we don't hurry . . .

"Oh, oh. Sounds like a siren, doesn't it?"

Mrs. Paul Block, Jr.

Toledo, Ohio — Mrs. Paul Block, Jr., wife of the publisher of the Toledo Blade, died September 30.

Mrs. Block, a city hall reporter and Guild member at the Blade when she and the publisher were married, was women's news director of the paper and a director of the Blade Co. before her death.



After all the shouting is over, there's nothing like the good cheer and good taste of 7 Crown

SAY SEAGRAM'S AND BE SURE

SINCE 1857

SEAGRAM-DISTILLERS COMPANY, N.Y.C. BLENDED WHISKEY, 86 PROOF. 65% GRAIN NEUTRAL SPIRITS.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Salaries, Merit Area At New York Times

Presented below are minimum salaries and merit increases for advertising department employes in the Guild's jurisdiction at the New York Times, as of June 24, 1960 (general increase effective November 1, 1960 not included):

ADVERTISING DEPARTMENT

Contract Top Minimum	*Actual Salaries*
Mail Ad Taker, Telephone Ad Taker	
$89.70 after 2 years	10 on stepups 17 at top minimum
Advertising Checker	
$96.35 after 3 years	8 on stepups 4 at top minimum
Classified Telephone Solicitor, Ad Counter Clerk	
$105.25 after 3 years	15 on stepups 14 at top minimum 12 from 105.55 to 114.75
Classified Copypasser	
$112.70 after 3 years	1 on stepups 4 at top minimum 4 from 112.75 to 115.70
Classified Copy Expediter, Ad Production Deskman Ad Rebate Clerk	
$119.15 after 3 years	2 on stepups 7 at top minimum 2 from 124.15 to 129.15 2 from 139.15 to 147.15
Classified Contact Man	
$127.15 after 3 years	1 at 131.09 2 from 141.60 to 148.94
Classified Ad Salesman	
$127.15 after 3 years	3 on stepups 2 at top minimum 6 from 127.65 to 134.15 3 from 141.60 to 144.15
Display Contact Clerk	
$127.15 after 3 years	2 at top minimum
Display Classified Salesman, Ad Contract Supervisor Classified Ad Suburban Branch Office Supervisor	
$144.05 after 4 years	5 on stepups 8 at top minimum 4 from 148.50 to 151.05 7 from 160.00 to 165.00 5 from 169.85 to 177.75 1 at 225.00
Advertising Makeup Man	
$160.55 after 6 years	2 from 176.55 to 182.55 3 from 185.55 to 191.55
Display Ad Salesman	
160.55 after 6 years	6 on stepups 6 at top minimum 2 from 160.55 to 169.99 6 from 170.00 to 179.99 5 from 180.00 to 189.99 6 from 190.00 to 199.99 6 from 200.00 to 209.99 1 at 213.05 3 from 225.00 to 229.05 5 from 250.00 to 259.99 1 at 263.75 1 at 279.25 5 from 280.00 to 289.99 1 at 292.55 1 at 306.40 1 at 350.00
Ad Sales Supervisor	
$160.55 after 6 years	2 from 176.05 to 186.05 3 from 197.55 to 204.05
Group "O", individuals designated by name and exempt, partially or wholly, from hours and overtime provisions	
$160.55	2 from 219.05 to 219.80 1 at 249.05 2 from 298.75 to 303.75 2 at 374.03
Group 5 Supervisor	
$121.04	1 at top minimum 1 at 121.76 1 at 138.04 1 at 151.16
Group 6 Supervisor	
$129.61	1 at top minimum
Group 7 Supervisor	
$137.02	1 at top minimum 1 at 139.95

A good Guild local represents far more than a pay raise every year in return for dues payments every month.

Unless the contract is policed constantly to make sure management is living up to its end of the bargain, jobs, benefits and even good reputations may be lost. Agreements reached in negotiations mean nothing unless they are enforced.

The following grievance case histories, selected from more than a score processed by the Toronto Guild in recent weeks and reported in its Guild Leadership Bulletin, show how day-to-day vigilance pays off for local members.

* * *

A Tely circulation office employe received a week's pay for an absence mangement at first refused to recognize as sick leave.

