

Settlement Averts NY Shut-Down

BULLETIN

New York City—Tentative settlement of a new contract between the Deliverers Union and the city's major dailies was reached early December 8. It provides the same two-year, \$7 wage and welfare package previously accepted by the New York Guild, plus fringe benefits.

Other craft unions continue to negotiate with the publishers.

New York City—The threat of a citywide shut-down of New York newspapers hung over contract talks this week between the dailies and craft unions representing their employees.

The Newspaper and Mail Deliverers Union, independent, with a membership of more than 3,000 truck drivers and platform employees, voted 1,684 to 73 to authorize a strike if no satisfactory agreement for renewal of their current contract is reached by its expiration, midnight, December 7.

Other unions have indicated their members would refuse to cross the picket lines should the Deliverers strike.

Also involved in the negotiations, to which federal mediators have been assigned, are some 7,000 members of the Typographical Union, the Pressmen, the Stereotypers, the Photo Engravers, the ITU Mailers and the Paper Handlers. Each union negotiates its own citywide contract with the Publishers Association of New York City. All contracts expire at the same time—midnight, December 7.

"A walkout by any of the unions could lead to a general suspension of publication if the others refused to cross picket lines," said a New York Times story on the negotiations.

Such a shutdown would conform to the publishers' past practice of "massive retaliation."

In 1958, when the Deliverers struck for 19 days, other unions (Continued on Page 3)

Christmas Cheer For Portland Kids

Guild locals wishing to provide Christmas cheer for families of the Portland strikers—a good will gesture inaugurated a year ago when their strike was only a few weeks old—may send contributions directly to J. Lynn Wykoff, secretary-treasurer of the local, at P.O. Box 1268, Portland, Ore.

In spite of preoccupation with plans for daily operation of the Portland Reporter, Wykoff assures that contributions will be carefully administered so that no child of a striker goes without the "extras" impossible under a family budget based on strike benefits.

Newspaper unions of New York City, including the New York Guild, have set a special quota of \$10,000 in cash gifts to be sent to the Portland strike director for a Christmas party and gifts for all striking union members' children.

THE GUILD REPORTER

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

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Documented: The Guild's newest local is in business at Montreal, Canada's metropolis, with an ANG charter, No. 111, for 126 Star deliverymen. Here the president, William H. O'Brien, at the left, accepts the accreditation from International Representative Peter Reilly. Certification is awaited from the Quebec Labor Relations Board.

Legislature Adopts N. J. Anti-Scab Law

Trenton, N. J.—A bill to prohibit importation of strikebreakers has passed the Legislature, after the Senate had amended the original proposal by adding a ban against out-of-state union pickets at a strike scene.

The measure as amended passed the Senate, 20-0, on November 28 and in an emergency-legislation procedure was approved as amended by the Assembly, 36-1. It goes to Governor Robert B. Meyner for signature.

The bill was strongly backed by organized labor, which last year tried to have the Legislature adopt a similar measure. On that occasion a Democratic Assembly passed it, but it died in committee in the GOP Senate. The present bill was sponsored by Assemblymen Maurice V. Brady and John J. Klijewski, both of Hudson County. Brady is a former international representative for the Pressmen's union.

All newspaper unions, including the American Newspaper Guild, have united in urging state and federal action to curb the importation of non-union labor in strike situations, notable recent examples being in Westchester County, N. Y., at Reno, Nev., and Portland, Ore.

The New Jersey bill makes it a misdemeanor to import, transport or recruit strikebreakers or pickets from out-of-state points to a New Jersey strike area.

State AFL President Louis P. Marcianite and Joel Jacobson, State CIO president and a mem-

ber of the North Jersey Guild, succeeded in having the Assembly reconvene after its calendar for the day had been completed, and give the three-fourths support needed to adopt the amended bill the same day it passed the Senate. Normal procedure would have awaited the December 19 Assembly date.

This year's sessions of the Massachusetts Legislature adopted a scab law, requiring registration of imported professional strikebreakers and those who serve as their agents. The Governor sent the measure back when first adopted, suggesting that imported pickets also be required to register. The legislators voted against such a change, and the Governor signed the bill.

Five international unions in the printing and publishing industry have now designated representatives to a working committee to draft a specific plan for labor unity in the graphic arts.

Guild representatives on the committee—Director of Organization J. William Blatz and Director of Research & Information Ellis T. Baker—were previously announced by ANG Executive Vice President William J. Farson.

Other members of the group are:

Typographical Union: Francis E. McGlothlin, assistant to ITU President Elmer Brown, and John

Washington Post Hikes Pay By \$7, Cuts Work Week

Pay increases totalling \$7 over a two-year period and a shorter work week are provided some 500 employees of the Washington Post & Times Herald in an agreement reached shortly after a midnight strike deadline last week.

A meeting of the Guild unit, following a local membership meeting earlier in the evening, heard the report of the negotiating committee, which had been in continuous all-day session with management and federal conciliators assigned to the bargaining deadlock.

The terms were reported by the negotiators without recommendation. They were based on a last-day revised proposal by management, which failed in many respects to meet the scaled-down terms sought by the Guild. The vote to accept was 134 to 85.

A lesser money offer and a three-year term had been unanimously rejected and strike authorization was given by the unit some 10 days earlier.

The new agreement will mean \$4 wage increases immediately for the editorial and commercial employees covered. Next December 4, another across-the-board increase of \$3 per employee goes into effect.

The work week will be cut from 40 to 37½ hours, also in annual steps. The immediate cut is to 38½ hours. Overtime premiums remain payable after 8 hours a day and 40 hours a week under the new work schedules.

Full-experience reporters at the Post will have a new weekly minimum of \$147. At least 90 percent of the group is guaranteed \$164 or more. In the second year of the contract, the percentage becomes 95, guaranteed a minimum of \$167.

Severance pay goes from a maximum of 36 weeks pay to 38 weeks now, and to a maximum of 40 weeks next December.

Another new provision calls for full pay for employees called to jury duty.

An extensive list of job classifications concerning which the parties were at odds during bargaining will be subjected to a joint reclassification study, with end resort to arbitration of unresolved issues.

Prior to the marathon sessions with the conciliators, the Guild had made full preparations for a strike. Committees had been named, a headquarters rented and picket signs prepared. The new contract replaces one which had been in effect for five years, a term length which led a subsequent ANG convention to set a two-year constitutional limit on contracts.

Erwin Knoll, Post unit chairman, headed the negotiating committee, the 25 members of which represented all Post departments affected.

Cuban Newsmen Are Voted Out By IFJ Board

Brussels, Belgium—Expulsion of the Colegio de Periodistas, Cuban journalists' union, has been voted by the executive committee of the International Federation of Journalists, world organization of free-nation newspapermen's unions.

The action may be appealed to the 1962 Congress of the IFJ.

The resolution directing the expulsion was adopted at the November 23-24 meeting of the executive committee in Paris. It cited two reasons: "The present situation of the press in Cuba," and "repeated violations" of the IFJ constitution and of decisions of the IFJ Congresses.

