

Circulators 'Employees' Says NLRB

Ordering a representation election within 30 days, the National Labor Relations Board has ruled that 35 circulation distributors at the Buffalo Courier-Express are employees of the paper, not "independent contractors," and have a legal right to be represented by the Guild in collective bargaining.

The Board also ruled that 25 circulation salesmen employed by the paper also are employees within the meaning of the law and that their routine direction of carrier boys does not make them supervisors.

The NLRB ordered a representation election in the entire outside circulation department within 30 days from the issuance of the ruling, December 14. The representation petition was filed with the Board last April 27 and a hearing was held on May 25. Editorial employees of the paper are covered by a Guild contract.

The decision, which upholds an earlier ruling by NLRB Hearing Officer William Naimark, is the first to come from the Board in recent years favoring the Guild's view that so-called "independent circulation contractors" are in fact employees.

The three-member panel that issued the ruling included Joseph A. Jenkins, John H. Fanning and Arthur A. Kimball.

They distinguished the case from earlier decisions cited by Courier-Express management as precedents for their argument that the distributors were "independent contractors."

The extent of management control over such persons determines whether they are employees or independent contractors, the Board members said, and "the resolution of this question depends on the facts of each case, and no one factor is determinative."

"We are satisfied, on the basis of the entire record, that the distributors are employees of the employer," the ruling said.

"The fact(s) that social security and withholding taxes may not be deducted and that the distributors own their own trucks and hire helpers if needed are not controlling."

"The employer's selection of, and control of, the scope of a distributor's district; its provision of trucking allowances in order to make poor districts more lucrative and desirable; its provision of liability insurance; its establishment of the price at which its papers are to be sold; its assistance in

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Full Circle

Labor Secretary-designate Goldberg started his labor law career by representing a union in a Chicago strike in 1939. His client, the Guild; his opponent, Hearst.

As he moves to the Cabinet of the Kennedy administration next month, he winds up another case in U.S. District Court by representing a defendant union in a \$6 million libel suit. His client, the Guild; his opponent, Hearst.

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Intensive Drive Launched For Strikebreaking Curbs



Chicago Recollections: Labor Secretary-designate Arthur J. Goldberg and Maxwell E. H. Pyle, ANG's assistant director of research and information, chat about events of more than two decades ago, when both were involved in the long Chicago strike against Hearst papers. Goldberg served effectively as legal counsel for the local and Pyle was one of the Guild strike leaders, in court actions which set trade union precedents. Strike settlement led to the long-standing Hearst Peace Memorandum.

New Labor Dept. Chief Won Spurs In ANG Suit

Appointment of Arthur J. Goldberg as the new Secretary of Labor, announced last week by President-elect Kennedy, has historic associations for the American Newspaper Guild and the Chicago Guild local.

Now the country's leading labor attorney, Goldberg had the Chicago Guild local as a client in the first labor union case he handled, late in 1939. His success and energy in that situation drew the attention of the late Philip Murray, head of the CIO and president of the Steelworkers Union. Goldberg became general counsel for both the CIO and the Steelworkers eventually, and has been special counsel for the merged federation, the AFL-CIO, since the joining of the two major labor bodies.

The Chicago Guild was engaged in a long and bitter strike against the Hearst dailies in that city when Goldberg, a Chicago native, was asked to serve the local. Strikers had been enjoined from "violence" following court hearings in which strikers had been charged with a long list of violations of the peace.

Goldberg's move was to obtain affidavits from more than 100 strikers and witnesses, attesting to violence on the part of management and its agents. In an action then unique in labor annals, Justice John J. Lupe of the State Supreme Court issued an injunction restraining management agents from attacks on the person and property of the striking pickets.

The effectiveness of the injunction, backed up by court summonses for contempt-of-court violations, checked a reign of terror and led to settlement of the long Hearst dispute.

A direct outcome of the settlement was the formulation of the Hearst "Peace Memorandum," negotiated agreement which for more than 20 years has served as a guide for locals where units are under contracts with the chain's dailies. It was the Guild's first agreement on a nationwide basis.

In the general field of organizing labor, Goldberg is the acknowledged architect of the AFL-CIO 1955 merger, including the naming of the merged federation. He retains the post of general counsel for the Industrial Union

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A continent-wide campaign for enactment of labor-backed "citizens' job protection laws" to ban the use of professional strikebreakers is being launched by the unions in the newspaper industry.

Details of the program, designed to reach all states and provinces where legislatures convene in 1961, have been supplied presidents of Guild locals and district councils.

An accompanying letter from Executive Vice President William J. Farson points out that last June's ANG convention recommended that all ANG groups back the passage of anti-strikebreaking legislation "at the earliest possible opportunity."

The earliest opportunity, Farson wrote, is now, since more than 40 state legislatures convene in January, most of them in the first week.

The material furnished has been prepared by the Presidents' Committee of the Allied Printing and Related Trades, of which Farson is secretary. It comprises the text of the model bill, and an analysis of its provisions in non-legal language. A letter from Elmer Brown, president of the International Typographical Union and chairman of the legislative subcommittee for the Presidents' group, outlines the specific ways in which Guild councils and locals can best aid in the coming campaign.

The drive has the endorsement of the AFL-CIO Executive Council, and each state federation is being asked to handle the actual introduction of the measure. Locals are urged to take several steps:

- Endorse the model "citizens' job protection law."
- Coordinate activities with

other local unions in the printing industry, and obtain joint support through endorsement.

• Set up a local inter-union legislative committee to enlist general support and appeal for public backing; working through the AFL-CIO central body and its affiliates at local and state levels.

The committee should call on individual legislators for support, with full explanation of the intent of the legislation and the reasons for its urgency—the impact of the "Portland pattern" on the newspaper industry as a whole, and

(Continued on Page 2)

World-Telegram Reneges, Snags Signing Of Pact

New York City — The New York Guild's apparent contract settlement with the World-Telegram & Sun was still unsigned this week as management reneged on agreements reached at a Guild strike deadline last November 1.

With a reminder that the strike authority voted by the unit last October is still in force, the Guild's negotiating committee has called a unit meeting, January 4, to consider the situation. The unit council scheduled an immediate meeting to hear reports of the bargaining team.

Meanwhile, the Photo Engravers, one of the six craft unions still negotiating for contract renewals with the publishers, sought formal permission from its international to strike. Denis M. Burke, President of Local No. 1 of the Photo Engravers, said talks with the Publishers Association of

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Bade Award Scholarship Goes To Jersey Member

David J. Eisen, of the North Jersey Guild, is the 1961 winner of the Wilbur E. Bade Memorial Award. He will receive a \$1,000 scholarship to a ten-week residential study institute next summer at Cornell University, with instruction courses centered upon trade union problems.

The North Jersey Guild, whose executive committee made the nomination, will underwrite further costs of the stay at the institute, and Eisen's employer, the Elizabeth Daily Journal, has agreed to a leave of absence for the purpose.

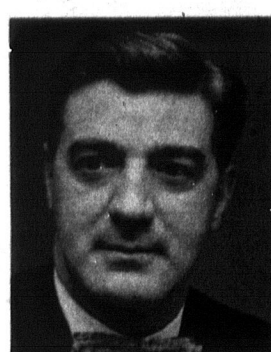
The choice was made this week by a three-man committee named

by the ANG International Executive Board, composed of Vice Presidents Richard P. Davis, Baltimore, and James B. Egan, New York City, and Ellis T. Baker, director of research and information.

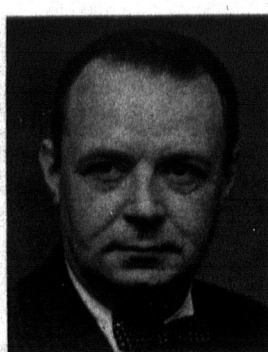
The formal application for Eisen will go next month to the selections committee of the National Institute of Labor Education, a group which sponsors the summer courses in connection with three universities. Baker is a member of the selections committee for NILE. Dates for the Cornell course are June 18 through August 25.