Cause of her absence: she broke her glasses and had to have a new pair measured and made.

When Steward Doris Conlin was informed by the employe that the company did not plan to pay her, the Guild protested that the employe was unable to do close office work without her glasses.

Management agreed that if an eye doctor would certify this fact, she would be paid. The certificate was produced.

So, 4½ days of the week's pay was restored to her the following week. The hold-back of a half-day's pay, Steward Conlin reported, was because the Tely had "discovered" the employe had received her new glasses shortly before noon of the 5th day and "could have come to work in the afternoon."

Again, the Guild protested that when strong glasses are renewed after an absence of days, the wearer's balance can be affected severely. It's still sick leave.

The half-day was paid.

* * *

Guild stewards watched with interest in Globe & Mail delivery as the company set about covering a full-time job with two part-time men—one working 9 p.m. to midnight, the other from 1 to 3:30 a.m.

The stewards noted with interest that the Guild's contract with the G&M excludes persons working four hours or less per shift. They also noted with interest that the contract prohibits the use of part-timers to do work "normally or appropriately performed by regular, full-time employes."

So they grieved. The stewards — Gil Carpenter, Bill Dearling, Joe Hurst, with Local Executive Secretary Bob Buchanan — protested to management.

Eight days after the grievance meeting, a full-time employe was hired to do the work.

* * *

A veteran Star employe whose foreman accused him indirectly of "stealing" a ballpoint pen and a receipt (of no value to anyone but the owner) wasn't a bit happy about the insinuation.

He protested verbally to his department head, wrote a denial on the spot, reported it to the Guild. On Guild advice, he wrote a second denial and requested a reply, with copy to the local.

Several weeks and several talks at the departmental level went by, but no acknowledgment of the employe's letter. Apparently, said the Star, it was all a mistake.

The Guild took the matter higher, said the mistake should be acknowledged in writing to the employe.

After this prodding, and investigation of a nasty remark by top management, a letter from the Star told the employe the matter had been investigated. It "arose from a misunderstanding," said the Star letter, and "all parties to the matter are now satisfied as to its conclusion."

Day-To-Day Performance Is Mark Of A Good Local

Guide To Union Busting —For Future Reference

New York City—A management labor relations lawyer has outlined his own recipe for keeping employes non-union.

James Fagan, a member of the Gilhooly, Yauch & Fagan firm of Newark, N. J., told a conference on personnel administration here:

"In plants with under 100 employes, management can win seven out of ten NLRB elections if it plays its cards right."

Industrial Relations News, a weekly newsletter for management, reported Fagan's remarks. They hold as much interest for workers as for personnel men.

"Play along with the union," Fagan urged, "and con them at their own game. Be agreeable and obliging at all times; don't irritate union organizers or the threat of strike may easily become a reality."

Fagan offered these tips on how to defeat union organizing campaigns:

► "Don't take the union's word that it represents a majority of the workers. Insist on an NLRB election. This is sure-fire insurance against organizing drives for the following year, providing you win.

► "Define the appropriate bargaining unit and draw up an eligibility list, reckoning how workers will vote. Forget pro-union employes, and concentrate proselytizing efforts on those who are anti-union or have yet to take sides. Seek the cooperation of the anti-union faction to win the doubtfuls over to the management camp.

► "Emphasize the 'no's' — no union, no dues, no initiation fees, no union bosses. However, make no threats or promises. And don't poll workers.

► "Advance knowledge on how workers will vote ties management's hands in firing; any discharge leaves management open for an unfair labor practice charge.

► "Send a letter to each employe's home the night before the election. Talk history, not the future. Tell workers what they have, not what they will get.

► "Schedule the election for the morning of payday. Reason: Attendance is higher on payday, and more workers will vote. In addition, morning elections cut down on union demonstrations, as most union rallies are held during breaks or lunch periods."

Wage Gains Hold Up In Third Quarter

Wage settlements in third quarter 1960 were slightly below second-quarter levels but still well above those of the first quarter, the Bureau of National Affairs reports.

BNA said its continuing study of wage negotiations revealed that the median — or middle — settlement in the third quarter of the year was 9.6 cents an hour. This compares with medians of 9.8 cents in the second quarter and 8.2 cents in the first.