In a second action relating to Latin American affairs, the IFJ executive committee expressed gratification at the formation of the Inter-American Federation of Working Newspapermen's Organization, effected last August at Lima, Peru.

Affiliation of the Cuban newsmen's union with IFJ had been questioned at the World Congress of the IFJ held in Bern, Switzerland last May (GR, May 27.)

The Cuban organization sent in a resignation prior to the Bern meetings, when questioned about its failure to pay affiliation dues. Despite the non-payment, a delegation appeared and was seated, under protest. A Cuban delegate became IFJ vice president for South America, since the Cuban

(Continued on Page 2)

Drafting Group Named For Unity Plan

J. Landey, director of the ITU Bureau of Statistics.

Bookbinders: Vice President John Connolly and Secretary-Treasurer Wesley A. Taylor.

Pressmen: Vice Presidents Walter J. Turner and Alexander Rohan.

Stereotypers: Vice Presidents Leo Feeney and John McDermott.

Photo Engravers: Vice President Denis M. Burke and International Representative Edward A. Nyegaard.

Farson, who is temporary chairman of the committee, has suggested to the internationals that as a first step committee members exchange working papers setting

forth in informal outline each union's ideas for "one big union" in the industry.

Then, soon after the first of the year, the committee could set its first meeting and proceed from there, he proposed.

Any recommendations of the working committee will be subject first to the approval of the Presidents' Committee of the Allied Printing & Related Trades before going to the unions concerned and their memberships.

ANG's 1960 convention gave Guild officers approval to continue talks with other union officials toward the goal of unity, but urged them to return to the 1961 convention with a specific plan.

News In Brief

Apprentice Grading Streamlined By ITU

Indianapolis, Ind. — The 109-year-old International Typographical Union whose apprenticeship program is almost as old as the union, has streamlined its system of grading apprentices to emphasize competency and minimize time.

At present, it takes a maximum of six years to achieve journeyman status as a printer, typesetter, machinist or mailer under the union's apprenticeship program. Through upgrading, this period can be reduced to four years.

Under a new credit system of grading, explained ITU President Elmer Brown, an apprentice can complete his training in as little as three years. Brown noted, however, that the new system contains safeguards against too rapid completion of the apprenticeship course.

Credits for advancement may be gained by apprentices in on-the-job training, through training in new processes at ITU centers, and through ITU correspondence courses.

The new grading system is designed to overcome a lag in supplying replacements and to meet the burst of young workers the government forecasts for the 1960s.

Guild Wins Benefits For 'Retired' Member

Chicago, Ill. — A Daily News employee discharged two years ago when management forced him to "retire" has received a check for \$293.75, together with a paid-up \$1,000 life insurance policy. The

Day Book

LABOR BOARD PROCEEDINGS
Recognition demanded, Tex. 29, Chicago, Ill. Defender mechanical departments (12 eligible).

Representation petition filed, Dec. 1, Newburgh, N.Y., Beacon-News advertising department (14 eligible).

Recognition demanded, Dec. 1, Elgin, Ill., Courier-News advertising department (10 eligible).

CONTRACTS COMMITTEE
Albany, Ohio, Beacon Journal (editorial), contract renewal, approval withheld for low wage increase.

Albany, Beacon Journal (maintenance), contract renewal approval withheld for low wage increase and for labor separate from and inferior to editorial contract.

Albany, Pa., Call & Chronicle, contract renewal, approval withheld for continued wage paid, low minimum, substandard sick leave and inequity between artists and photographers and the reporter group.

Baltimore, Md., Sun & Evening Sun, contract renewal approval withheld for lack of union security, extensive hours and overtime exemptions, lack of improvement in severance pay ceiling and failure to add general increase fully to minimum.

Boston, Mass., Herald-Traveler, pension plan approved.

Elgin, N.Y., Daily Freeman, contract renewal approval withheld for failure to apply general increase fully to minimum.

New York Post, contract renewal approval withheld for weakening of welfare clause.

New York Times, contract renewal approval withheld for continuation of clause permitting individual bargaining on grievances.

White-Sun, Record, Times-Leader & Evening News, contract renewal approved.

ACTIVITIES
ANG Regional Training Institute, Chicago, Jan. 21-23; Seattle, Jan. 28-29, and Pittsburgh, February 4-6.

ANG International Executive Board meeting, Washington, D. C., Feb. 15-18 and May 25-28.

ANG Convention, Vancouver, B.C., July 24-28.

benefits followed attempts by the Chicago Guild to arbitrate the grievance, and a resort to litigation when management refused. The settlement was an out-of-court agreement, recommended by Guild Counsel Irving Friedman.

The Guild has since written into the Daily News contract an arbitration clause which makes it unnecessary, from a legal standpoint, to prosecute the court case for precedent purposes.

The employee was John Asella, a metal man in the News composing room. He was 74 years old when he was "retired." The Guild challenged management's claim to the right to retire him because of age and physical condition.

Paper Mill Workers Get 15-28¢ Increase

Toronto, Ont. — Some 55,000 pulp and paper mill workers in Canada have received wage increases ranging from 15 to 28 cents an hour under new one year contracts.

The workers are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the United Papermakers and Paperworkers, and in some Quebec areas by unions affiliated with the Canadian and Catholic Confederation of Labor. Negotiations are still in progress in a few small mills.

Despite the increases, Abitibi Power and Paper Co. Ltd. announced a reduction of \$15 a ton in the price of pulp, in line with a recent reduction in the United States.

Enquirer Posts Record Earnings

Cincinnati, Ohio — The Cincinnati Enquirer, Inc., had record net earnings in the fiscal year ended September 30. The company increased its quarterly dividend to 40 cents, up 10 cents a share from previous quarters. Profits for the year amounted to 6.27 percent of revenue.

Net earnings were \$1,191,570, against \$797,429 for fiscal 1959. Revenues also were at a new high, \$19,003,493 against \$17,794,723 for the previous year. Operating expenses were \$16,411,750, up from \$15,927,841.

Cubans Ousted

(Continued from Page 1)
delegation was the only IFJ Latin American affiliate and the Federation's constitution allows Latin America a vice presidency. The executive board's action vacates the post.

The IFJ Congress backed the then-proposed Inter-American Federation. In debate, Cuban spokesmen voiced Castro-like anti-United States views, and cast the only vote against IFJ endorsement of the Inter-American group.

Although invited, the Cuban organization sent no representatives to Lima. The new Federation adopted resolutions deploring the restrictions of press freedoms in Cuba and expressing hope for their restoration.

The American Newspaper Guild is the largest affiliate union in the IFJ, and gave initial leadership to the formation of the Inter-American Federation, the aims of which parallel for the Western Hemisphere the objectives of IFJ for the free countries of the world.

