

Seminar At Puerto Rico Builds Up

Participation in the forthcoming professional and trade union seminar at San Juan, Puerto Rico, already has been confirmed by newspapermen from 13 countries in the hemisphere.

The seminar will be held at San Juan's Hotel Normandie, June 26 through July 7, under the sponsorship of the Inter-American Federation of Working Newspapermen's Organizations. It will be the first "working" activity of the Federation formed less than 10 months ago at Lima, Peru, to promote cooperation and mutual understanding and to advance the economic and professional interests of working newspapermen in all the Americas.

All expenses of the seminar, including transportation and subsistence of the participants, will be borne by the Federation. Upon invitation of the executive committee of IAFWNO, the Guild has accepted the responsibility for instruction. Ellis T. Baker, ANG director of research and information, will direct the instruction and lead discussion sessions, assisted by J. William Blatz, ANG director of organization, and participants from Argentina and Mexico who will deal with trade union experience in those countries.

Secretary-Treasurer Charles A. Perlik Jr. will be present for the opening sessions, and International Affairs Representative Richard P. Davis will be on hand throughout the seminar.

Participants from Guild locals will include ANG Vice President James B. Egan of New York, Jack Broudy, president of the Boston Guild, and Bill McLeman, treasurer of the Vancouver-New Westminster Guild.

As of this writing, confirmations also have been received from representatives of newspapermen's organizations in Argentina, Barbados, British Guiana, Chile, Colombia, Ecuador, Jamaica, Peru, El Salvador, Venezuela, and Cuba (in exile).

Perlik and Luis Carnero Checa of Peru, co-chairmen of IAFWNO, will welcome the participants.

Other opening-day addresses will be given by Luis Munoz Marin, governor of Puerto Rico; Dona Felicia de Rincon, mayor of San Juan; Hipolito Marciano, president of the Puerto Rico Federation of Labor, AFL-CIO; Ernesto Juan Volfrias, president of the Puerto Rican Association of Newspapermen & Writers, and Boleslaw Wierzbianski-Willow of the Union of Free Journalists in (Continued on Page 3)

Board Again Upholds Houston Election

Houston, Texas—The National Labor Relations Board has dismissed a petition which intervened in the two-year-long attempt by editorial employees of the Houston Chronicle to have the Houston Guild negotiate a contract for them.

The dismissal opens the way for the NLRB to apply to the U. S. Fifth Circuit Court for an enforcement order, requiring Chronicle management to bargain in good faith with the Guild.

John T. Jones, Jr., president

of the Chronicle, has assured the Guild in writing that management will bargain in good faith "if and when" the obligation to do so is finally established.

As of last March 7, the NLRB had found the Chronicle guilty of refusal to bargain, and issued a compliance order.

A surprise move then developed, through a petition filed by Zeena Jackson. It alleged that she and two other persons had been improperly excluded from the bargaining unit, and hence deprived of their right to vote in the Board's election, conducted October 15, 1959. The Guild won

bargaining rights in the balloting, by a narrow margin.

The election was subjected to both challenges and objections to procedure, but the NLRB ruled against these delaying maneuvers and the results of the balloting stood. In April, 1960, the Board issued its complaint of refusal to bargain, and in a hearing a month later one of the points involved was whether Jackson and the other two individuals, Rickard and McLemore, were employees in the Chronicle editorial department.

Though afforded the opportunity at the hearing, management

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The GUILD REPORTER

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Board Calls For Revised Procedure On Contracts



Strike Story: Members of the Midwest District Council heard first-hand of the strike status at the Chicago Defender from these visitors at the council session at Elgin, Ill. Standing are Meredith Johns and Isaiah Major, of

the Defender unit; Vice President Gene Borden, of Hammond, and Secretary Tony Ingrassia, of Milwaukee. Seated are Lola Fisher, Eleanor Puso, chairman of the Defender Guild unit, and her daughter, Cassandra Wilkerson.

NLRB Complaint Due At Defender

Chicago, Ill.—An NLRB complaint against the Robert S. Abbott Publishing Co. is expected to be issued in a matter of days, according to the board's regional office here in Chicago.

The board complaint is expected to charge Defender Publisher John Sengstacke with refusal to bargain in good faith with the Chicago Guild and with illegally discharging 60 Defender employees who struck the plant on April 16.

The complaint will uphold the Guild's position that all employees are entitled to back pay from the date of their dismissal on April 24, 1961.