The cumulative overall median for the first nine months of the year, BNA said, was 9.4 cents, well above the 8.8-cent median for all of 1959.

Again, more than half the settlements studied were for 10 cents an hour or more — 52 percent, against 54 percent in the second quarter and 46 percent in the first quarter.

Settlements in nonmanufacturing industries continue to exceed those in manufacturing, BNA noted. Median settlement in nonmanufacturing was 12.1 cents an hour in the third quarter against 8.3 cents in manufacturing. For the first three quarters of the year, the cumulative median was 11.8 cents in non-manufacturing, 8.2 cents in manufacturing.

Increases of 10 cents an hour or more were provided in 75 percent of the non-manufacturing agreements in the third quarter. Only 40 percent of the settlements in manufacturing industries were at this level.

Regionally, the West Coast led with a median settlement of 11.4 cents an hour. Lowest median was reported from the Southeast —8.0 cents.

Median settlements in other regions: Midwest, 10.1 cents; North Central, 9.5 cents; Middle Atlantic, 9.0 cents; New England, 8.4 cents; and Southwest, 9.5 cents.

Negotiation of fringe benefits "continued at about the same brisk pace set during the first of the year," BNA observed.

New or revised pension plans appeared in 15 percent of the settlements in the third quarter, a drop of one percentage point from the first half.

New or revised insurance programs were at the first-half level —35 percent.

Severance pay provisions figured in four percent of the third-quarter settlements, against 3 percent in the first half.

Provisions for a shorter work week remained at the first half level—2 percent.

Deferred wage increases appeared in only 46 percent of the settlements for the quarter, down from 50 percent in the first half. For the year through September, however, deferred increases were provided by 49 percent of the settlements studied.

EDITORIAL

Turnout

Quite aside from the partisan results of Tuesday's election, organized labor in this country can take pride in the way in which American voters responded to the privilege and duty of taking individual part in the choice of their national leadership.

Trade unions across the country united in urging first registration and then actual voting by all eligible to the franchise. They backed up their exhortations by making manpower—and womanpower, especially—available for the task of assuring a turnout of voters at the polling places.

Democracy—lower case—is well served when as on last Tuesday these efforts brought out a new high in total votes, as well as a commendable increase in the percentage of eligibles at the ballot boxes.

Our Omniscient Editors

Members of the American Society of Newspaper Editors, each predicting for his own state, foresee this result in the election:

Nixon	**28 States**	**314 Electoral Votes**
Kennedy	**19 States**	**209 Electoral Votes**

Editors reporting from Colorado were equally divided on the winner; and there were no reports from New Hampshire and Montana, the latter having no ASNE member.

The margin for Vice President Nixon was exceedingly small in several instances, including the key states of New York and Pennsylvania. Senator Kennedy had a slim edge in Ohio, Texas and other states.

Nixon had unanimous predictions in 15 states, mostly in the Midwest and West; Kennedy had unanimity in 9 states, largely in the South and New England. ASNE Director Michael J. Ogden felt so sure of the Rhode Island result that he offered to eat all the postcard ballots if Senator Kennedy did not win the state; Massachusetts members were almost as certain, but without making the offer.

Editors in the District of Columbia were not included in the poll. Of the remaining 570 members, 412 responded. Of these, 16 considered the race too close to make a prediction.

All forecasts were made prior to October 20.

—ASNE Bulletin, November 1, 1960.

Horrors!

"People with no background, no education, no culture, and no property are given the right to vote and there are more of them than there are of us," complained Harold R. Prowell, Harrisburg attorney, as he urged members of the Pennsylvania Newspaper Publishers Association to take part in the U.S. Chamber of Commerce's political action course for businessmen.

"Businessmen can't afford to be nice guys . . .," he said, "they must learn to cope with COPE."

The Guild Reporter

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The Morning After



DATELINE: WASHINGTON

Kennedy Election No 'Landslide,' But Call To Leadership Is Clear



By WILLARD SHELTON, *Washington Guild*

President-elect Kennedy would undoubtedly have welcomed, as many of the people would, a clear-cut, smashing margin in the popular vote November 8, but his triumph nevertheless was decisive and his mandate of leadership is clear. In the White House, it is only the self-doubter, the Chief Executive who refuses to use the instruments of power voted him, who may waste a mandate. The role would be out of character for the hard-fighting senator who won both his party's nomination and the election, against great odds, as the first American President representing the postwar generation.