Survey Covers College Ad Courses

College courses in advertising are offered in about 200 of the country's institutions of higher education, and in 43 colleges the course is offered as a major. For the largest number, the subject deals with the principles of advertising, and most teachers of the courses have had commercial advertising experience in addition to an average of 10 years college teaching.

The summaries come from a survey and census conducted by the journalism department at the Oklahoma State University, done at the request of the American Academy of Advertising. Replies came from 325 of more than 1,000 queried. They indicated that although schools of journalism show the greater number of major-status courses—25 in all, compared to 17 for other academic divisions—it is in the area of business administration that the largest over-all number of courses are offered.

Syracuse University reported the largest number enrolled as advertising majors in 1960 with 110; and the Baruch School of

ADVERTISING

the City College of N. Y. reported 78 graduates, the highest such figure. Of the schools reporting, 147 said they had no graduates whatever, in the advertising courses.

The survey summary failed to include details as to whether the curricula covered advertising sales training, although in colleges devoted to business administration there are general courses in salesmanship, applicable to the selling of advertising space.

Classifieds Bear Out Unemployment Figures

The volume of help-wanted classified advertisements dropped sharply in September, says a Philadelphia firm of statisticians who make it their business to check through a representative list of newspapers each month, as a kind of business barometer.

Central and southeastern areas showed the biggest drop com-

pared with a year before, western sections made a little better showing and eastern dailies indicated the smallest percentage of losses. But the nation as a whole, on the basis of the analysis, showed 21 percent fewer help-wanted ads than were placed in the same month of 1959. Only 1954 and 1958, both recession periods, have shown a lower count.

7% Gain Predicted In National Ad Total

New York City — National advertising volume in nine major media will exceed \$4 billion in 1960, according to estimates made by media organizations for Advertising Age, the marketing weekly.

Ad Age said it now appears national advertising this year will reach \$4,019,050,000 as compared with a 1959 total of \$3,752,384,000. This would be a gain of about seven percent.

National advertising in newspapers is expected to reach \$803 million in 1960, a gain of more than \$30 million from last year.



NEW PHOTO BY BURTON BERINSKY-AT BERGDOFF-GOODMAN, FIFTH AVE., N.Y.

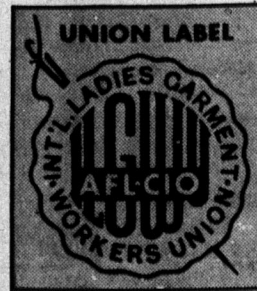
TWO GIFTS FOR ONE

You can't go wrong when you give apparel. It means so much to a wife or sweetheart when she receives something that's practical, personal and lovely.

Besides—you get two gifts for the same money. The second gift is greater job security and higher wages for yourself.

Here's how the two-for-one deal works. When you buy women's or children's apparel, make sure it carries the Union Label of the International Ladies' Garment Workers' Union. That spreads union contract benefits not only for yourself, but for all workers. Your consumer dollar has plenty of organizing horsepower when it hits the sales nerve of open shop employers. When your dollar "goes label" you help members of other unions buy the products and services which protect your pay envelope and conditions.

This Holiday Season, give the gift that gives twice... the gift with the union label! Look for it in Bathing Suits/Blouses/Children's Wear/Coats/Dresses/Skirts/Slacks and Shorts/Slips/Sleepwear and Robes/Suits/Sweaters and Knitwear.



Symbol of decency, fair labor standards and the American way of life

Detroit Trio Attempts New Daily, Times Staff Continues Job Hunt

Detroit, Mich. — Former Detroit Times employees, thrown out of work by the sale and suspension of their paper to the News, watched with interest and hope the efforts of a trio of Times Guild members to establish a new daily in the city.

Papers for incorporation of the new daily, with \$50,000 capital stock at \$1 a share, have been filed with the state by the three men under the name Detroit Sun Publishing Co.

The incorporators are Alfred E. Koski, suburban beat reporter for the Times; Joseph K. Sfair, reporter; and Michael A. Venet, advertising salesman. Each was listed as holding 250 shares of the stock. They report considerable interest among advertisers and are now seeking additional financing for the venture, planned as an evening and Sunday tabloid.

Meanwhile, most of the 380

Guild members whose jobs were cut off by the death of the Times still were seeking new permanent employment. Only 98 of the group have found other work, including some 25 still filling temporary posts at the Free Press.

When the Times went under, the Free Press took on 44 Guild members temporarily. It has since hired eight staffers permanently and released 11 others. So far, the News has picked up only 16 former Times employees in the Guild's jurisdiction.

Representatives of both the Buffalo Courier-Express and the Boston Herald-Traveler have been to Detroit to interview job prospects.

A number of commercial department employees have found other jobs in the city. And a few Guild members have left their craft for other fields.

Generally, however, reporters, deskmen and photographers were

encountering difficulty in landing comparable jobs. The Cleveland Plain Dealer has hired a copy reader and the Washington Star an artist. Two staffers have gone to the Akron Beacon Journal, two to the Hearst Headline Service and one each to the Philadelphia Inquirer and the Toronto Globe & Mail.

A final source of bitterness for the ex-Times employees appeared in the form of a front-page editorial in the News, which quoted a statement by the former publisher of the Times, Phil De Beaubien, that a total of \$2,275,000 in terminal benefits will go to the Times employees. The News editorial left the impression that the cash sum was a largesse granted by a benevolent management.

Actually, some \$2,100,000 of the total represents obligations to Guild members in severance pay, accrued vacation pay and notice pay under the terms of the Guild contract with the Times.

The remaining \$175,000 must be shared by more than 1,000 Times employees not covered by these Guild benefits.

The News editorial also reported that the News itself had hired some 500 former Times employees and that the Free Press had picked up nearly as many. It did not explain that nearly all of these hirings were among circulation and mechanical employees and were temporary.

On the other hand, the financial cushion provided by Guild contract terms has swelled the respect and admiration for the Guild among the displaced employees, reports ANG Vice President Frances D'Hondt, who lost her own job in the folding.

L.A. Ad Sales Merger Hits Guildsmen

Los Angeles, Calif. — Twenty-six classified advertising employees in the Guild's jurisdiction at the Los Angeles Herald-Express this week were given the choice of accepting layoffs with severance pay or taking jobs at the Examiner.

Herex Publisher George R. Hearst Jr. presented the alternatives in announcing that henceforth the Examiner will handle all classified ad solicitation for both papers, with a combined rate structure to be established.

Hearst said the change was necessary to counter a similar move two weeks ago by the Times and the Mirror-News, opposition dailies owned by the Chandler family.

As of Wednesday, December 7, twenty members of the Herex classified staff were reporting for work at the Examiner, and six had left with severance pay.

Hearst said some individual layoffs in the combined classified department will come later. Employment will be established.

Employees who transfer from the Herex stand a better chance of retaining permanent employment at the Examiner than if he had severed the entire Herex classified staff, paid them severance pay and let them take their chances of being hired at the Examiner. For this reason, he said, he had rejected the latter course.