The board's regional office also will dismiss the charge filed by

Sengstacke against the Chicago Guild. A meeting between NLRB officials and Defender management was set for yesterday, June 8, for discussion with Sengstacke of alternatives open to management.

Generally, in such cases, a company is given an option of withdrawing the charge or having it dismissed by the board.

Attorney Alfred Kamin, acting for the Guild, has filed eight unfair labor practice charges against the company, all of which are expected to be sustained by the board.

The charges range from refusal to bargain with the Guild to "unlawfully offering the blandishment of re-employment to approximately nine persons it had theretofore unlawfully discharged."

The final charge, filed May 19, accuses Sengstacke's company with refusing to meet and confer with the Guild for contract negotiations for employees in the non-mechanical departments.

Meanwhile, the Division of Unemployment Compensation of the Illinois Department of Labor has ruled that Defender Guildsmen are entitled to unemployment compensation.

Sengstacke's attorney informed the Guild on April 24 that all the striking employees were either replaced or no longer needed by the company.

In making the ruling, the department cited an Illinois Supreme Court decision in a similar case as the basis for such a ruling.

Ironically, it involved a newspaper named the Chicago Defender when that paper broke the printers union in the early 1950s.

Here, too, Sengstacke discharged all striking employees and the labor department held they were entitled to unemployment compensation.

In that case, Sengstacke forced his appeal all the way to the Illinois Supreme Court before throwing in the towel.

The publisher is not expected to appeal the department's present decision.

Local officers, in a bulletin prepared for distribution to all ANG locals, pointed out that the rule which would permit Defender Guildsmen unemployment compensation would not lessen the need for continued contributions (Continued on Page 3)

Two major changes in the processing of Guild contract settlements will be recommended to the ANG convention next month by the International Executive Board.

The proposed changes, approved in principle by the Board at its May meeting, are designed "to give better and more effective service to locals on handling contract settlements—and to recognize more adequately the manner in which contracts and settlements match standards set." They would:

► Require the IEB Contracts Committee to act on final texts of proposed contracts before they are submitted to unit or local bodies for ratification, except where strike approval has been given.

► Permit the Contracts Committee to approve a contract that might not have been approved under present procedure by allowing the committee to withhold approval of a particular clause or of the current settlement.

New constitutional language incorporating the changes will be submitted to the convention by the Board.

Under the present practice governing the handling of contract settlements, the proposed agreement is first submitted to the unit—and in some cases to the governing body of the local—before it is sent to the IEB Contracts Committee for action. The Contracts Committee does not rule on the agreement until it has been approved by a local body.

Occasionally, the committee finds that the settlement deviates (Continued on Page 2)

Hawaii Forms New Hilo Unit

Honolulu, Hawaii—The Hawaii Newspaper Guild has sought bargaining recognition for 31 employees of the Hilo Tribune-Herald, an evening-and-Sunday daily of 10,000 circulation which is owned, through a separate corporate entity, by the Honolulu Star-Bulletin.

Acting for the Honolulu Guild, Executive Secretary Charles Dale has informed the Star-Bulletin management that a majority of eligible employees in Hilo has joined the Guild, in editorial, advertising, circulation, business office, job printing and maintenance departments.

Hilo is the metropolis of the island of Hawaii, largest and southeasternmost of the islands that make up the 50th state. Hilo is about 240 miles from the city of Honolulu, by air.

Guild interest has been manifested since the Guild in Honolulu achieved substantial improvements through its contracts with the two dailies in the capital city.

IEB's Contracts Procedure

(Continued from Page 1)

from the ANG Constitution or Collective Bargaining Program so seriously as to require further negotiation. The local in these cases is confronted with the task of bargaining for improvements in a settlement already accepted by the members directly involved.

The main constitutional change offered by the IEB would eliminate this difficulty.

"It is a known fact, of course, that it is much easier to seek and get a change in a proposed settlement before the local has put its stamp of approval on it—and particularly before management knows that the agreement has been accepted by its employees," the Board's Collective Bargaining Committee notes. "Thus, if a problem can be eliminated before the situation has jelled, dealing with management can be implemented considerably."

The Board's proposal specifically excepts bargaining situations where the IEB has given approval for a strike. In these cases, present practice would continue and locals could submit proposed settlements to the units directly concerned before seeking approval from the Contracts Committee.

The second innovation recommended by the IEB—a new approach to approval of contracts—is intended "to bring into sharper focus the results of collective bargaining for more careful examination, to provide guideposts to locals in their negotiations, and to insure that otherwise acceptable contracts are not stigmatized be-

cause of a few specific deficiencies or an inferior settlement."