This year's Bade Award has been made under changes in the

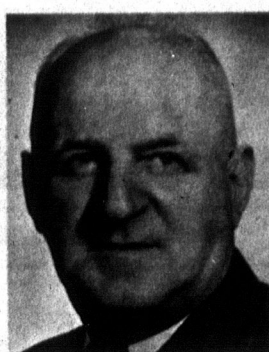
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BLATZ



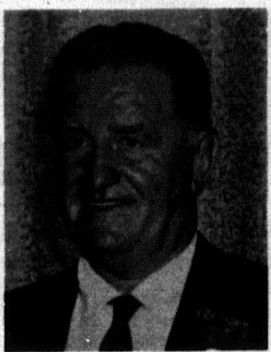
BAKER



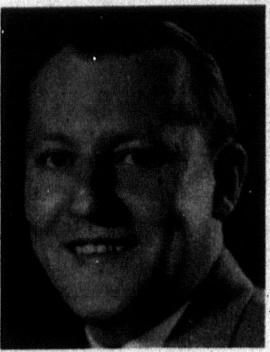
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TAYLOR



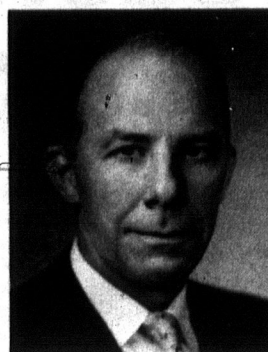
BURKE



NYEGAARD



TURNER



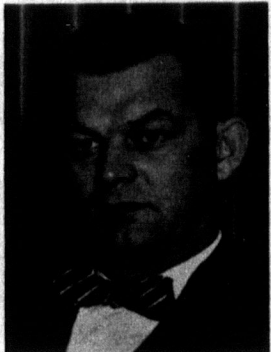
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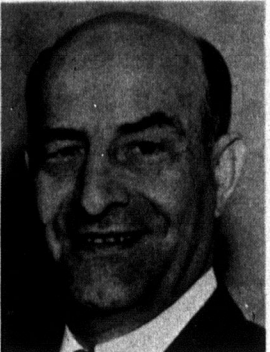
FEENEY



McDERMOTT



McGLOTHLIN



LANDEY

Working Committee On Labor Unity

These twelve men, representing six international unions, make up the working committee assigned the task of drawing up a specific plan for consolidation of the organizations into "one big union" for the graphic arts and related trades. (Guild Reporter, Dec. 9.) The groups consists of J. William Blatz, director of organization, and Ellis T. Baker, director of research and information, for

the American Newspaper Guild; Vice President John Connolly and Secretary-Treasurer Wesley A. Taylor, for the International Brotherhood of Bookbinders; Vice President Denis M. Burke and International Representative Edward A. Nyegaard, for the International Photo Engravers Union; Vice Presidents Walter J. Turner and Alexander Rohan, for the International Printing Press-

men & Assistants' Union; Vice Presidents Leo Feeney and John McDermott, for the International Stereotypers and Electrotypers Union, and Francis E. McGlothlin, assistant to ITU President Elmer Brown, and John J. Landey, director of the ITU Bureau of Statistics, for the International Typographical Union. The delegates are already at work on rough drafts.

UN Treaty Drafters Add More Restrictions To Press Freedom

United Nations, N. Y.—Further limitations of the free world's concept of press freedom were added to the United Nations' Draft Convention on Freedom of Information early this month with the adoption of Article 2 by the General Assembly's Social, Humanitarian and Cultural Committee.

Language of the new restrictions, plus the Preamble and Article 1, provoked such controversy in the committee itself and dissent among press organizations that it has taken the committee 12 years to get this far in its deliberations. The remaining 17 articles are viewed as less controversial.

The Preamble equates freedom of information with the "free interchange of accurate, objective and comprehensive information and of opinions."

Article 1 recognizes the right merely to "gather" information rather than "seek" it, the original wording.

Article 2 goes on to spell out restrictions on freedom of information "as are clearly defined by law."

The vote on adoption of Article 2 was 50 in favor, 5 against, with 19 abstentions.

The United States and Canada and other countries of the Western bloc, including England and France, abstained, although in the debate the U.S. representative argued against the inclusion of the itemized limitations.

Only Denmark, Finland, Iceland, Norway and Sweden actually voted against adoption of the article.

Combining to provide the majority were 14 European countries, including the Soviet Union and its satellites, 15 South American nations, 10 from Africa, 6 from Asia and 5 from the Middle East. China, India, Greece, Mexico, the Philippines and Turkey were among the nations voting for the article.

Text of article 2, as adopted: "1. The exercise of the freedoms referred to in Article 1 carries with it duties and responsibilities. It may, however, be subject only to such necessary restrictions as are clearly defined by law and applied in accordance with the law in respect of: National security and public order; systematic dissemination of false reports harmful to friendly relations among nations and of expressions inciting to war or to national, racial and religious hatred and attacks on founders of religions; incitement to violence and crime; public health and morals; the rights, honor and reputation of others; and the fair administration of justice.

"2. The limitations specified in the preceding paragraph shall not be deemed to justify the imposition by any state of prior censorship on news, comments and political opinions and may not be used as grounds for restricting the rights to criticize the government."

Mrs. Mary P. Lord, who presented the U.S. position in the debate, said she felt that as a result of the amendments already made to Article 1, the committee was on its way to approving a convention for the curtailment of the free flow of information.

Both the Preamble and Article 1 were attacked by the International Federation of Working Newspapermen's Organizations at

its founding congress in Lima, Peru, last August 19-22.

The Federation called on the U.N. General Assembly either to "prepare a convention which truly guarantees freedom of information and the right of people everywhere to know the facts they need to govern themselves, or . . . to abandon altogether its efforts to draft a convention, if the result is to add further restrictions to the pursuit of truth."

The course the U.N. Social Committee had followed to that point, the Federation declared, "leads not toward freedom but away from it."

A resolution adopted by the I-AF said:

"By the inclusion of such terms as 'accurate,' 'objective,' and 'comprehensive'—terms which in themselves are subjective—the Draft Convention gives implied recognition to the censor, that is, the person who will judge what shall be printed and what shall not be printed, according to his personal and political concepts of accuracy and objectivity.

"By recognizing merely the right to 'gather' information rather than 'seek' it, as originally proposed, the Draft Convention would reduce newspapers and other media to the level of house organs for those in control of the sources of news. It would lower journalists to the level of messengers, restricted to accepting official handouts."

Other press organizations which have taken stands opposing the first articles of the Draft Convention include the Commonwealth Press Union, the American Society of Newspaper Editors, the Australian Associated Press and the International Press Institute.

Quarterly Budget

Operation of the Guild for the third fiscal quarter—November, December and January—is under a budget totalling \$118,750.50.

Per Capita Taxes	\$ 5,500.00
AFL-CIO	500.00
IFP	500.00
Total	\$ 6,500.00
Organizing and Servicing	
Director and IR's	\$ 25,500.00
Secretary	500.00
Expenses	10,000.00
Director and IR's	1,500.00
Misc. Org. Expenses	—
Total	\$ 27,500.00
Collective Bargaining	
Salary	\$ 2,500.00
Exec-Secy Contracts Comm.	500.00
Director	500.00
Pension consultation	500.00
Expenses	100.00
Total	\$ 4,000.00
Research and Information	
Salary	\$ 2,750.00
Assistant	2,500.00
Secy-Secret	500.00
Expenses	150.00
Director	50.00
Assistants	50.00
Books and Periodicals	150.00
Legal & Coll. Barg. Services	100.00
Subscriptions	100.00
Human Rights, GORE, etc.	75.00
Publications and Literature	500.00
Contracts Survey	1,275.00
ANG Manual	1,000.00
Organizing and Other Lit.	500.00
Training Conferences and/or Seminars	50.00
Miscellaneous	50.00
Total	\$ 11,500.00
GRAND TOTAL	\$ 118,750.50

... Anti-Scab Campaign

(Continued from Page 1)

the projection of strike-breaking and strike-insurance plans into other areas of employment.

When the measure is moving through the legislature, the local committee should give wide publicity to its progress.

The letter notes that support from the governor is vital, since two measures failed last year by the veto route, in Rhode Island and Louisiana.

Reports of all activity to the international unions and to the Presidents' Committee are requested.

Guild Reporter	\$ 2,500.00
Editor	2,500.00
Assistant	500.00
Clerical	—
Expenses	6,500.00
Printing and Mailing	2,500.00
Postage	2,500.00
Addressing	500.00
Tie and Spec. Material	500.00
Miscellaneous	200.00
Total	\$ 13,225.00
Administration	
Office Mgr.-Head Bookkeeper	\$ 2,000.00
Secy-Secret	1,500.00
Bookkeeping Dept.	2,500.00
General Clerical	475.00
Expenses	2,000.00
Rent and Maintenance	1,500.00
Stationery and Supplies	1,500.00
Equipment	500.00
Telephone and Telegraph	1,500.00
Repairs and Improvements	250.00
Auditing	500.00
Insurance and Bonding	1,500.00
Employee Pension	1,250.00
Employer Health and Welfare	1,500.00
Miscellaneous	200.00
Total	\$ 17,575.00
Reserves	
Officers' Salaries	\$ 6,515.50
Officers' Expenses	1,500.00
Total	\$ 8,015.50
Other Expenses	
Legal Fees	\$ 2,000.00
Payroll and Pers. Prog. Taxes	2,500.00
Contributions	500.00
Brown Award Expenses	1,500.00
Delegates and Committees	1,000.00
IFP Meetings	1,500.00
Severance Pay Provisions	2,500.00
Convention Reserve	2,500.00
Conv. Exp. Above Reserve	2,500.00
IFP Convention	200.00
TOTAL	\$ 19,550.00
GRAND TOTAL	\$ 118,750.50

No Pittsburgh Raid, Empire Cole Decides

David L. Cole, impartial umpire under the AFL-CIO No-Raiding Agreement, has ruled that the Building Service Employees Union was not guilty of raiding when it signed a contract covering maintenance employees of the Pittsburgh Post-Gazette who had been represented by the Guild under a Guild-shop contract.