The Herex publisher said that employees who chose to transfer to the Examiner would work under the contract of the Association of Classified Advertising Employees of the Los Angeles Examiner, an unaffiliated company union.

A different view, however, was expressed by Justin F. McCarthy, administrative officer of the Los Angeles Guild.

McCarthy asserted that the Herex classified employees continue to be covered by the Guild contract and to have the right to bargaining representation by the Guild.

"In our view," his letter declared, "the change in operation amounts simply to a change in location of the department and a change in supervision, no more."

"Specifically, the Los Angeles Newspaper Guild for itself and in behalf of the affected employees, does not waive any of the contract rights."



Educational Efforts: Dr. Samuel Shepard, Jr., a director in the St. Louis Guild's award for outstanding community service, presented by Local President Charles Sherman, right. This year's annual honors recognize Dr. Shepard's otherwise unparalleled success in elevating the scholastic standings of a large group of pupils from lower-income families. —Photo by Ralph Hyer, St. Louis Guild.

London Suspensions Denounced By NUJ

London, England — Revelation here that dismissed employees of two suspended dailies which met death in October — the News Chronicle and the Star — would receive severance pay in painfully scanty amounts has stirred the National Union of Journalists into ireful protest and the formulation of an "action committee."

October 17, termed by the union "the blackest day in British newspaper history," saw both papers sold to the Rothermere chain, which instantly suspended publication.

It was announced that the \$4.2 million purchase price would be used to aid the displaced staff — the British call their status "redundancy" — and the many pensioners of the dailies. There was one qualifier. Benefits would accrue "subject to inevitable costs," management said.

Severance pay, it then developed, would be proffered at the rate of one week's pay for each year of service beyond 21 years. Even with the large number of long-term employees, the payments would be pitifully inadequate, declared the NUJ.

Denouncing what he called "the extraordinary complacency" which marked the suspensions, H. J. Bradley, general secretary of the NUJ, said the offer is "rather worse than the one which led journalists in Glasgow to stop work . . . last summer."

Some 300 editorial employees and more than 3,000 other newspaper jobholders were affected by the double suspension.

To make the week more catastrophic to the industry's employees, the Empire News, a 2 million circulation Sunday paper, owned by Roy Thomson, Canadian financier who buys papers in the manner of S. I. Newhouse, of New York, was shut down in a merger which

combined it with News of the World.

Thomson is quoted as saying that the merger is "part of an upward move," but Bradley comments:

"The end of the Empire News illustrates a newer tendency — to shut down a paper without a fight almost as soon as it ceases to pay. If that had always been the attitude of the proprietors (publishers) we should not now have The Times and The Guardian."

The Times of London noted editorially last week that the October developments and the concentration of the survivors in fewer hands represented "a tendency dangerous to both culture and liberty."

The House of Commons after debate has authorized an inquiry into what its resolutions called "the monopolistic trend and its social implications."

Thomson was again in the news this week with announcement of the purchase of five newspapers in Ireland for \$5.5 million, and plans to expand his present holdings in Nigeria, Africa. He owns more than 80 newspapers, ranging across seven countries. He avows no interest in editorial policies, rating his press enterprises strictly on their ability to make money.

Brooklyn Eagle Suspended Again

Brooklyn, N. Y. — Revived as a Sunday paper last October 23, the Brooklyn Eagle was suspended again last week after five Sunday issues.

Publisher Robert Farrell, a night-life columnist for the original Eagle, declined to predict whether another attempt would be made to re-establish the paper.



—Photo by Lawrence S. Millard, Providence Guild.

A Providence First: Seventeen months of bargaining ended for the Providence Guild when agreement was reached on terms of a first contract with the Journal-Bulletin. The seated signers are Edwin F. Young, Journal-Bulletin general manager, and Robert C. Fred-

erksen, Guild local president. Standing from left are Thomas D. Stevens and Norman Medrech, negotiating committee members; Davis W. Griffith, local secretary; Donald MacLean, negotiations chairman; Past President James M. McMullen and Wilbur L. Doctor, executive committeeman.

Providence Signs First Contract To Climax 6-Year Guild Effort

Providence, R. I.—An initial contract with top minimums ranging as high as \$145 a week was signed by the Providence Newspaper Guild and Providence Journal Company, November 25.

The signing climaxed two long organizing campaigns which started more than six years ago and resulted in a close election victory on May 27, 1959. Since then, 61 bargaining sessions were held to hammer out conditions covering 218 news department employees of the Journal and Evening Bulletin.

The agreement, timed to expire with the mechanical union contracts on December 31, 1961, provides top minimums of \$133 for copy editors, \$130 for reporters and photographers, \$140 for page editors, picture editors, special writers, editorial writers, cartoonists and other groups, and \$145 for section editors.

It also guarantees nine paid holidays, and a minimum car allowance of \$12 with an additional payment for miles over 100 in any week.

During the lengthy bargaining sessions, the company distributed more than \$86,000 in salary increases to more than 170 individuals. At the final bargaining session, John Clark, attorney for the company, and General Manager Edwin F. Young assured the Guild that the merit system would be continued.

The most difficult obstacle to an agreement was the company's insistence on a mechanical union sick-leave clause. Federal and state mediators finally succeeded in effecting a compromise under which the Boston Herald-Traveler sick-leave language went into the contract and the Guild accepted management's assurance that it would be administered in accordance with a long-existing formula described to the committee by Mr. Clark.

Several weak points in the agreement, including lack of union security provisions, prevented approval by the IEB contracts committee which, however, granted permission to sign. The com-

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pany agreed to make salary increases retroactive to October 2. Four new members joined the Guild on the date of signing and several delinquents applied for reinstatement.

Garden Grove Opening Hikes Wages, Mileage

Los Angeles, Calif.—Minimums are up \$3 to \$4 in the settlement of a wage-expense reopening of the Los Angeles Guild's contract with the Garden Grove Daily News. Effective October 1, the increases send top minimums to \$126.50 for reporters, \$109.50 for circulation district managers, \$77 for general clerks and PBX operator.

Starting and step-up minimums for the reporter group receive further increases, with the total ranging up to \$10.75.

Automobile expenses are raised to 11¢ a mile for the first 100 miles a week and 8½¢ a mile thereafter. The old figures were 9¢ a mile for the first 100, then 8¢.

Agreement Covers New Pueblo Jobs

Pueblo, Colo.—Two new job classifications are covered in a supplement to the Pueblo Guild's contract with the Star-Journal & Chief. They are file clerk and messenger, with a top minimum of \$65 after five years of experience, and dispatch department clerk, with a top of \$80 after three years.

Wilkes-Barre Admen Get Reporter Parity

Wilkes-Barre, Pa.—Increases of \$2.25 to \$4 effective November 9 and \$1.50 to \$2.50 next year are provided in a renewal of the Wilkes-Barre Guild's contract with the Record, Times-Leader & Evening News.

Display advertising salesmen

Portland Asks Contract For Reporter Personnel

Portland, Ore.—For the first time the Portland Newspaper Guild has prospects of a contract that will cover more than newsrooms and circulation departments.