At present, once it gives a local permission to sign a contract, the Contracts Committee has only two alternatives. It can approve the entire contract or withhold approval of the entire contract.

Thus limited, the committee has at times felt compelled to withhold approval of a contract because of an inferior wage settlement or because it contained a few inferior clauses, even if the contract as a whole remained among the best in the Guild.

The new system proposed by the IEB would reflect more precisely the committee's appraisal of the contract and permit it to point up more clearly the specifics of its action. It could withhold approval of the entire contract, withhold approval of a clause or clauses, or withhold approval of a settlement.

Given these choices, the IEB Collective Bargaining Committee observed, the Contracts Committee would be able to approve a good contract and all of its clauses but withhold approval of the settlement.

The Contracts Committee's decisions under the new system would be influenced by the following guide:

Approval of an entire contract would be withheld:

► When the entire contract is substantially inferior.

► When the contract does not contain all of the following:

1. Union security where legal.
2. Adequate job security.
3. Adequate coverage.

4. Adequate grievance machinery.

5. 5-day, 40-hour week for all departments.

6. Structure of minimums based on experience.

7. General increase or maintenance of differentials added to minimums.

8. Midterm increase, wage reopener, or equivalent in two-year contracts.

9. Protection against pay cuts.

10. Premium pay for night work.

11. Paid sick leave.

12. Paid vacations.

13. Paid holidays.

► When the contract contains one of the following:

1. Renewal by arbitration.

2. Automatic renewal.

3. Arbitration of jurisdiction.

4. No-strike clause.

5. Term longer than two years.

6. Management's rights clause.

Approval of a clause would be withheld:

► When the clause is substantially inferior.

► When the clause undercuts the law or waives benefits of the law.

► When the clause discriminates against certain employees.

► When the clause has adverse effect because of a negative implication.

Approval of a settlement would be withheld:

► When the settlement is inferior.

► When the settlement weakens a substantive clause.

► When the settlement reduces or eliminates benefits of some for the benefit of others.

Among Ourselves

John C. Cort, administrative secretary of the Boston Guild, served as a delegate from the Catholic Labor Guild of Boston at the World Meeting of Christian Workers at Rome, Italy, last month.

Leonard Hall, St. Louis Guildsman who was the 1960 winner of the Thomas L. Stokes award for his writing on conservation subjects, has become a staff columnist for the St. Louis Globe-Democrat. Author, wildlife photographer and practitioner in conservation of natural resources at his home, Possum Trot Farm, Hall will write twice weekly for the metropolitan daily.

Two Canadian Guild members are winners of the National Newspaper Awards competition for best photography of 1960, Jack Bowman, of the Brantford Ex-

positor, received \$400 and a certification for a spot news picture of an overturning racing car.

Similar recognition went to Don McLeod, of the Vancouver Province, for a feature photo taken through the wheel of a bicycle showing cyclists in training. The men were honored at the Toronto Press Club, with Presidential Press Secretary Pierre Salinger as the dinner speaker.

Betty Jean Lee, whose six-year service as education writer for the Denver Post has won awards for that paper, moved May 1 to the executive secretaryship of the Denver Classroom Teachers Association. The group numbers some 2,500 members. Miss Lee joined the Post staff in 1949 after newspaper work on the Baltimore Evening Sun and the Lancaster, Pa. News Era.

Peter G. Paffels, Twin Cities Guild member, has been elected to the board of directors of the Minnesota chapter, National School Public Relations Association.

Executive Vice President William J. Farson represented the Guild at the dedication ceremonies at Pressmen's Home, Tenn., of a plaque and electronic carillon in memory of the services of the Pressmen union's long-time president, Thomas E. Dunwoody.

Sam B. Eubanks, SFONG executive secretary, is taking a three months leave of absence from his San Francisco duties to serve as a consultant for the U. S. Department of Labor's press division.

For the second successive year, Local 338 News, of the Retail, Wholesale and Chain Food Employees union, has won honors at the Rutgers University conference of labor editors. New York Guildsman Milton Miller is editor of the publication.

John Quigley, secretary of the Lynn Guild, has been named executive director of the municipal Industrial Development Commission. He is political editor of the Lynn Sunday Post, and was unit chairman of the Guild at the Telegram-News when it was sold and discarded.

Richard L. Millman, former president of the Lansing Guild, has been appointed executive assistant to Mayor Willard I. Bowman. Mr. Millman is 33 years old, a graduate of Michigan State University and has been capitol reporter for the State Journal.