The charges were brought by the Guild under the AFL-CIO Constitution, and ordinarily the umpire is empowered only to make a recommendation. However, both sides agreed to be bound by Cole's decision as if made under the No-Raiding Agreement.

With the circumstances almost exactly reversed a few years ago in the merger of the maintenance departments of the Los Angeles Herald-Express and the Examiner, Cole held that the Guild had raided the Building Service Union when it sought coverage of the entire unit.

The Pittsburgh dispute developed following the sale and suspension of Hearst's Pittsburgh Sun-Telegraph last April. The Post-Gazette, which bought the Sun-Telegraph, moved its operations into the former Hearst building.

All Sun-Telegraph employees were given dismissal notices, but some of them, including those in the maintenance department, were hired temporarily by the Post-Gazette.

The Building Service Union

had covered the Sun-Telegraph maintenance employees, and the Guild had represented maintenance employees at the Post-Gazette. The Building Service Union promptly sought to represent all maintenance employees and eventually signed a contract with the Post-Gazette to that effect.

In Cole's decision, the umpire referred to conflicting testimony regarding a meeting of the parties last June 3 to discuss the dispute. He said a description of the meeting by Publisher William Block, "in a neutral position," deserved "a good deal of weight." Block had said he considered that an agreement in principle had been reached at the meeting, which seemed satisfactory to the Pittsburgh Guild as well as to the BSEIU and to himself, that the maintenance employees covered by the Guild contract henceforth would be represented by BSEIU, but would have super-seniority in the unit and would retain certain benefits of the Guild contract, including accrued severance pay.

The Guild denied, however, that there had been any conclusive agreement.

Cole said his decision was not predicated on the belief that the June 3 arrangement was a binding agreement, but that the discussion was another factor to be weighed in considering the raiding charge. He also referred to other cases in which raiding charges were brought following a consolidation of two enterprises.

"The question in the instant case is whether BSEIU was guilty of raiding in violation of the No-Raiding Agreement," he said. "Under the facts and circumstances of this situation it would seem proper to hold that the combining of these two buildings maintenance operations constituted a consolidation rather than an accretion, and that consequently the employees of the consolidated group should be free to decide whether they desire a separate unit of building maintenance employees and which labor organization they elect to have represent them."

"Once such a decision of election is made an established bargaining relationship is reconstituted if the tests of the No-Raiding Agreement are met, and this established bargaining relationship is thereupon entitled to the full protection of the No-Raiding Agreement. It follows that activities of the normal kinds carried on until the reconstitution of the bargaining relationship are not prohibited acts of raiding."

Chicago Petitions For Unit At Elgin

Elgin, Ill.—The Chicago Guild has petitioned the National Labor Relations Board for certification as bargaining agent for some 43 editorial and advertising employees of the Elgin Courier-News.

The Guild interest developed in the editorial department of the paper after the Guild signed a majority of the 18 advertising employees (Guild Reporter, Dec. 9).

The Courier-News, part of the Copley chain, is an evening daily with a circulation of 23,577 as of last March 31.

Chicago Local Representative Carl Hyde and Guild members at the Joliet Herald-News, another Copley paper, aided in the sign-up.



It's Cold Outside: This was the daily scene in front of President-elect Kennedy's home in Georgetown as reporters and cameramen waited in snow and cold for word of his cabinet appointments. The early December snowstorm set a pre-winter record.

Ftu Differential?

Arthur J. Goldberg is off to a good start with the Washington press corps, even before he's sworn in as Secretary of Labor.

After President-elect John F. Kennedy announced the appointment, with Goldberg at his side, he turned to go into his Georgetown house. But Goldberg called him back, saying "I want you to hear this."

Then, Goldberg declared: "The first recommendation I'm going to make is that these reporters get hardship pay for working out here."

Loud cheers from the newsmen, who had been waiting in snow and sub-freezing cold for word of each cabinet appointment.

... Goldberg

(Continued from Page 1)

Department of the AFL-CIO, historical heir of the old CIO, and is special counsel to the AFL-CIO itself. He also is general counsel for the Steelworkers, coming to national attention a year ago in the 116-day strike of that union.

Despite his affiliation with labor, he holds the respect of management groups for his rejection of extremist views and his recognition of the mutual needs of both management and labor.

Only two weeks ago he spoke to the National Association of Manufacturers, advocating establishment of a tri-partite government council for industrial peace, a suggestion which with his appointment to the Cabinet he may well be able to carry into fulfillment.

And at 52, he is seven years beyond the average age of the ten Kennedy appointees in the upcoming cabinet.

Goldberg is a director of the Fund for the Republic and the Carnegie Endowment for International Peace, and is on the executive committee for the American Committee on United Europe.

Professionally, he belongs to national, state and Chicago bar associations, is a director of the National Legal Aid Association and a member of the executive committee of the American Arbitration Association. He heads his own law firm in Washington and Chicago.

Stokes, Hillman Prizes Open For 1960 Entries

Opening of competition has been announced for both the Thomas L. Stokes Award and the Sidney Hillman Foundation Awards for 1960.

The Stokes Award, consisting of \$500 and a citation, is given annually for the best writing in a daily newspaper on the general subject of wise conservation, development and utilization of natural resources, with emphasis on water and energy resources.

The Stokes Award Committee was formed in the spring of 1959 by friends and admirers of the late nationally-syndicated columnist, much of whose writing was on conservation matters. Ellis T. Baker, ANG director of research and information, is a member of the committee. The group presented its first award posthumously to Stokes himself.

The 1960 award will be given for work published in a daily newspaper during the calendar year. Material may be submitted by the author himself or by another person on his behalf. Entries should be in scrapbook form, accompanied by a letter summarizing the work, and must be received by February 1, 1961, by the Stokes Award Committee.

World-Telegram Reneges

(Continued from Page 1)

New York City broke down over management's demands for cutbacks in existing contract terms.

Following its strike-deadline agreement with the Guild, World-Telegram & Sun management sought to renegotiate certain clauses in the contract.

When the Guild committee refused to reopen the negotiations, management stalled off the meeting at which contract language was to be written, cancelled one session, and clung to its demand for changes at the meeting finally held this week.

The local's bargaining committee accused the World-Telegram & Sun of winking on an agreement to pay a \$1 change-of-shift differential, plus overtime and regular pay, when shift changes are made without at least a week's notice.

Now management says it never agreed to pay the dollar.

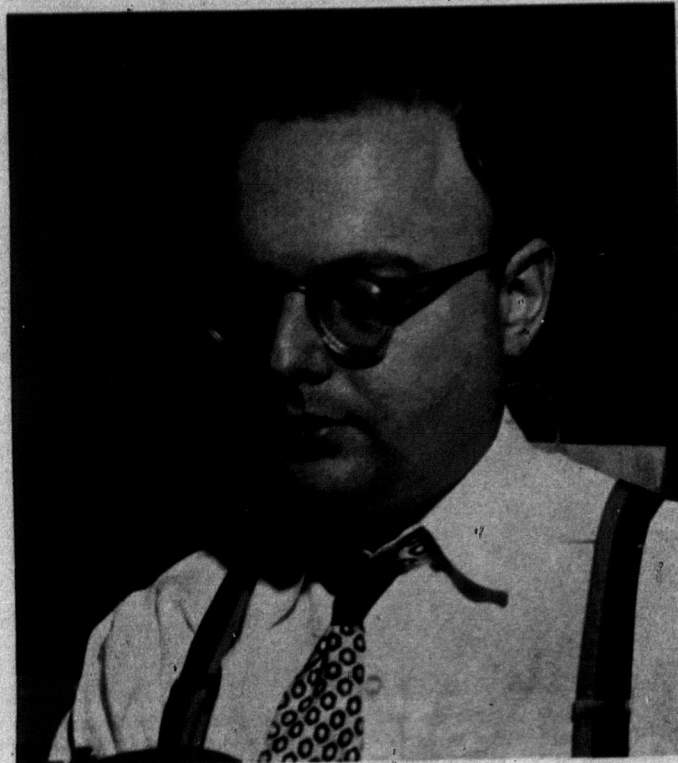
Guild negotiators agreed to permit a six-month tryout instead of 90 days for one group of advertising salesmen. Now management says the six-month tryout applies to all salesmen.

The issue of union security in the advertising department was not even discussed during negotiations. Under the previous contract all new employees in the department were required to join the Guild. The company now contends that one out of every five new ad salesmen hired will be exempt from this union security provision.

"Management pulled this one right out of the blue," the Guild shop paper commented.