PNG's proposal for a contract with the Portland Reporter includes coverage for personnel in business, display and classified advertising, and inside circulation departments, as well as for reporters, desk editors, photographers, and artists.

The coverage was mapped out after agreement was reached with officers of other newspaper unions here. Members of these other unions are manning most of the Guild-jurisdiction positions outside the newsroom on the strike-born Portland Reporter. (When the Stereotypers' strike began, November 10, 1959, the Guild represented only the news and promotion staffs at the Portland Oregonian, the news and inside circulation staffs at the Oregon Journal.)

The agreement with the other unions will allow their members to continue in these jobs while keeping their present union cards for a period to be determined, after which they will either join the Guild or surrender the jobs.

The Portland Reporter will not be able to provide jobs in its mechanical departments for all the craft-union members on strike against the Oregonian and the Journal, but all Guild members unemployed because of the strike are working on the Portland Reporter for strike benefits.

For three of the semi-weekly issues of The Portland Reporter the newsroom has been in the paper's permanent home, where most of the mechanical departments already were installed. Advertising and circulation moved in after the newsroom. Space for

photoengravers, the only major department lacking, is being rushed to completion, as are a mailing room and other final modifications to the building.

Negotiations on a contract for a wire service are near completion, and daily publication of the Portland Reporter with a paid circulation already guaranteed at more than 60,000 is imminent.

Until the infant daily can stand on its own feet without wobbling the strikers who are producing it will stay on their jobs as assigned strike duties and for strike benefits.

Now 13 months old, the strike against the scab dailies will continue until the unions involved reach agreements with the publishers, officers of the local unions have stressed.

Meanwhile, sales of Portland Reporter stock are moving well, with many requests reported from individual Guildmen and Guild locals for information and copies of the stock prospectus.

Robert D. Webb, publisher of the paper, said the goal of the ownership of the Portland Reporter among thousands of individuals. "We have been surprised and delighted by the increasing response we are getting from outside the state, too. It is tremendously encouraging."

The San Francisco-Oakland Guild has announced it will continue its \$1 a month local assessment at least through January in support of the Portland Guild.

In New York City, the executive board of the New York Guild approved continuation of the local's \$200 weekly remittances to the aid of Portland.

Portland Gifts

Exceed \$99,000

Thru November

Portland, Ore.—Contributions received for the Portland Guild's strike benefit fund since the October 29 report have been acknowledged by J. Lynn Wykoff, local secretary-treasurer.

Previously acknowledged \$98,163.23
AP-WSG-CTU, San Francisco 46.00
Battle Creek Guild 40.00
Boston Guild 50.00
Brenford unit, Toronto Guild 28.11
Columbus Guild 61.72
Detroit Guild 60.00
"Ex-AP" San Francisco 5.00
William A. Gold 5.00
James and Jane Goodsell 20.00
Great Falls Guild 25.00
Hammond Guild 70.00
Homer Howard 45.00
Fred Jones 22.50
Lester unit, Chicago Guild 500.00
Los Angeles Guild 500.00
Ray Matlack 5.00
Timothy Murrane 5.00
Pueblo Guild 61.00
St. Louis Guild 100.00
San Francisco-Oakland Guild 1,400.00
St. Paul Guild 247.20
Stockton Guild 120.00
Toledo Guild 50.00
Toronto Guild 62.50
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Wire Service Guild 400.00
Fred Cowling 12.50
Denver Guild 110.00
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Oklahoma City WSG-CTU 12.50
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Attendance Mark Set At 2-Day NY Institute

One hundred delegates from twelve locals in four states attended a regional ANG institute for shop stewards in New York City last weekend.

The meeting was the largest in the nine-year history of the ANG weekend institute series. The institute was sponsored jointly by the Empire State and Middle Atlantic district councils and the Newspaper Guild of New York, and was held at the New York Guild Press Club.

The institute launched the New York Guild's new education program, and was attended by more than 40 New York stewards, union and local officials. Arnold Drapkin is chairman of the local's education committee.

The New York institute was the second in the 1960-61 ANG regional weekend institute series. Three institutes are scheduled for January and February. The dates and places:

Chicago, January 21-22, sponsored by the Midwest District Council.

Seattle, January 28-29, for Pacific Northwest locals.

Pittsburgh, February 4-5, sponsored by the POI District Council.

Theme of the institute series is "The Steward: Guardian of the Guild." The institutes are conducted by ANG Director of Research and Information Ellis T. Baker.

In California, instead of an institute as such, Baker will conduct shop steward conferences in four cities during the week of January 23, between the Chicago and Seattle institutes. These meetings, arranged at the request of the California-Nevada District Council, will be held in San Diego, Los Angeles, San Francisco-San Jose and Sacramento-Stockton.

Last weekend's New York Institute was opened by ANG President Arthur Rosenstock, who welcomed the delegates to New York. Baker was joined in conducting the institute by ANG Secretary-Treasurer Charles A. Perlik, Jr.

The institute included sessions on the necessity for stewards, their duties and responsibilities, their local responsibilities, to them, contract enforcement and preparing for arbitration. A film, "The Grievance," was shown, and Perlik discussed the Landrum-Griffin Act and its effect on Guild operations.

The New York Guild was host at a reception Saturday night.

Locals represented at the institute, in addition to New York, included Albany, Kingston, Utica, Rochester, North Jersey, Philadelphia, Scranton, Wilkes-Barre, Lehigh Valley, Hudson County and Portland, Maine, which sent two delegates even though it is not a member of either sponsoring council.

The mission was headed by John Price, chief of the ILO's Freedom of Association Division, and spent from March to June 1959 in the United States.

The report, "The Trade Union Situation in the United States," has just been made public by ILO Director General David A. Morse. It notes that the labor movement in the U.S. is a "strong force participating in the economic, social and political life of the community."

"The mission found a 'stiffening of employers' attitudes' toward union contract demands which took the form of 'efforts to curb their power, limit their effectiveness and make it more difficult for them to establish themselves in new fields.'"

"It is a contradiction to accept freedom of association in principle but to oppose the organization of a union in a particular plant or to deny it recognition," said the report. "The concern of many employers at the growing power of the trade unions can be understood, but from opposing strength to opposing the existence of the unions may be only a step."

"While the mission was struck by the extent to which trade unions were being criticized at the time of its visit," the report observed, "it does not seem that their existence is imperiled. In other words, there does not appear to be a climate of opinion in which any fundamental attack on the principle of freedom of association is to be expected."

"On the contrary, the very existence of the strong trade union movement in the U.S. is one of the guarantees that freedom of

association will continue to be respected in the future."

Furor growing out of the allegations made before the McClellan committee was near its height when the mission was in the U.S.

It met with AFL-CIO President George Meany, Labor Secretary James P. Mitchell, union leaders and members at all levels, government officials, employer representatives and experts in labor-management relations. It visited 23 agencies in different parts of the country.