NLRB Action Awaited Against Chicago Paper

(Continued from Page 1)

from Guild locals, and others, in the future.

Illinois unemployment compensation ranges from approximately \$30 to \$50 weekly and even then for a limited time.

The only Guildsmen on the benefit rolls to receive more than ANG benefits would be those who are single.

The money thus saved by receipt by individual members of unemployment compensation would be a savings for ANG's defense fund.

Meanwhile, support for De-

fender Guildsmen continues to mount.

Motor caravans made up of discharged Defender employees have been touring the area during the past few weeks.

Motorcade members are attending membership, executive board and steward meetings of various locals in the Cook County area.

Pledges of financial support, as well as any other kind deemed necessary by Defender Guildsmen, were received from various Steelworker, Packinghouse and Auto worker locals in the South Chicago-Hammond-Gary areas.

Plans for more extensive caravans for the future are being made by unit leaders.

A reader-advertising boycott against the Defender has been gaining impetus.

The much-curtailed newspaper already is beginning to suffer advertising cancellations from some of its bigger accounts.

Other Chicago Guild units have continued their support, both financially and on the picket lines.

Each unit has appointed a Defender contribution chairman and a chairman in charge of regularly scheduled sympathy pickets.

The units have assigned themselves one or two days per week on which they are responsible for furnishing pickets to walk for at least two hours with the regular Defender demonstrators.

There still has been only one defector from the ranks, a reporter who returned to work at the end of the first week of the strike after failing to gain support for a back-to-work movement.

San Juan

(Continued from Page 1)

America (IFF) who is chairman of the IAFWNO Committee on Exchanges and Seminars.

Program for the seminar gives heavy emphasis to such trade union topics as collective bargaining, organizing and contract enforcement. Other subjects include freedom of the press and the relation of the international journalists' movement to inter-American problems.

A welcoming committee—formed by the Association of Puerto Rican Newspapers and Writers, the Public Relations Society, the Association of Newspaperwomen of Puerto Rico and the Newspapermen's Organizing Committee—has scheduled a number of social activities for seminar participants.

New Houston Decision Brings End Of Contract Trail Near

(Continued from Page 1)

offered no evidence on the status of the three. In fact, their names had appeared on the original list compiled before the election, but were stricken on the urging of Chronicle management, which stated that they were employees of the Associated Press, and hence ineligible to vote.

The Jackson petition, says the board order rejecting it, would if granted void every action taken by the Board during the two-year

history of the proceedings. Further, says the order, none of the three attempted to vote, although there was no allegation that they knew of their exclusion. Had they been interested, they would have been allowed to vote under challenge, with their status determined by later Board examination. Had they known of their exclusion, it would have been incumbent on them to either attempt to vote or protest to the Board or its agents, says the Board.

The intervening petition is "untimely and without merit, and we will deny it," the Board order concludes.

Gordon Adkins, Houston Guild president, says that the end of the long trail toward a contract seems to be in sight.

He notes that the Chronicle has a new editor, W. P. Steven, who in his service on the Minneapolis Star-Tribune had dealt with a Guild-organized staff on terms of complete mutual understanding.

Adkins led the Guild organization at the Chronicle in the spring of 1959, and has since twice been elected local president. In May, 1960, he was the principal in a second charge of unfair labor practices, filed by the Guild against the Chronicle. The NLRB subsequently found the management guilty, through illegal threats against Adkins and James Morgan, both of the photography staff, based on their union activities.

The second complaint will also move to the Circuit Court for enforcement.

The corporation now holds 810,157 shares of the Class A preferred stock and there are 1,189,849 shares outstanding.



For Past Services: Six former members of the New York Guild's executive board were honored last month with gold service pins recognizing their work for the union. Present at the ceremony were four members of the International Executive Board, meeting for the May sessions of the IEB at Washington. Standing at the rear are Vice President James B. Egan, of Region 5; Jack Dobson, Toronto, and Harvey H. Wing, San Francisco-Oakland, vice presidents at large, and ANG President Arthur Rosenstock. In the front row are Joseph C. Rittigan, News Unit; Henry Walter, World-Telegram & Sun; Bernard Stein, Times; Wilfred E. Alexander, local president, who made the presentations; Leeds Moberly, News; James Lipscomb, Time, Inc., and Charles Gruenberg, Post.

Bargaining Year 'Far From Bad' Despite Dip In Guild Pay Gains

Wage increases for key classifications negotiated in 101 Guild settlements in the past fiscal year averaged \$4.46 a week, including pension or welfare contributions, preliminary analysis shows.