The paper urged every member of the unit to attend the meeting set for January 4.

"The future of this unit and the future of the Guild itself is at stake," it said.



Award Winner: For further training in volunteer Guild leadership, David J. Eisen, North Jersey Guild member, has been chosen to receive a ten-week \$1,000 scholarship at Cornell University next June. Grant was made under the revised rules for the Guild's Wilbur E. Bode Memorial.

Eisen's Record In Local Wins Scholarship Honor

(Continued from Page 1)
rules, adopted by last June's ANG Convention at Chicago. The award is named for the late director of organization and editor of the Guild Reporter, commemorating his enthusiasm and skill in promoting volunteer leadership in Guild locals.

The new form of the award is intended to encourage such local leadership by furnishing further understanding of contemporary labor problems and preparing the

Milwaukee

Milwaukee, Wis.—Jerry Rosenthal has been reelected president of the Milwaukee Guild, for a fifth term.

Other 1961 officers: Executive vice president, Bill Curley; vice presidents, Ed Bryl and Don Brieger; secretary, Carol Maves; treasurer, Rosemary Rieck.

Bryl and Tony Ingrassia were named delegates to the Midwest Council, and as executive board members there are Ingrassia, William Carey, Ari Goeldner, Gordon Brehm, Hub Presby, Rose Howard, Bernadine Orlinki, Sherb Stroebel, Henry Senfelen, Wally Burrill, Gene Kania, Dick McMahon, Jean Childers, Tamara Smith and Tom Miller.

recipient of the award for wider leadership potentials.

The choice of Eisen was unanimous by the judges, although they expressed the wish that a second scholarship were available for the runner-up, Miss Mitzi Bales, of the Washington Post & Times Herald unit.

Eisen is 35, married, and covers City Hall for the Elizabeth paper. He started newspaper work as a copyboy on the New York Journal-American and became a reporter for the Staten Island Advance, a Newhouse daily. He has been at the Journal since 1955.

His Guild activity has been constant and effective, including membership on the North Jersey executive committee, service as unit treasurer, local secretary, and three times as editor of the Page One annual. He edits the local publication, has served as delegate to district council meetings, and is a member of the State CIO Council's executive board.

Cincinnati

Cincinnati, Ohio — Michael Mastrullo has been reelected president of the Cincinnati Guild for next year's term. Others chosen to office: vice president, Robert J. Kester; secretary, Helen Kelley; and treasurer, Jack Metz.

1960 Broun Award

DEADLINE for entries: February 1, 1961.

SEND entries to the Broun Award Committee, American Newspaper Guild, 1126 Sixteenth Street, N.W., Washington 6, D. C.

PRIZE is \$500 in cash and a Guild citation, to be awarded for the outstanding journalistic work "in the spirit of Heywood Broun," done or completed between January 1, 1960, and December 31, 1960.

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

ENTRIES should be submitted in scrapbook form with an accompanying letter telling the circumstances under which the work was done.

JUDGES will be a panel of distinguished leaders in the news industry.

BROUN AWARD Committee

Knick News Matches Times-Union In First Agreement Under Hearst

Albany, N. Y.—The Albany Guild's first contract renewal with the Knickerbocker News as a Hearst paper provides general increases of \$3.50 to \$7.50 over a two-year period.

Effective last May 1, the general increases for the first year of the pact range from \$2 to \$4. The second step, effective next May 1, ranges from \$1.50 to \$3.50.

In addition, as of next November 1 minimum salaries of reporters, display ad salesmen, photographers and artists will be raised by \$3.50 at the top experience level and by varying amounts on the step-ups to match those at Hearst's Times-Union.

Hearst bought the Knickerbocker News from the Gannett chain last September. Both papers now are published by the Capital Newspapers Division of the Hearst Corporation.

Another improvement in the agreement grants a maximum of three days of funeral leave to an employee on the death of a child, parent or spouse.

Inquirer Hikes Come In 4 Steps

Philadelphia, Pa.—A wage package of \$4.75 to \$8.50 in four steps, plus \$1 more in pension contributions, is the main feature of a new contract with the Philadelphia Inquirer.

The agreement runs for 28½ months from last July 1. This term of longer than two years "without adequate consideration" was among the reasons cited by the IEB Contracts Committee in withholding approval. Permission to sign was granted.

The pay increases are effective as follows: \$2.25 to \$4 on July 8, 1960; \$50¢ to \$2.50 on November 8, 1960; \$1 on July 8, 1961, and \$1 on January 8, 1962.

An additional 50¢ per employee goes into the pension fund starting July 8, 1961 and 50¢ more starting January 8, 1962.

The contract also provides a fourth week of vacation after 17 years of service (instead of 20) and wipes out certain inequities in holiday, severance pay and supper money provisions.

Wilkes-Barre Sunday Contract Ups Admen

Wilkes-Barre, Pa.—A two-year renewal with the Wilkes-Barre Sunday Independent matches the recent settlement with dailies in the city in its chief provisions, including the upgrading of display ad salesman to parity with reporters.

General increases are from \$2.25 to \$4 in the first year, starting last October 9, and \$1.50 to \$2.50 in the second year. Outside display salesmen get \$2.25 more to match the top reporter minimum of \$129.50 in the first step.

The present night differential of \$1 per shift for work between 6 p.m. and 7 a.m. is increased by 50¢ for work after midnight.

Other gains include a ceiling of 46 weeks on severance pay (up 2 weeks), elimination of a 180-day probation period, and a fourth week of vacation after 20 years of service instead of 22.

Achievement of parity in the minimums of reporters and display salesmen accelerates a trend toward elimination of remaining differentials between the jobs.

CONTRACTS

Only two contracts, those with the Philadelphia Inquirer and the Baltimore Sun, still have a minimum for reporters higher than that for display salesmen. Nine other contracts have a differential favoring the admen.

Baltimore Contract Adds Raise, Holiday

Baltimore, Md.—Wage increases of \$5.50 to \$7.25 over two years and an added holiday are the main points of a contract renewal with the Baltimore Sun & Evening Sun, retroactive to last April 17.

The raises range from \$3 to \$4 in the first year (the \$4 applicable to employees earning \$100 or more) and from \$2.50 to \$3.25 in the second year.

First step of the package sends top minimums to \$156.50 for editorial writers, \$136.50 for the reporter group, and \$75 for stenographers.

With the second year of the agreement, employees get their birthday as the seventh holiday in the year.

Allentown Raises Range To \$12.62

Allentown, Pa.—A new contract with the Allentown Call & Chronicle provides increases in contract minimums of \$2.39 to \$6.88 effective last September 1 and \$1.20 to \$3.44 next year. (About half of the first step, however, compensates for elimination of an annual bonus.)

Additional increases bring some job classifications up as much as \$12.62 in the first year of the pact.

Among the new top minimums effective with the first step are \$119.35 for major account ad salesmen and \$113.92 for reporters. The agreement also tightens the union security clause.

Herald-Traveler Pensions Settled

Boston, Mass.—A new pension plan covering employees in the Guild's jurisdiction at the Herald-Traveler provides monthly benefits of up to \$82.50.

The normal retirement benefit for employees at age 65 with at least 10 years of service is \$3.30 a month times years of service. The plan also provides for early retirement at age 60, disability retirement at age 55 and deferred benefits at age 50.

The plan is underwritten by employer contributions of \$3 a week per employee to be paid into a trust fund. The trustee remains to be named. Administration will be by a joint committee with the Guild and management represented equally.

In addition to the pension plan, the Guild contract provides for payment of severance pay on retirement up to a maximum of 56 weeks pay after 25 years of service.

Two New Pacts Reached In Akron

Akron, Ohio.—The Guild's contracts with the Akron Beacon Journal were terminated during negotiations under a wage reopening and new two-year agree-

ments were reached covering editorial and maintenance department employees.

In the editorial agreement, wages go up \$1 to \$3 in the first year, \$2 across the board in the second, sending the top minimum for reporters and photographers to \$142 as of November 1. Stenographers go to \$80.

In the maintenance department, wages go up \$2.50 in the first year, \$2 in the second.

Both agreements add a fourth week of paid vacation after 15 years of service and extend hospitalization, surgical, life and disability insurance to pensioners.

Pay Up \$5.50-\$6 At Chester Daily

Chester, Pa.—The Greater Philadelphia Guild's renewal of its contract with the Delaware County Times provides general increases of \$3.50 to \$4 effective last September 1, and \$2 across the board as of next September 1.

In the second year, the contract provides additional minimum salaries ranging from \$1.50 to \$2.50 to send the minimums to \$138.75 for reporters and display salesmen, \$143.50 for department editors.

Haverhill Raises Range To \$17

Haverhill, Mass.—Pay increases ranging up to \$17 go to Haverhill Gazette advertising employees in a two-year contract renewal which covers them for the first time.