"Whatever criticisms there may be of so-called 'excesses' on the part of the unions," said the report, "there does not seem to be any profound hostility among the general public to unions as such."

The report noted the high level of democracy in U.S. unions, cited the AFL-CIO Codes of Ethical Practices as weapons against corruption and to safeguard democracy against Negro membership have dropped sharply in the last few years. It noted, however, that the bars still exist in some parts of the country despite efforts of international unions and the AFL-CIO to eliminate them.

Particular note was taken of the plight of agricultural workers, "It was suggested to the mission," the report said, "that the fact that farm workers are excluded from the bulk of social legislation has been interpreted by many people as meaning that the official policy of the U.S. and of the state governments is to deny them any right of association at all. This, however, is an extreme position which it would be difficult to justify."

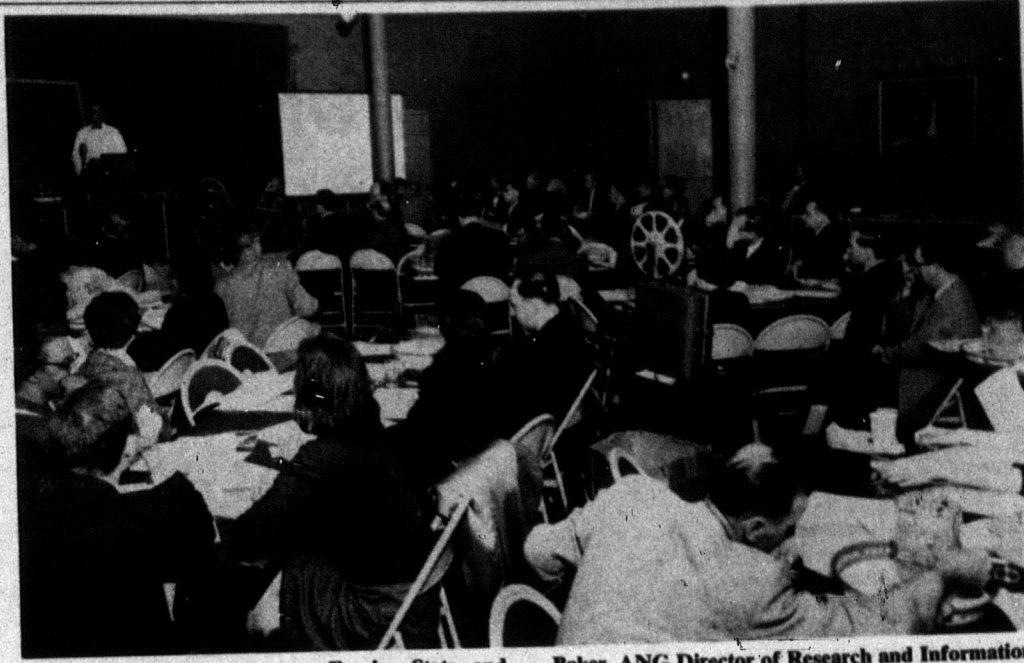
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BOB MAYER
New York Guild

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Stewardship Topic: Empire State and Middle Atlantic district councils joined hands in last week's regional training institute to bring an attendance of 100 at the New York City Guild Club. Here Ellis T. Baker, ANG Director of Research and Information, is seen addressing one of the sessions. The institute marked the beginning of the New York local's educational program for the year. Delegates attended from locals in four states.

ILO Study Finds Labor In US For Most Part 'Secure, Free'

Geneva, Switzerland—

Trade union rights in the United States "are secure and freedom of association is a reality" with few exceptions, investigators for the International Labor Organization have concluded.

The study of freedom of association in the U.S. was the first made under a resolution adopted by the ILO governing body providing for a continuing survey in ILO member-states to be made at the invitation of their governments.

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HOW TO BUY

50% Boost In Cost Of Bread Spaced Over 10-Year Period

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

The price of an ordinary loaf of bread has climbed alarmingly in recent years. This inexpensive basic food that we all take for granted suddenly represents a sizable expense in a family's food budget.

The price of bread actually has gone up more than any other food since the 1947-49 base period—a solid 54 percent compared to an overall rise of 20 percent for all foods. The price has been raised a little each year—a half a cent at a time. But it's been raised so regularly that you now pay about 21 cents a pound for the bread that cost you 15 cents ten years ago. In some cities—especially Los Angeles, Seattle and New York—typical price of a pound of bread now is 24 cents.

A family with two or three children may well buy 15 or 20 loaves of bread a week for a total expense of \$3-\$5 for this item, and even more if it doesn't buy with care.

That is, if you buy ordinary bread. You can pay as much as 30 cents a pound if you buy some of the special breads manufacturers now push, or as much as 70 cents if you buy your bread in the form of rolls.

There seems no logical reason for the steady upward push in bread prices. Soda crackers are made from much the same ingredients but the price of these has gone up a relatively modest 13 percent since 1947-49.

The cost of the major ingredients of bread, in fact, has gone down in recent years. The cost of all the ingredients used in baking a one-pound loaf of white bread is actually three cents, the Agricultural Marketing Service reports. (In 1948 it was 3.4 cents.) If the farmers gave away wheat, shortening and other makings, you'd still pay 18 cents a pound for bread.

Where does your bread money

go? The Marketing Service made a study in 1958, when the average price was 19.3 cents a pound, and found it distributed this way:

	Cents	Percent
Farmer	3	16%
Baker-wholesaler	11.2	58
Retailer	3.1	16
Milling, transportation, other costs	2	10

19.3 100%

Not only has the basic price jumped, but manufacturers now promote many special breads, some advertised as having extra food value, some as lower in calories.

It seems doubtful that special breads are worth their extra cost. The Food & Drug Administration and Federal Trade Commission have cracked down on a number of advertising campaigns for breads claiming special nutrition or fewer calories. FDA has said that breads with fanciful names advertised as providing extra nutrition or unique "health" properties, actually differ only superficially from standard bread.

In several recent cases FTC has found that the difference in calories between so-called "slenderizing" breads and ordinary breads is only five calories—45 as against the usual 50.

In other instances the FTC found that so-called low-calorie breads don't really have fewer calories but are merely sliced thinner. One company even argued with the FTC that its "slender-way" breads helps you lose weight because you eat it in place of higher-calorie foods.

There are three ways to keep down your climbing bread bill:

- 1—Plain bread costs the least. The price jumps with different versions. Here are typical costs per pound of various types, gathered by this department and by the New York State Extension Service:

White bread	21-26¢
Firm-type white bread	26-29¢
"Slender," "glamor," "profile" breads	25-29¢

OBITUARY

Joe Newman

Cleveland, Ohio—Joe Newman, 68, columnist, verifier and author of several books of verse, died Nov. 10 in his home here of a heart attack. Only two days before he had returned from the hospital after an earlier heart attack.