The average increase for newspaper, wire service and news magazine settlements represents just over 3.5 percent of the average top minimum in 1959-60.

Built-in raises scheduled for the second year are provided in 83 of the 101 settlements at an average of \$3.67 a week for key classifications, or about 2.8 percent of the prior minimum, according to a report by Stephen Ripley, executive secretary of the IEB Contracts Committee.

The 1960-61 increases were somewhat lower than the comparable gains recorded in the previous year. Raises in key classifications in 1959-60 averaged \$5.01 and built-in second-year increases averaged \$4.12.

Nevertheless, the bargaining year was "far from bad" and numerous settlements fell into the "good" category, the IEB observed at its May meeting. The Board added:

"Prospects for the coming year, despite many of the usual danger signals and the inevitability of management resistance, would seem even better."

One noteworthy settlement in the fiscal year just ended was achieved at Newsweek magazine, where the contract was the first in the Guild to reach ANG's goal of \$200 a week for the key editorial classification. The top minimum for writers, photographers and deskmen at Newsweek goes to \$200 next December 1.

Other significant bargaining gains in 1960-61:

► Severance pay ceiling was increased in 22 settlements by an average of 3.3 weeks.

► A fourth week of vacation was added in six contracts and length-of-service requirements for a third or fourth week were reduced in 27.

► The work week was reduced to 37½ hours in seven agreements and to 36½ hours in two.

► Job security improvements were won in 22 contracts.

► Union security—Guild shop,

agency shop or maintenance of membership—was added or improved in five contracts and dues checkoff provisions were added or improved in six.

In its report to the convention, the IEB notes that the addition of 10 pension plans during the year brought the total to 134 units with retirement programs either in operation or at the stage of working out details.

More than 80 percent of ANG membership now is covered by pension plans.

The IEB also reiterated recommendations adopted at its February meeting that the Hearst memorandum be abandoned, that emphasis be placed on negotiation of "position" minimums covering job categories generally above the regular key classifications, that locals scrutinize closely management efforts to expand exclusions from contract coverage, that renewed attention be given to overtime clauses and exemptions therefrom, that a firm stand be taken against efforts of management to persuade employees to furnish their own equipment, and that extensive consideration be given by the convention to possible new penalties for constitutional violations by locals in their collective bargaining procedures (see Guild Reporter, March 10, 1961).

In other collective bargaining recommendations, the Board called for:

► Special attention to the spread and extension of probation clauses—"There has been a growing trend... toward inclusion of probation periods in more contracts and the extension, in too many cases, of the probation period. This potentially troublesome clause has crept into more than twice as many contracts as contained it only 10 years ago. In 1950, only 25 out of 143 contracts had probation clauses, a total of 17.4 percent. By 1955, this had grown to 40 out of 139 contracts, or 28.7 percent. In 1960, the total ballooned to 58 out of 148 contracts or 39 percent.... In certain quarters, to be sure, some justification can be found for the practice. But locals should weigh carefully whether they want to agree to such an operation and guard against ex-

tensions of the probation period. As in so many matters, a check with ANG is advisable when the subject comes up."

► A close check on operation of clauses providing benefits based on length of service as related to dismissals, newspaper suspensions, etc.—"To illustrate the point, an employee could be dismissed on two weeks' notice and paid seven weeks severance for three and a half years of service. But while he is on notice (or during the two weeks of notice) his anniversary date may pass, entitling him to an additional week of severance pay. The same story could apply to vacation pay or some similar emolument. At first glance, this might seem an obvious matter which wouldn't be overlooked. But how often does it happen in the upset that results from a dismissal and the attendant problems? Closest attention is warranted."

Defender Strike Donations Climb

Chicago, Ill.—Gifts in support of the strikers at the Chicago Defender totaled \$3,796.81 as of last Friday, June 2, says Treasurer Robert Zonka of the Chicago Guild (1961).

Largest single contribution came from members of the other Chicago Guild units, who chipped in an additional \$287.51 to bring the Chicago membership donations close to the \$600 mark, for the seven weeks of the walkout.