General increases provided by the agreement are \$2 to \$3 effective last November 1 and \$2 across the board in the second year. Social news reporters are up \$5 in the first year to narrow the differential below other editorial department minimums.

The first step sends contract minimums to \$112 for reporters, photographers and display salesmen; \$120.50 for sports editor, and \$77.50 for social news reporters.

A 37½-hour work week goes into effect with the second year, and a five-day week is immediately provided for the maintenance department and the newly covered advertising employees, who had been working six days.

The contract also adds a night differential of \$1 per shift, improves the jurisdiction clause, provides a third week of vacation after five years of service instead of 10, and adds a fourth week after 15 years. In the second year, car expense payments go to 10¢ a mile, an increase of 2¢.

\$3.50-\$4.50 Package At Huntington Park

Los Angeles, Calif.—A wage and welfare package of \$3.50 to \$4.50 effective last September 1 is provided in a two-year renewal of the Los Angeles Guild's contract with the Huntington Park Signal.

The agreement is reopenable on wages and expenses in the second year.

General increases range from \$2.75 to \$3.75 to send the top minimum to \$126.25 for key editorial jobs, \$89.11 for office employees.

The publisher also agrees to contribute 75¢ a week per employee to the cost of hospital-medical group insurance. Other gains strengthen sick leave and military service leave provisions.

Distributors, Salesmen Found To Be Employees, NLRB Orders Election

(Continued from Page 1)

solicitation of new outlets and subscribers which the distributor must service even to his detriment; its assistance in collections; its requirement of reports on distributors' expenses, including expenses relating to additional help hired by the distributors, and other reports; the advancement of credit for the purchase of papers; the acceptance of returns; the replacement without cost of Sunday color sections when lost, stolen or destroyed; and the terminability of the contract on one day's notice, demonstrate a substantial measure of control over the means as well as the results of the distributors' work.

"Such factors, moreover, indicate that the distributors' compensation is not controlled primarily by the distributors' industry or efficiency in performing the work required under the contract, but is in substantial part affected by decisions and actions of the employer."

"It is immaterial in our opinion whether this control is exercised by means of suggestions and requests as urged by the employer rather than by direct orders, and is directed towards 'cooperative assistance' in the fulfillment of the contract between the distributors and the employer. We are satisfied that the employer has reserved the right to control, when and as it sees fit, the manner and

means, as well as the result, of the distributors' work."

As for the company's argument that the circulation salesmen are supervisors, the Board said that while the evidence indicated they are charged with some leadership responsibilities, it also disclosed "that their direction of the work of carrier boys is routine in nature and does not require the use of independent judgment."

"In any event," the Board noted, "carrier boys are not employees of the employer. Accordingly, and as the record clearly indicates that circulation salesmen do not exercise supervisory functions as to distributors, we find that they are not supervisors within the meaning of the Act."

The Board also rejected management's contention that the proposed unit of the entire outside circulation department is inappropriate because salesmen lack the same interests as distributors.

"It is clear that the efforts of both groups of employees are directed towards the distribution and sale of the employer's newspapers, and that they have sufficient interests in common to warrant their establishment in a single unit," the Board said.

The Guild was represented in the case by the Buffalo local's attorney, Richard Lipsitz. ANG International Representative Fred Jones assisted the local in the organizing effort.

IT SEEMS TO US

Fletcher Clarifies

A Confusing Item

SAN FRANCISCO, CALIF.

Editor: I think the initiation fee story on Page 6 of the November 11 Guild Reporter may confuse people in some of our locals—as well, possibly, as recent new members who have paid (properly) in

land to their locals' schedules. The story, of course, refers only to that part of a local initiation fee picked up by ANG, but it doesn't say so.

FRED D. FLETCHER

San Francisco-Oakland Guild

Letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

land Reporter as the only effective remaining weapon. It has been able to rebut effectively distorted strike reports in the struck papers. It exerts increasing economic pressure on them.

To the IEB—and consequently to many ANG members—daily "commercial" publication apparently means full pay scales. Not so. We will remain on strike benefits for at least six months after daily publication begins, a total of nearly two years. We still are fighting with our only effective weapon, the Portland Reporter.

What else would the IEB ask of us? Surrender? We won't, as long as the Portland Reporter has a chance. It is growing now in every way, from the number of subscribers to the number of supporting unions. We wish ANG—our own union—were among them.

JACK ROSENTHAL

Portland Guild

\$400 Is 'Lost' In Typo Error

Editor: I would like to point out what doubtless is a typographical error in an item out of Chicago concerning the settlement of the John Aselta lawsuit.

Along with the \$1,000 paid-up life insurance policy, the settlement carried a cash amount of \$893.75 for Aselta, not \$293.75.

KEN BYRD

Chicago Guild



Expediter: Latest installation at the nearly-completed plant of The Portland Reporter is this factory-rebuilt semi-automatic plate caster. It enabled the staff, union members on strike

against the two Portland dailies, to roll off a record-breaking 96-page tabloid last week. All operations but one are now housed in the building acquired a few months ago and now almost entirely remodeled.

Portland Reporter's Equipment Proves Itself On 96-Page Tab

Portland, Ore.—Strikers producing The Portland Reporter are running out of new things to admire and be proud of in the paper's permanent plant.

Carpenters, plumbers, painters, and electricians who have been working around and among the strikers in recent weeks are thinning out. As their ranks are reduced, new quarters are left ready for departments that have been doubled up temporarily in finished sections of the building.

Already pleased at what they proclaim the most pleasant surroundings in which they have ever worked, the strikers exult anew as permanent stairways replace construction-phase steps, or when the heating system for upstairs offices is turned on, as it was this week.

Even more gratifying to people who delight in such things as the rumble of a press is the installation of a semi-automatic plating machine and its necessary adjunct, an electric metal furnace.

The two machines are leased to the paper by the Portland local of the Stereotypers Union, which used its own funds and donations from other Stereotypers locals to buy the \$20,000 worth of equipment. Purchased elsewhere, the machines were routed through the factory for rebuilding before they arrived here for installation by local stereotypers.

Metal pot and caster proved their utility in producing the plates for this week's two issues of The Portland Reporter. One issue ran 96 tabloid pages, the maximum capacity of the paper's present press and 40 pages more than any previous issue. The half-cylinders slid from the casting machine and were secured to the press without any need for shimming, which had been necessary with plates produced by the comparatively primitive equipment used previously.

The Photo Engravers and the Mailers unions, at the international level, also are financing equipment for lease to The Portland Reporter and use by members of those unions in the production of the paper. An \$18,000 photoengraving plant is expected to be in use early in January. Presently, cuts for the paper are

farmed out to a commercial photoengraver. This is the only production process not carried on at the plant.

Until the mailers find and install suitable conveyors and other equipment they are making-do with makeshifts and, primarily, strong backs helped by years of experience.

Local pressmen, too, have contrived improvements to the press made available by the International Typographical Union.

This Christmas, the second without paychecks for the union men and women who are succeeding in confining the Portland pattern of union busting, promised to be not so bleak as many of the strikers had feared.

New York City newspaper unions, including the Guild local, piled up \$10,000 for the Santa Claus who will call on the children of the approximately 750 strikers here, including those producing The Portland Reporter on strike benefits.

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Some other Guild locals have sent, in addition to regular contributions, money earmarked for a Christmas fund. As a result, the Portland Guild is planning an extra Christmas benefit for its striking members. One of the special donations, for \$250, came from a group of ANG's own employees, the Federation of Guild Representatives.

In the discussion that produced the San Jose Guild's most recent contribution of \$2,500, it was suggested that part of the money go for Portland Reporter stock, so that each striking Guildsman here will receive a \$10 share for Christmas.

Orders for stock purchases in The Portland Reporter took a jump recently after news of the issue began appearing in labor publications of national and even international distribution. Orders came from as far as Louisiana and Alaska.

ANG Adds New Staffer For Inter-American Work

Robert R. Cohoes, of New York City, has been named to the staff of international representatives of the American Newspaper Guild. He will be based at ANG headquarters in Washington, with his chief responsibility the Latin American activities of the union now centering in the Inter-American Federation of Working Newspapermen's Organizations.

Cohoes was a member of the Wire Service Guild in New York while a staffer at United Press International. He recently handled publicity for the Inter-American Association for Democracy and Freedom. The association is the Latin American section of the International League for the Rights of Man, an organization which has consultative status with the United Nations.

The new staff member holds an A.B. degree from Syracuse, where he majored in Spanish. He also did postgraduate work in international affairs at the School of

International Affairs at Columbia University.

He was born in Newark, N.J., and is married to the former Maxine Masid, of Scottsbluff, Nebraska.



ROBERT R. COHOES

HOW TO BUY Some Food Prices To Level Off In 1961

By SIDNEY MARGOLIUS
Guild Reporter
Consumer Expert

Families struggling with the steep prices of food this winter can look forward to a breather: living costs will level off for 1961.