There is business to be done. The oratory of a campaign may exaggerate the claimed capacity of rival candidates to "stand up to Khrushchev"—a peculiarly offensive way of describing the vast issues the United States faces in regard to the Soviet Union and the huge, shadowy complex of Red China—but the real problems of adjustment and leadership remain, inexorable and pressing.

It will be Mr. Kennedy's task to speak in behalf of America to a waiting, watchful world, and the great sounding-board of the White House will be available to him. The predecessors in whose train he follows have set the standard: In this position, as in no other in America, there must be moral leadership, for our own people as well as in relation to others, and there must be both the uncommon wisdom that holds firm to a few overriding facts, and supreme decisiveness in seeking objectives that the people can sustain.

* * *

Mr. Kennedy's proclaimed domestic program to move the country forward again in social areas faces tactical and technical difficulties arising from the close popular vote, but the strategic situation is not altered.

The problem of any liberal Democratic President would be to break the suffocating grip on Congress of the Republican-Dixiecrat coalition operated by Representative Halleck, Representative Howard W. Smith of the House Rules Committee, and Senator Byrd. This triumvirate, with the backing of President Eisenhower, has in recent years proved itself considerably more powerful than the nominal leaders of the nominally majority Democratic Party on Capitol Hill, Speaker Rayburn of the House and Senate Democratic Leader Johnson.

The task of the Democratic President-elect is to build a new legislative coalition that, with the great asset of White House support, will reject the dictatorship of the triumvirate and pass some social welfare bills that will be signed.

What approach Mr. Kennedy may use presumably is subject to an appraisal of the practical and effective way to get results. Lacking faith in Draconian proposals for disemboweling the conservatives who hold office under the interesting seniority system, this observer still sees no reason to imagine that the President-elect would be tolerant of continued congressional control by Smith and Halleck, through the Rules Committee, and Byrd through his dominance of the Senate Finance Committee.

The presumption must be that the incoming President will wish to shape his party as an effective liberal instrument. Mr. Kennedy's aides are aware that President Eisenhower's most conspicuous, or at least most visible, failure is that he has not used the past eight years to rebuild the Republican Party in a modern image but has left it more thoroughly dominated by conservatives in Congress than it was in Senator Taft's day. It has been 22 years since we have had a major advance in social legislation, and the time-lag of a generation is the kind of fact the people will comprehend if the President points it out to them.

* * *

For the record, these post-election thoughts:

• Mr. Nixon took his defeat, as his admirable press secretary, Herbert G. Klein, put it, with "wonderful grace." His nerves were snapping, just in advance, as he drove to overcome what he must have known was a developing Kennedy advantage. The Vice President may never be a candidate for the most-loved American, but he came far closer to winning the presidency—except for Eisenhower, essentially a non-party figure—than any other Republican nominee since 1928.

• Senator Lyndon Johnson, a proud and professionally upright man, made a campaign that vindicated Kennedy's selection of him for the vice presidential nomination. He did not flinch from campaigning in the North or the South, he made speeches that would have been a credit to any political aspirant anywhere, he won his home state of Texas and helped win five other states in the South for Kennedy, and the loss of those states would have changed the election.

• The poisonous religious issue arising from Senator Kennedy's membership in the Roman Catholic Church was immensely important but not decisive in the election, and for that the country can be grateful. There is no reason to doubt that Mr. Kennedy will so conduct himself that any question about basic loyalties arising from a candidate's personal faith will disappear.

2 Councils Sponsor Weekend Institute

The second in the 1960-61 ANG regional weekend institute series will be held at the New York Guild Press Club December 3-4 sponsored jointly by the Empire State and Middle Atlantic district councils.

Theme of the institute will be the importance and training of shop stewards. In addition, there will be a session on the new labor law and its effect on Guild operations.

The institute will be conducted by ANG Director of Research & Information Ellis T. Baker. It will begin at 1 P.M. Saturday, December 3 and continue through Sunday morning, with adjournment at 2 P.M.

The New York Guild will be host at a reception for the delegates Saturday evening.