The fund:	
Previously acknowledged	\$1,088.70
Philadelphia Guild	75.00
Kenosha Guild	25.00
Shabazz Guild	25.00
Toronto Guild	10.00
St. Louis Guild	50.00
St. Paul Guild	100.00
Manitowish Guild	100.00
Herb Krause	10.00
Twins Cities Guild	25.00
Scranton Guild	25.00
Baltimore Guild	10.00
Tire Service Guild	25.00
Terre Haute Guild	25.00
Chicago Guild units	287.51
Los Angeles Guild	50.00
Cleveland Guild	100.00
Empire State District Council	100.00
Ed Allen	10.00
Peoria Guild	25.00
IEB Staff Fund	25.00
York Guild	50.00
FOI District Council	100.00
Pittsburgh Guild	50.00
San Jose Guild	50.00
TOTAL	\$5,796.81

ANG Audit, 1960-61

Income And Expense		EXECUTIVES	
	Yr. ending Apr. 30, 1961	Yr. ending Apr. 30, 1960	Yr. ending Apr. 30, 1959
INCOME			
Membership	\$457,847.74	\$450,917.12	\$450,917.12
Per capita taxes	614.35	485.35	485.35
Initiation fee	2,640.00	2,012.00	1,500.00
Relinquishment fee	1,000.00	1,000.00	1,000.00
Agency fee	2,640.00	2,012.00	1,500.00
Charter fee	1,000.00	1,000.00	1,000.00
Servicing reimbursements	20,487.50	20,487.50	20,487.50
Sale of publications	1,982.25	1,982.25	1,982.25
Sundry income	545.75	2,820.38	2,820.38
Guild Reporter income	75,132.00	75,132.00	75,132.00
Total Income For Year	\$487,307.14	\$486,601.07	\$486,601.07
EXPENSE			
Per capita taxes	\$ 7,323.51	\$ 7,323.51	\$ 7,323.51
Organization and servicing	17,241.51	16,812.17	16,812.17
Collective bargaining	12,963.28	12,963.28	12,963.28
Wife Service administration	36,881.54	36,881.54	36,881.54
Research and information	1,982.25	1,982.25	1,982.25
Guild Reporter	36,881.54	36,881.54	36,881.54
Executive	58,115.17	58,115.17	58,115.17
Administrative	75,132.00	75,132.00	75,132.00
Other expenditures	848,539.85	847,592.54	847,592.54
Total Expense For Year	\$1,000,000.00	\$1,000,000.00	\$1,000,000.00
General Fund Operation			
	Yr. ending Apr. 30, 1961	Yr. ending Apr. 30, 1960	Yr. ending Apr. 30, 1959
PER CAPITA TAXES			
ORGANIZING AND SERVICING	\$ 7,323.51	\$ 7,323.51	\$ 7,323.51
Salaries, director and representatives	110,666.33	107,500.00	107,500.00
Salaries, secretarial	2,428.25	2,428.25	2,428.25
Expenses, director and representative	80,415.85	49,000.00	49,000.00
Miscellaneous expense	11,128.35	6,000.00	6,000.00
Total	\$174,644.51	\$166,950.00	\$166,950.00
COLLECTIVE BARGAINING			
Salary, executive secretary	\$ 8,918.00	\$ 8,918.00	\$ 8,918.00
Salary, secretarial	2,428.25	2,428.25	2,428.25
Pension consultant	2,673.34	2,673.34	2,673.34
Expenses personnel	43.00	800.00	800.00
Total	\$14,168.00	\$14,168.00	\$14,168.00
RESEARCH AND INFORMATION			
Salary, director	11,024.00	11,024.00	11,024.00
Salary, assistants	16,360.00	16,360.00	16,360.00
Salary, secretarial	2,428.25	2,428.25	2,428.25
Expenses, director	804.10	500.00	500.00
Expenses, assistants	54.50	100.00	100.00
Books and periodicals	486.19	500.00	500.00
Bargaining service	330.33	400.00	400.00
Other printed matter	321.34	300.00	300.00
Publications and literature	1,187.14	1,750.00	1,750.00
Contract survey	1,481.61	1,376.00	1,376.00
ORGANIZING	2,573.45	1,500.00	1,500.00
Organizing literature	858.31	1,000.00	1,000.00
Training conferences & seminars	36.00	200.00	200.00
Miscellaneous expense	\$ 36,881.54	\$ 37,379.00	\$ 37,379.00
GUILD REPORTER			
Salary, editor	\$ 9,088.00	\$ 9,088.00	\$ 9,088.00
Salary, assistant	2,514.00	2,500.00	2,500.00
Salary, clerical	1,909.00	1,900.00	1,900.00
Printing and mailing	25,123.25	25,000.00	25,000.00
Postage	2,628.31	2,500.00	2,500.00
Freight	1,187.60	1,200.00	1,200.00
Advertising	1,981.54	2,000.00	2,000.00
Picture and Special Materials	1,644.24	700.00	700.00
Miscellaneous expense	\$ 58,474.83	\$ 59,112.00	\$ 59,112.00