Not that you can expect really lower costs this year. Food and housing prices will remain near their present high levels. But you will be able to find relatively good buys in clothing, household equipment, some building materials and used cars. For homeseekers, mortgages will be more available this year, with interest rates slightly lower. For renting families there will be more vacancies, with rents leveling off near present rates.

The most stubborn money problem for your family in 1961 will be climbing medical costs. These have been rising at the rate of almost five percent a year for the past ten years.

To help you take advantage of 1961 trends, this department has prepared an item-by-item price forecast. This can save you money by showing which foods promise to be comparatively best buys this year, and which household and other goods offer low-priced buying opportunities.

In food, you can expect beef and veal will be plentiful and cheaper in '61. Best buys in beef this year will be the grass-fed lower grades used mostly for hamburger, pot roast, and stew. Pork is in scarce supply and will be expensive, especially during the first half of the year.

Besides beef, poultry will be

cheap this coming year, especially broilers, fryers and turkeys. Eggs, however, have been expensive this past year and will continue to be expensive in '61. Egg prices have been running about 20 cents a dozen higher than a year ago. One way to keep down costs is to buy Grade A for table use (boiling, poaching, frying) but Grade B for scrambling, omelets and recipe and baking needs. Both grades have the same nutrition. Chief difference is that Grade A eggs have thicker white, firmer yolk.

You will need to watch prices of canned fruits and vegetables. Some of these, including frozen concentrate, will cost more this year, and can make inroads on your budget. Look for higher prices for canned peas, but the same or lower prices for canned snap beans, spinach and limas. Use canned orange juice, tomato juice, grapefruit juice and blends as alternatives to 1961's higher prices of frozen orange juice.

Fresh fruits, especially apples and pears, will be expensive until the 1961 crops are harvested in the second half of the year. In fresh vegetables, tomatoes will cost you a lot this year. Lettuce, more, but cabbage, cauliflower and broccoli will be cheaper.

Home Appliances: Refrigerators are the No. 1 bargain for 1961, with both factories and retailers cutting prices as much as \$50 in recent months. The type growing in popularity is the combination refrigerator-freezer with automatic defrost, now accounting for half of all purchases.

Another buying opportunity for '61 is the reduced prices on electric ranges. Improved models of

these and gas ranges have been developed, with most gas ranges now equipped with automatic oven lighting and oversize simmer burners, reports George C. Johnson, of the U.S. Labor Department.

But there are no signs of any sizable reductions yet on furniture and rugs. Manufacturers so far are maintaining their prices despite poor business. One improvement increasingly used is plastic veneers finished to resemble wood grains, to provide mark-resistant table tops.

Families planning home improvements will find 1961 a little better year to install new heating equipment and plumbing fixtures, with prices down slightly. Lumber, and especially plywood, have been selling at relatively low prices. Prices of roofing materials also have been reduced.

Houses: For 1961, there will be easier mortgages, more foreclosures (more families are losing their homes), and no decrease in prices. But construction costs at least are leveling off about 3 percent a year for the past ten years.

The big problem in buying a house this year is the steep price of land. Mr. Johnson reports that typical prices in 1947 were \$9,000 for the house and \$10,000 for the lot, a total of \$19,000. Today

the house costs \$14,000 and the lot \$3,000. Total: \$17,000. Land used to comprise 10-12 percent of the value of a house. Now it takes 16-18 percent.

Actually, Mr. Johnson believes, the price of suburban land has been pushed up by an artificial shortage. Owners of unimproved land are holding on for even higher prices, he reports.

The housing cost increase has been made seemingly less painful by stretching out the payments. The average new home recently has required a down payment of 6 percent of the price, and average monthly payments of \$98 for 29 years. The average existing home has required a down payment of 8 percent of its appraised value (which may be less than the actual selling price), and on the average, monthly payments of \$92 for 25 years. In comparison, in 1957 the average new home required a down payment of 15 percent, and monthly payments of \$90 for 26 years.

But the deception of higher prices and higher mortgage rates concealed by longer mortgages, is tragically costly to your family finances and aspirations. The present typical payment of \$98 a month for 29 years means you pay a total of \$34,000 in interest and mortgage principal. This compares with a total of \$28,000

for the typical 26-year mortgage on the similar 1957 house.

You will be able to get a mortgage for a slightly lower interest rate in 1961. Early in 1960, the prevailing rate in most areas was close to 6 1/2 percent, and often 6 1/2. As we enter 1961, the prevailing rate in most parts of the country is 6 percent, and less in the Northeast (about 5 1/2), reports the National Association of Real Estate Boards.

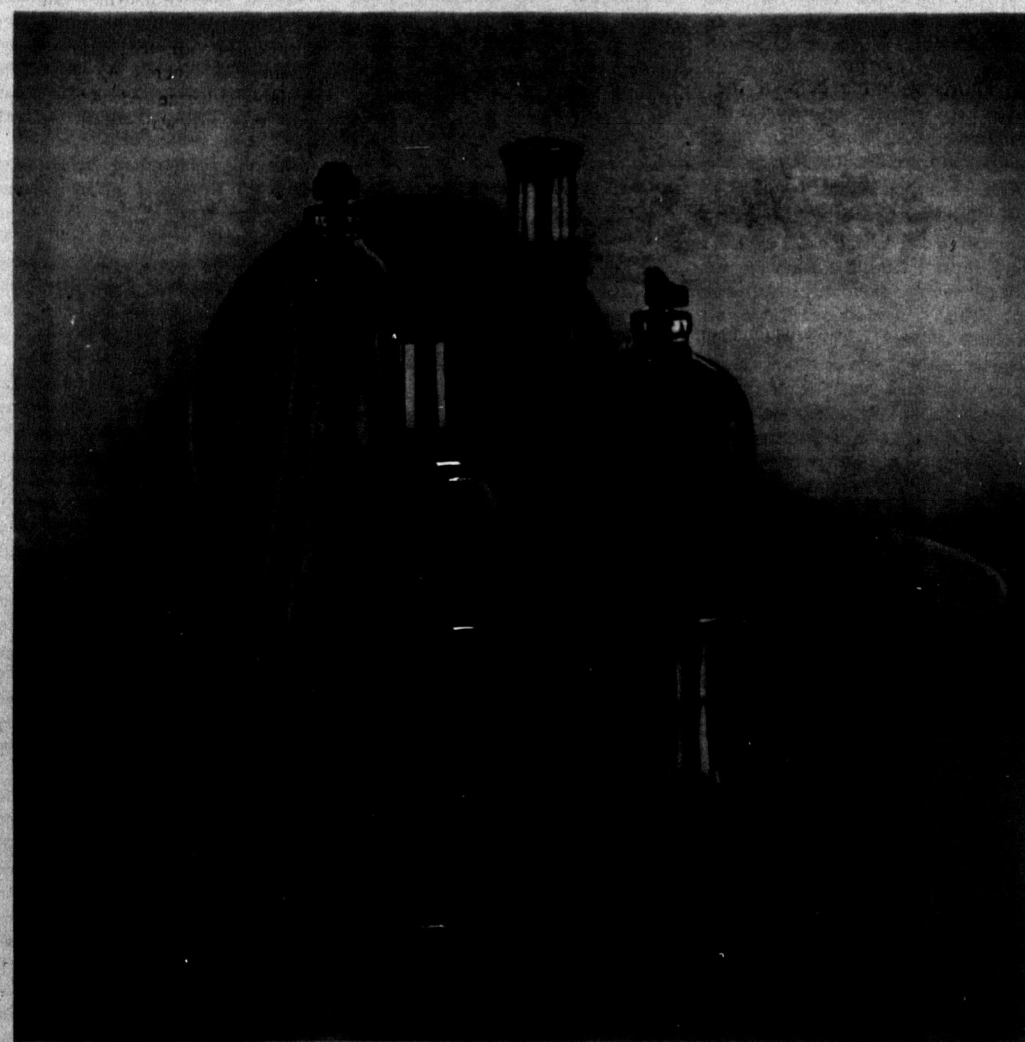
The growing rate of foreclosures is an ominous sign for 1961, and a warning against assuming heavy mortgages. Government figures show that there has been a steady increase in foreclosures in recent years. The latest figure of 2.34 foreclosures for every 1,000 mortgaged homes is a jump of 78 percent in six years. The foreclosure situation is reported to be especially serious in Florida.

San Francisco-Oakland

San Francisco, Calif.—Barney Peterson, of the Chronicle unit, is 1961 president of the San Francisco-Oakland Guild. Others named were: Vice presidents, retiring president Lou Brown, Ed Reynolds and Jack Russell, elected from a field of eight nominees; recording secretary, Lou Webb, winner over Edna Vice; executive secretary, Sam B. Eubanks, and treasurer, Frank Finney.

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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Canadian Labor Voices Views On Job Problem

Ottawa, Ont.—Unemployment in Canada rose to a total of 429,000 in mid-November, a postwar record for the month, the government has reported.