Newman joined the Cleveland Press in 1952 after a career as a merchant during which he became known for his witty, caustic writings. He was co-author for many years of satirical revues for the Cleveland City Club.

He conducted a short daily column for the Press and a longer one on Saturdays. When he joined the Press he promptly joined the Guild with the comment: "All my life I have wanted to belong to a union but never before could I qualify."

Walter E. Clauss

Elizabeth, N. J.—Walter E. Clauss, 63, a charter member of the North Jersey Guild and a

member of the local's first executive committee, died November 16 after a long illness.

Clauss began his 41 years of employment with the Elizabeth Daily Journal as a driver of the daily's first truck. He became a route supervisor, acting mail room foreman and collector for the circulation department. For 14 years he had been a State boxing inspector, and was active in the American Legion and the Elks lodge.

Charles R. Sibley

Boston, Mass.—Charles R. Sibley, 65 years old, the Boston Guild's first unit chairman at the Record-American and a former vice president and executive committee member of the local, died at his home November 30. Prior to 30 years' service in the advertising sales department of the Herald-Traveler, Sibley had been employed by the Herald-Traveler. He was one of the organizers of the Boston Press Club.

SOUP TO NONSENSE

'Dear Friend'

By JANE GOODSELL, Portland, Ore., Guild

Letters I wish had gone astray in the mails:

"Dear Friend: Are you interested in financial security for yourself and your family? If you aren't, read no further! If, however, you are one of the many thousands who worry about the future, this letter will enable you to make the most important decision of your life..."

"Dear Madam: Due to a clerical error made on November 6, 1960, when you deposited \$10.15 to your savings account (No. 17982) your balance was entered in your passbook as \$74.97. It should read \$74.96. Will you please return your passbook to us so that we may correct the error? Thank you very much..."

"We're having a party on New Year's Eve. It's going to be a scream. Come prepared to stay till very late. We're going to make merry. Come dressed as your favorite dream..."

"Dear Friend: This is a chain letter. If the chain is not broken, you should receive \$896.20 within six weeks. All you have to do is send 10 cents to the name at the top of the list. Then make 10

copies of this letter and send them..."

"Dear Madam: ... Send no money now. Just initial the enclosed postage-prepaid order card and drop it in the mail today..."

"Dear Contestant: Although you were not one of the winners in our \$20,000 limerick contest, we are grateful for your interest. To show our appreciation, we are enclosing a coupon which will entitle you to obtain at the low, low price of \$3.98..."

"Dear Old Grad: Our annual fund-raising drive is about to start. As you are no doubt aware, the need is greater than ever, and we know you will want to be among the first..."

"Dear Jane: We had the most divine time. You were an angel to insist that we stay with you, and all of us from Baby to Big Joe thank you from the bottom of our hearts. By the way, did you happen to find Judy's teddy bear? She says she left it behind the radiator in the basement, and she's simply pining for it. Would it be too awfully much trouble to wrap it up and send it to us..."

"Dear Madam: Because you are one of our favorite customers..."

Tonight, when the pace finally slackens, let the sure and satisfying smoothness of Seagram's 7 Crown help the long day to unwind. SAY SEAGRAM'S 7 CROWN AND BE SURE



SEAGRAM DISTILLERS COMPANY, NEW YORK CITY, BLENDED WHISKY, 40 PROOF, 60% GRAIN NEUTRAL SPIRITS.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Kennedy's Vote Cut 8-1 By Religion Issue

Detroit, Mich.—If President-elect John F. Kennedy had been a Protestant he would have won the election by the same landslide margin as President Eisenhower did in his 1956 victory.

Labor paper editors attending the annual convention of the AFL-CIO International Labor Press Association were given that insight into the role religion played in the recent election by Dr. Warren Miller, director of the University of Michigan Survey

Deferred Raises To Average 8¢

Wage increases becoming effective in 1961 under contracts now in force will average just over eight cents an hour, according to a survey by the Bureau of National Affairs, Inc.

These increases will exert a strong influence on next year's wage negotiations, virtually establishing a settlement "floor" in many areas.

With this in mind, BNA has analyzed more than 1,900 increases coming due in 1961 to determine their size and the industries in which they occur. BNA points out, though, that many contracts calling for deferred wage increases also contain escalator clauses. If the government's consumer price index should rise next year, the total 1961 increase under such agreements could be several cents greater than the amount of the deferred increase.

The BNA report shows that in manufacturing industries, the average deferred increase in 1961 will be 7.3 cents an hour. Increases in nonmanufacturing will average 10.4 cents an hour. Excluding the construction industry (where deferred increases are unusually large and numerous), the average is 7.7 cents an hour.

Besides construction, industries with substantial numbers of increases greater than 10 cents are communications and utilities. The smallest increases are found in aircraft, apparel, leather, paper, petroleum, rubber, textiles, and services.

Fringe benefits (pensions, vacations, insurance benefits, and the like) will be increased in many cases when wage rates are revised upward. The most common fringe change will involve pension and insurance benefits.

Southam Co. Records 9-Month Profit Gain

Toronto, Ont.—Southam Co. Ltd., the newspaper chain which includes the Ottawa Citizen and the Vancouver Province, reports net profits of \$3,095,955 for the first nine months of 1960.

This compares with \$2,982,104 for the same period in 1959.

The 1960 figure includes a capital profit of \$232,000 from the sale of real estate, and the 1959 net included a non-recurring dividend of \$285,000.

U.S. Affluence An Illusion, Says AFL-CIO Publication

ECONOMICS

The nation's recovery from recession in the "soaring 60's" is being hindered by the "dangerous illusion that the vast majority of Americans have as much income as they need," the AFL-CIO publication, Economic Trends and Outlook, has warned.

Asserting that the nation needs a more rapid rise in buying power, the November issue of Trends, published by the AFL-CIO Committee on Economic Policy, pointed to an eight-year "pep talk" by some economists, commentators, columnists and even by President Eisenhower himself that more buying power would be somehow "inflationary."

"No one would pretend," it said, "that customer buying power is the only significant factor in today's economy. But those who have an honest concern for the problem of today and tomorrow should view with alarm the growing misconception about the ability of the average American to buy what can be produced."

The publication said American living standards must continue to improve if America is to achieve a healthy five percent economic growth rate.

"Neither economic health nor better living standards can become a reality," it said, "if there is not a steady real increase in the buying power of those who earn wages and salaries."

"America needs much better public services. America needs to overcome poverty. But America also needs a more rapid rise in buying power if it is to move forward through the '60s without disastrous recession losses."

Economic Trends said the weakness in U.S. consumer buying power is "continually underplayed" while "a dangerous illusion continues to spread." The publication declared:

"Consumer income is at an all-time high, is the report on every side. . . . But conditions, and the statistics themselves, illustrate that even high levels of consumer income, high wages and high employment figures are just not providing enough momentum or enough buying power for the 1960 economy."

"Confident or not confident, the individual American consumer has not much more where-withal for buying than he had a few years ago."