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FROM EDITOR & PUBLISHER, JUNE 3, 1961, PAGE 5:

FACSIMILE PRINTING TEST FOR WALL STREET JOURNAL

“Microwave circuits, coaxial cables and facsimile transmitters move out of the lab and into the newspaperman's world when the experimental Wall Street Journal plant is completed in Riverside, Calif. When the Journal's Pacific Coast edition has been set in San Francisco, page proofs will be photographed and transmitted to Riverside in 4½ minutes. The “pictures” will then be directly plated and printed. E & P covers this important advance in modern journalism with customary thoroughness.”

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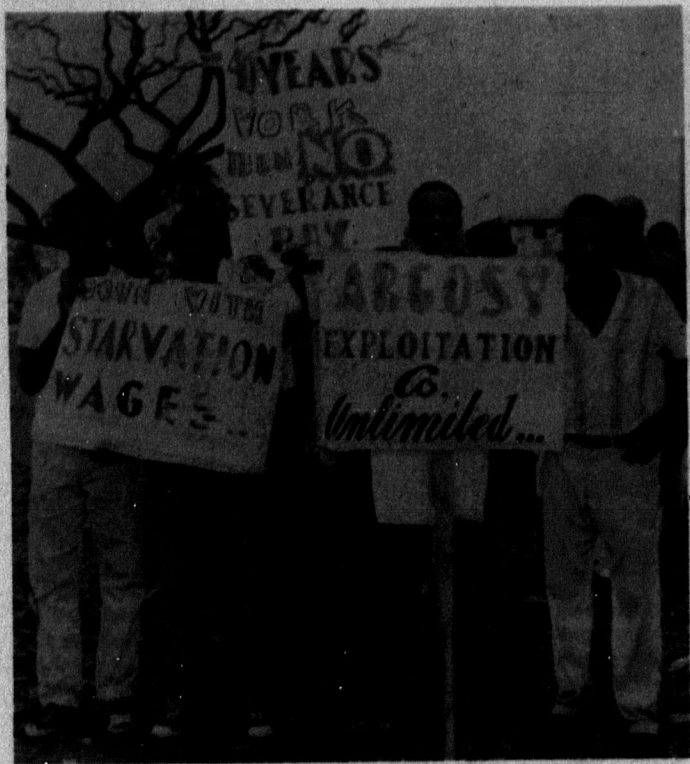
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Protest March: British Guiana members of the crown colony's newspaper workers union staged a demonstration after one daily had been merged and suspended and a second merger threatened. Labor members of the legislature have since sponsored a bill which would require severance pay based on length of service, a step ahead of the collective bargaining process by which U. S. unions achieve recognition of the employee's equity in such circumstances.

Portland Appeal Likely In Severance Pay Suit

Portland, Ore.—In what courtroom observers said was virtually a bench-directed verdict, a Circuit Court jury has rejected the suit of Guildsman Jack Roberts of Vancouver, Wash., for severance pay totalling \$3,406 from the Portland Journal.

The jury divided, 10 to 2, in turning down the Roberts claim. An appeal to the Oregon Supreme Court will probably follow.

Roberts had been an employee of the Journal for 12 years at the time of the Stereotypers strike in November, 1959. When the strike occurred, and the Portland Guild voted observance of the craft picket line, Roberts was stationed at the Vancouver news bureau of the daily. He continued to send news copy to the struck paper, but eight days after the strike started he was ordered by telephone to report to the duty plant in Portland for duty there. He refused, citing the picket line.

Aid To Portland

Portland, Ore.—Additional gifts of \$3,217.40 have been received here for the benefit fund for Portland Guild members formerly employed by the struck dailies and now working on the Portland Reporter staff.

The new contributions bring the fund total to \$139,436.02 as of June 3, according to tabulations by J. Lynn Wyckoff, local secretary-treasurer.