The jobless total reflected an increase of 61,000 from mid-October and was 11,000 higher than a year earlier.

The rise in unemployment added to the urgency of Canadian labor's demands at a recent national employment conference for quick action by the government to bolster the economy.

The Canadian Labor Congress, which has been complaining bitterly of government inaction over the past several years, presented detailed proposals at the conference, but in the end declared the "upshot" of the meeting appeared to be "measures which, if taken three years ago, might have gone some way to curb the unemployment trend but which now appear inadequate for short-term assistance."

Among measures to be taken by the Diefenbaker government, which called the conference after persistent labor complaints, are:

► Creation of a "productivity council" which would make special efforts with the help of the federal government, employer and employee groups to beef up productivity in special industries and areas.

► Expanded trades training to equip the Canadian labor force to handle more technical positions. It was reported that 40 percent of the labor force had received no education beyond public school.

► Greater use of industrial development allowance as an incentive to new plant and production facilities.

The measures follow recommendations made for some time by the Canadian Labor Congress whose president, Claude Jodoin, was one of the representatives from 21 industrial, university and

civic organizations at the conference.

At the same time, a Royal Commission on the automotive industry heard strong complaints that Canadian automobile manufacturers were not meeting Canada's needs but were letting low-priced, economy-utility foreign cars dominate the market.

Union spokesmen were particularly critical of the Big Three—accusing the three companies of Ford, Chrysler and General Motors—for their "runaway" tactics, moving to lower-cost communities once wage rates had been raised by collective bargaining.

Among proposals to the Diefenbaker government made by CLC's President Jodoin were a number that showed the striking similarity of the Canadian and U.S. economic situations. They included:

► Tax cuts that would "raise consumer purchasing power, and hence business activity, faster than anything else."

► "Big, new, massive expansion in the public sector of the economy which has been badly neglected in the last half-decade." This would be directed toward solving long-term, chronic unemployment. Such a program would not be at the expense of the private sector of the economy. "What we want is not a shift from private goods and services to public goods and services, leaving the total the same. What we want is a much bigger and steadily increasing total. . . ."

► The CLC declared that deficit financing should not be regarded as a bugaboo. "To be against deficits is just as foolish as to be against balanced budgets or surpluses. Some situations call for deficits, some for surpluses. . . . We are in danger of fighting the last economic war, the war against inflation, when we ought to be fighting the present economic war, the war against unemployment. . . ."

11-Year Records Pay Off

Twila Cities, Minn.—The Twin Cities Guild kept the minutes of contract negotiations away back in 1949 in the office files for 11 years. Last month Guild officers were glad they had done so, for the record helped decide an arbitration award in a dispute with the St. Paul Dispatch and Pioneer Press, in which a 10 percent pay differential was the prize.

The arbitrator, Dean William Lockhart of the University of Minnesota law school, said the Guild was right in claiming that the copydesk slotman was in fact the "assistant news editor" of the contract language job classifications, and hence entitled to 10 percent premium pay.

Management held that no one occupied the job of "assistant news editor," and that in any event the negotiations of 1949 had bargained away the premium pay for the position of slotman. That's where the records came in. Richard Wanek, the local pres-

ident, happened to have been the committee member that year who kept the minutes. Like all such records, they had been preserved, and they bore out the Guild case.

To Wanek's testimony was added that of two news editors and of two copyreaders, the latter stating that they had actually received 10 percent allowance for handling the job.

Management argued that such payment had been in the "merit" area, and the Guild produced management's own wage data listing the slot job with other premium pay positions.

Dean Lockhart held that the "probability" was that the parties had intended no wage change when the title was altered.

The Guild's case was prepared and presented by John Carmichael, executive secretary; Francis X. Helgesen, local counsel; Leon Carr, grievance committee chairman, and Pat Moyer, unit chairman.

Greater Purchasing Power Urged To Beat Recession

ECONOMICS

Unemployment Still On Rise

The ranks of the nation's unemployed swelled by 452,000 between October and November, pushing the total jobless to 4,031,000—a record high for postwar Novembers.

"The trend in unemployment is upward—we see nothing in the offing which will bring unemployment down," commented Dr. Seymour Wolfbein, Labor Department manpower expert, in releasing the November report.

Wolfbein predicted that unemployment would peak at 5.3 million in February. But it could reach 6 million, he added, if there is no spring upturn resulting from an expected job rise in Easter trade, outdoor construction and agriculture.

He noted that the economy next year is faced with the two-fold task of reabsorbing the jobless and of finding additional jobs for a net increase of 1.25 million in the civilian work force.

The November job report showed the seasonally adjusted rate of unemployment at 6.3 percent, virtually unchanged from October, when it was 6.4 percent. The November rate has been exceeded in postwar Novembers only by the 6.5 percent in the 1949 recession.

present situation "cannot and must not be used as an excuse for denying action to end unemployment and stagnation at home."

It noted that productivity rates have shot upward but that gains in manhour output have been translated into unemployment instead of growth and higher living standards.

The AFL-CIO Research Department noted that the decline in consumer buying power has been taking place for the past several years. From 1947 to 1956, the department said in its Economic Review, per capita buying power rose at an average yearly rate of 2.3 percent. But in the past four years it has inched forward at a rate of only 1.2 percent.

Rising real income, the AFL-CIO publication said, is essential not only for the growth of consumer markets but also to "provide working people with a share of the gains of improving productive efficiency."

Output per manhour has been

rising at an average yearly rate of about 3.1 percent to 3.4 percent since 1947, according to Labor Department figures cited in the Review. It forecast productivity increases in the period ahead ranging from 3.5 to 4 percent annually "if automation continues to spread and if the economy operates in high gear."

The rise in productivity means that goods can be turned out with fewer employees and at a lower unit cost to the manufacturer. Thus, unless workers receive an increase in real income to stimulate the sales of goods, the nation will be faced with "widespread layoffs," the Review warns.

The needed rise in sales can come, in addition, from "substantial increases" in the expenditures by federal, state and local governments for more adequate public services and through increased business investment in new plants and machines, the Review said.

"But," it added, "at the foundation of the economy is the consumer, who accounts for about 70 percent of total national production. And substantial increases of consumer spending are required, if sales and production are to rise fast enough to maintain prosperity."

Strong unions and effective collective bargaining "are essential for the dynamic wage policy that an expanding American economy requires," the publication declared. It called on management, "from the viewpoint of economic good sense," to share the benefits of rising productivity equally with workers and consumers.

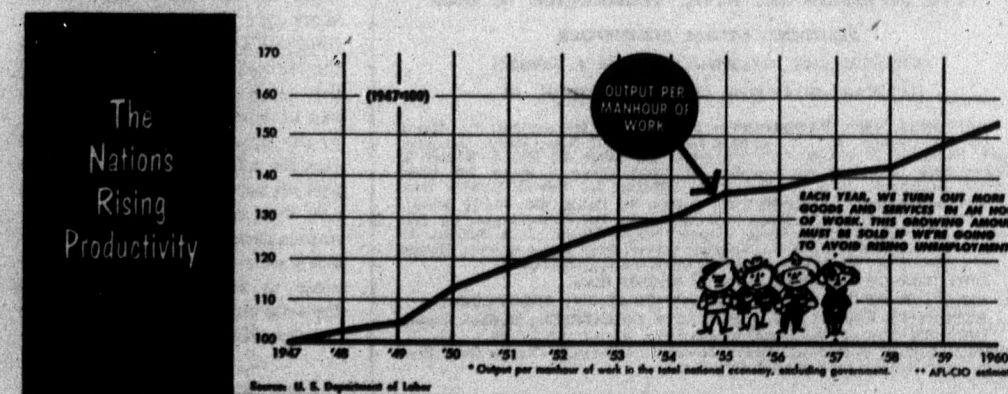
At the same time, the Review called for "special government efforts . . . to lift the wages of the millions of low-wage workers"—including migrant farm workers, and employees in retail trades and services—"whose families cannot achieve a modest standard of living from the inadequate earnings of their breadwinners."

The Economic Review called specifically for an increase to \$1.25 an hour in the federal minimum wage, with coverage extended to millions now excluded from the law's protection, plus "special government efforts" to improve the wages and conditions of migratory farm workers.

Philadelphia

Philadelphia, Pa.—Roberta Bailey has been reelected president of the Greater Philadelphia Guild, defeating Harry Mount.

Other officers chosen include John Farson, first vice president; Frank Hookey, second vice president; Robert Hanlon, third vice president; Bart Harvey, fourth vice president; and Klostia Lawrence, fifth vice president; Gladys Fisher, secretary (reelected), and Bess Eilber, treasurer.



EDITORIAL

The Rest Of Us

Television atoned for many of its sins of omission and commission a few weeks back, when Edward R. Murrow narrated, and his associates Fred W. Friendly and David Lowe collaborated in producing, the coast-to-coast presentation of a moving documentary telling the plight of the migrant workers who gather the harvests that permit the rest of us to over-indulge on Thanksgiving Day.