Soft spots in the economy, the AFL-CIO publication asserted, include slipping output, sluggish increases in sales, weakening inventories, discouraging employment reports, and a mass of other "economic indicators of trouble."

Personal income reached an all-time high of about \$408 billion for the third quarter of 1960. But the average yearly rise in buying power of after-tax per capita income, said Trends, has slowed down to 1.2 percent in the past four years—a slowdown that "cuts the forward momentum of the economy."

Reports of high wage levels, it continued, seldom emphasize the fact that average weekly earnings have been wavering below last January's level of \$92.29.

"Weekly net spendable earnings

of a factory worker with three dependents stood at \$81 in September 1960, but because prices had risen, real buying power was below September 1959. Factory payrolls fell still further in October."

The publication asked: "Why then is there such a widespread illusion in America that almost everyone really has enough money, or, as an editorial in the New Republic recently remarked in passing, 'most people in our affluent society are still affluent'?"

At least three major factors have contributed to the mistaken belief that Americans are mostly all rich, Economic Trends said. It listed these:

● An eight-year barrage of misinformation about inflation which has emphasized that wages and other income were abnormally high and "dangerously" high.

● The so-called wage-price spiral, erroneously blamed for every rise in the consumer price index despite the fact that unit costs of factory production workers' wages actually went down.

● The constant comparison of today's record levels with yesterday's performance, instead of today's or tomorrow's needs.

"Many who have clear evidence that they are not well-to-do have been reading every day that most Americans are," Economic Trends said. "It is not surprising that the illusion of riches has spread."

There have been vast improvements, it said, since the 1930s, when "one third of a nation was ill-housed, ill-clothed, and ill-fed." But by 1960 standards, it pointed out, "at least one-fifth of this nation is in the category of ill-housed, ill-clothed and ill-fed."

It recalled the fact that nearly 30 million Americans were in spending units with incomes of less than \$3,000 a year in 1958; that millions of non-farm workers cannot even get the benefit of a \$1 minimum wage because they are excluded from coverage of the federal wage law; that 1.6 million Americans working on farms average \$600 a year from all sources of income.

Public belief in pressures from consumer buying power was heightened, the publication asserted, by President Eisenhower's plea in 1957 that Americans "buy carefully" lest they "fan the fires of inflation."

Even at that time, Trends said, what America needed was more, not less, buying power. A few months later the President suddenly called for more buying. And in the last few months of the Eisenhower Administration, there has been a "desperate political effort to hide" economic inadequacy, including a "distorted press release" about the Department of Labor's city worker's family budget, the periodical asserted.

Meter Motto

Chicago, Ill.—Andrew Rendell, office manager of the Chicago Guild, has come up with an official motto for the local.

Every place of mail and literature leaving the office is run through the postal meter. And every place emerges with the motto on the envelope: "Speak Up! It's Your Union. Chicago Newspaper Guild."

Newark's Halls of Ivy, Class of '34

Let us forget what the Guild hath wrought, we present from the past the reaction of Lucius Tarquinus Russell, publisher of the Newark Ledger, to the proposals of his employees in 1934 for a Guild contract. This was the first of a bulletin-board letters from Russell to the staff.

Sunday, Nov. 4, 1934

Dear Guilders:

I am due you and wish to thank you for your impertinence which was justified by the lazy lethargic way I, BUT NOT THE READING PUBLIC, has accepted the quality and quantity of the Ledger content daily and Sunday during the present year. Every member of the staff was conscious of not delivering an average of fifty percent of his capacity in either quality or quantity of writing product, so how could I expect much respect?

And so I say: "A Million Thanks" for awakening me and arousing me to the complete breakdown in working morale and interest in the source of your meager salaries, and even that not fully earned in most instances.

From NOW on you are going to EARN MORE or move on.

Within the week I hope to engage a veteran newspaper executive between the ages of 50 or 60 who will become the "GRADER" of everything you produced by the staff.

AND HERE IS THE PROGRAM:

The basis of grading will be, first, exhaustion and development of every essential news on "beats" and "runs." YARDSTICK: DAILY, Newark Evening News. SUNDAY, Saturday's Evening News and Sunday Call.

Second: Quality and brevity of writing. JURY, the "Grader," managing editor, Sunday editor, myself and Edwin.

Third: Time elapsing between time event breaks

and time story reaches DESK including time required for rewriting by original writer or rewrite editor.

Fourth: Weekly average number of stories and number of inches.

Fifth: Interest and cooperation as shown by voluntary initiative and suggestions for better of paper.

SALARIES will be based solely upon verdict and grading under the above.

No person will be retained who does not deserve an increase in wages at the end of 90 days after the GRADING begins.

REPORTERS CLASSIFIED

All staff members will be classified as follows: Preparatory: persons drawing \$25 and under; Freshmen: persons drawing \$26 to \$35; Sophomores: persons drawing \$36 to \$45; Juniors: persons drawing \$46 to \$60; Seniors: persons drawing \$61 to \$75; Post Graduates: above \$75.

I intend to reduce the number of freshmen and sophomores as rapidly as possible and to increase the number of juniors, seniors and post graduates as rapidly as possible.

Your GRADES as set out above will determine your classification and your classification will determine your salary "range," and GRADES your exact position in the salary "range."

Accept this as definite and FINAL notice that I am seeking and demanding a larger quantity and a higher quality of writing product and will make replacements every time there is an opportunity to substitute an obviously better worker than now fills any position where the present occupant continues below the standards, I AND THE READING PUBLIC demand.

Respectfully, cordially, and hopefully,
L. T. Russell, Publisher

'We, Too, Are Bidden'

And suddenly it was made known to the shepherd the meaning of the words of Mary. He knelt at the foot of the manger and gave to the Child his prayer of joy and devotion.

The Guild Reporter

American Newspaper Guild

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—Reprinted from Christmas 1958 issue, Guild Report

DATELINE: WASHINGTON

White House Newsmen Anticipate Lively Kennedy Press Conferences

By WILLARD SHELTON, *Washington Guild*

Another way of putting it is that in the American system the frequent and free-and-easy Presidential press conference serves as a substitute for the question period in the British House of Commons, which forces the government to answer publicly on issues that have aroused hostility.

Mr. Salinger has not mentioned these proposals in his public comments on what might be done, and it may be inferred that he thinks ill of them, presumably in the belief that the disappearance of spontaneity and variety would rob

Twin Cities Cites Clergyman

The award was presented at the local's annual Page One Ball at the Dyckman Hotel, Minneapolis.

Barbara Ulrich, 22-year-old secretary at the Minneapolis Star and Tribune, was chosen Miss Page One. The brown-haired, hazel-eyed queen from the suburb of Richfield was one of four candidates for the crown.

The newsreel cameras are a problem, but they have a claim to rights among media and their exposure is subject to proper regulation. It is the question period and its preservation that is of paramount importance.

Page One awards for "writing and photography were given to staff members of the Star and Tribune and six members of the St. Paul Dispatch and Pioneer Press unit.

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