It was television at its best, and it hit the television audience with almost a physical impact. Implicit in the telling was the fact, never over-stressed or tinged with melodrama, that every comfortably ensconced viewer shares a fraction of the responsibility for the degrading misery of this group and their dependent families.

"Perhaps," said Murrow almost wistfully at the end of the story, "the rest of us can do something about it."

As the film showed, labor unions had indeed attempted to furnish a speaking voice for the workers of southern California, but with meager results.

But no single segment of the organized community, and no single section of the country, can either furnish the full solution of the problem or escape the shame of its existence.

When the new session of Congress convenes, it will have before it proposals for at least some of the means of rescuing these workers from their appalling depths. And every member of Congress should have direct word, before then, as to how "the rest of us" feel about it.

Perfect Choice

There is wide acclaim for the appointment of Arthur J. Goldberg to the Kennedy cabinet as Secretary of Labor, and the Guild, which has known him long and favorably, joins happily in hailing a "perfect choice."

It was doubtless sheer chance that the announcement was made on December 15, Bill of Rights Day, the 169th anniversary of the adoption of the first ten amendments to the U. S. Constitution. But there is much congruity in the coincidence.

More perhaps than any other organized segment of the American public, trade unions have reason to cherish the freedoms, the emphasis on individual dignity, and the protections written into that much misunderstood and sometimes misapplied document, termed the American Magna Charta by Supreme Court Justice William O. Douglas.

As a practicing lawyer whose career has been almost wholly devoted to guiding labor unions through legal entanglements and whose accomplishments fully qualify him as a labor statesman, Arthur Goldberg will be in position to make his qualifications effective in a still broader area.

Application of the principles he holds should bring about better mutual understanding between labor and management, to the greater good of both, and to the practical application of the Bill of Rights in labor management relations.

Ratio

"The financial assets of all labor unions in the country—local, regional, and international—total about 6 percent of the assets of General Motors alone."

—Clair M. Cook, executive director, Religion and Labor Foundation, Inc., in "Myths and Facts About Labor Unions."

The Guild Reporter

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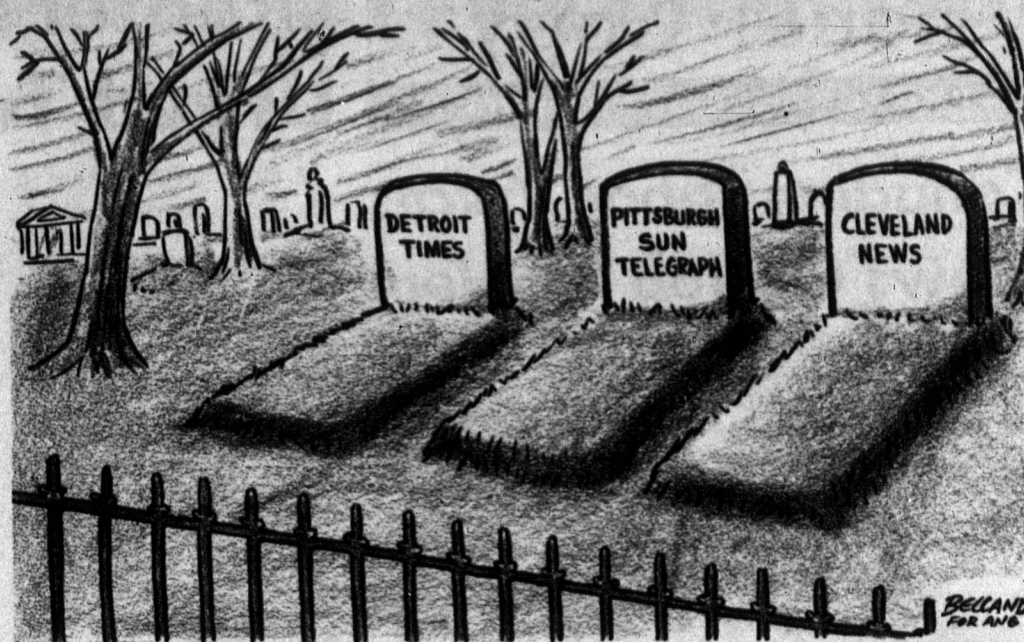
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Necrology, 1960



DATeline: WASHINGTON

Kennedy's Cabinet Selections
Forecast Effective Coalition

By WILLARD SHELTON, Washington Guild



All of Senator Kennedy's designated cabinet members are postwar men, who began their public careers after the shooting stopped in 1945. It is this fact rather than their relative youth that distinguishes them, for we are desperately in need of fresh ideas and a cool, clear look at the realities of the fermenting world with which this generation of Americans must make its accommodations. The youthfulness, for that matter, is welcome enough.

Mr. Kennedy picked his men, furthermore, with an eye cast with utmost clarity on the thinness of his popular plurality. It is almost certainly a somewhat different group than he might have chosen had he won in a landslide; he could not afford the luxury of controversial selections, any more than he could overlook the political necessity of paying campaign debts. Time and events will show how able the group is—who must be replaced, who will emerge as men of talents and strength on the national scene.

Northern liberals may question the presence of Governor Luther Hodges of North Carolina, who sent the National Guard into Henderson, N. C., under circumstances that made the machinery of state government an instrument of union-breaking by a textile magnate. In the view of some, Hodges could have imposed a tolerable settlement on the company at certain moments—and his name would have been a shining one in history. Nevertheless, the Kennedy Administration will seek to put through minimum wage and school aid bills. Does anyone think he can do it without the votes of many of the 100-odd southern Democratic members of the House? It cannot be supposed that a Kennedy Administration can be effective without a gesture to the moderate Southerners like Hodges who staked their careers first on supporting his nomination and then on beating off the venomous racists who in every Southern state either succeeded or came close to succeeding in swinging the vote either to Mr. Nixon or to Senator Harry F. Byrd.

The State - Defense - Treasury

triumvirate is central and vital in any cabinet. The men chosen, except for Douglas Dillon who has been designated for the Treasury, are little known to the country, but both Dean Rusk in the State Department and Robert McNamara in Defense fit the pattern of intellectualism the President-elect is drawing around him. These are all men who naturally expect they are supposed to bring their brains along with them.

Stewart Udall, who is slated for the Interior Department, has been one of the ablest of the extraordinary throng of attractive young Democrats moving into public office the last few years. Like Governor Abraham Ribicoff of Connecticut, who has been named for Health, Education and Welfare, Udall showed in the House of Representatives an interest in getting things done, a practical concern with effectiveness. Governor Orville Freeman of Minnesota, another in this category, draws the thankless tasks of the Secretary of Agriculture. Edward Day, designated for Postmaster General, is least known of all, and his tasks, too, may be thankless.

Arthur J. Goldberg, named for Secretary of Labor, is fortunate in that the President-elect is both knowledgeable and interested in the sensitive issues of industrial relations—a stroke of good luck never given to the able James P. Mitchell under President Eisenhower. One suspects that Senator Kennedy is equally fortunate in Goldberg, whose talents are considerably above the common cut.

The controversial figure, of course, is Robert F. Kennedy, the President-elect's brother, as Attorney General. The New York Times disdainfully termed him a "rising young lawyer" who would not have got the job except for his relationship.

The opposite is more nearly true. If he were not Senator Kennedy's brother, his selection for a cabinet post would go without question. He has been a successful campaign manager for the President-elect three times, including 1960, and the choice of campaign managers for the cabinet goes back through Herbert Brownell, Robert E. Hannegan, James A. Farley and a great many others.

The only valid question is his placement in the Justice Department. He is political, and Justice handles such things as tax prosecutions and other matters involving criminal law. Mr. Eisenhower gave the department to Brownell, and Brownell used it disgracefully in a partisan manner. Robert Kennedy's legal experience has been almost exclusively in the field of prosecutions and the pursuit of evil. The Attorney General of the United States must be sensitive to the liberties of man and due process of law.

Robert Kennedy is entitled to be judged on the actual record in office. In this observer's experience, he has a capacity for fairness in some circumstances that others would lack. He is no doubt aware of the perils involved in his post.

Senator Kennedy's task is to build an effective Administration, which means the building of a new majority coalition in Congress made up of northern and western Democrats, liberal and moderate Republicans, liberal and moderate southern Democrats. His first-named cabinet reads as if he had his eye on the goal.

Scholarships Open
In Science Writing

New York City—Better communication of scientific information is the objective of fellowships available at Columbia University, which is now accepting applications for the academic year starting next September.

The advanced science writing program gives opportunity to broaden scientific knowledge and improve writing and reporting techniques.

Participants are usually college graduates with good academic records and at least three years of writing experience. Age requirements are flexible, but most are in the late twenties up to the mid-thirties. Courses are individually arranged, and stipends go up to \$4,400.

Applicants should address the Director, Advanced Science Writing Program, at the university.