The listings:

Previously acknowledged	\$136,218.62
Ed Allen	17.40
San Francisco AP WG-GTU	50.00
Boston Guild	50.00
Buffalo Guild	100.00
Daytona Beach Guild	10.00
Denver State District Council	100.00
James and John Goodell	10.00
Los Angeles Guild	50.00
New England District Council	200.00
San Francisco-Oakland Guild	1,000.00
San Jose Guild	50.00
Shelburne Guild	50.00
St. Louis Guild	100.00
Toronto Guild	50.00
Vancouver Guild	50.00
Wire Service Guild	100.00
TOTAL	\$139,436.02

Portland Guildsmen Given Lift By Extension Of ANG Benefits

Portland, Ore.—Guild members working on the Portland Reporter were heartened last week when an ANG check was received by Secretary-Treasurer J. Lynn Wyckoff covering the extension of strike benefits voted by the May sessions of the International Executive Board.

Wyckoff expressed the local's appreciation for the extended support, and for the wide-spread response to the local's appeals for continued help from other Guild sources.

IEB approval of the Portland request will carry the 44 benefit-recipient through to the week of the ANG convention in Vancouver, July 22-28.

They were left jobless when they honored the picket lines set up in November, 1959, by the Stereotypers union against the Oregonian and Journal. The Guild local later joined the strike formally, when negotiations for a renewal contract proved fruitless.

As a strike weapon the local craft unions joined with the Portland Guild in publishing a weekly newspaper, the Portland Reporter, with free circulation. Later it went twice-weekly.

In February of this year it became a commercial daily, with paid subscriptions and with public support through sale of corporate stock in the venture. At that point, the undertaking ran foul of a long-standing Guild policy of not investing union funds in a commercial publishing enterprise.

"Going off the payroll did not mean discharge—it just meant no work, no pay," said counsel, and added, "I assume there was nothing in the contract to force him to cross a picket line."

The Journal did not have the legal right to discharge an employee for "engaging in lawful union activity," Strayer continued, and refused to cross a picket line is so classified, he admitted.

"The penalties for violating the National Labor Relations Act are so severe," he declared, "that the Journal wouldn't risk such an action."

The Journal attorney's pronouncement on the validity of picket line observance reminded some hearers that early in the strike, editorials in the hybrid Oregonian-Journal were charging that unions had violated their contracts by not reporting to work through the lines.

Arguing for Roberts, Attorney Don Willner said that the attitude of the Journal management toward the NLRA was not in issue.

"The question before us is what did Mr. Leeding (Harry Leeding, Journal executive news editor) actually do?"

"We say he fired Roberts. What is needed? A formal statement such as 'I hereby dismiss you? Many plant officials just say 'Pick up your time' when they make a discharge," Willner said.

Nor was there any question, he said, that Leeding had the right to hire and fire.

Judge Arno H. Denoeke denied a defense motion for a non-suit but in his charge to the jury left that group with almost no choice but to find for the defendant Journal.

continue to receive strike benefits in lieu of wages.

This situation also prevails for the photoengravers, who are working under a contract which waives economic conditions until August 11.

Full contracts, with prevailing wages included, have been closed by the Reporter with the Teamsters, Pressmen and Paperhandlers unions, and already are operative.

On the picket line, a schedule is being maintained by four unions, printers, mailers, photoengravers and stereotypers. Picketing covers entrances to both struck buildings for 20 of the 24 hours daily.

Bob Webb, publisher of the Reporter, is on a two-weeks tour of active duty with the Navy. Guildsmen Webb is a commander, and presently ranking officer in the Northwest area.

Guild Loses IEB Member —But Gains An Employee

Richard P. Davis has resigned as a vice president at large of the American Newspaper Guild, to take over full-time duties as the ANG international affairs representative.

His resignation became effective May 31, and under constitutional provisions his successor will be named at the ANG convention at Vancouver, B. C., July 28.

All IEB members' terms expire next October 15 and this year's convention is to nominate the full slate of international officers.

Davis has served on the IEB since October 15, 1959, and has been a member of its research and information, human rights, organizing and Guild Reporter committees.

He is a former president of the Baltimore Guild, and was designated in 1958 as winner of the Wilbur E. Bade memorial award for distinguished services to the union at the level of local volunteer activities. His newspaper work has included Connecticut and New York State dailies prior to coming to Baltimore in 1956.

During May he took contract leave from his copydesk job at the Baltimore Evening Sun to handle a special international affairs project for the Guild. He was appointed to the status of representative as of June 1.

He is serving under terms of the contract between ANG and its staff union, the Federation of Guild Representatives, with the salary status of an international representative. His salary and expenses are provided, however, outside the scope of the ANG budget.

Davis succeeds Robert R. Coehoes, who resigned in April.

Decline In Journal Linage Continues; Oregonian Up

Portland, Ore.—Advertising lineage figures for the month of April showed a decline of 5.7 percent in 52 cities including Portland, according to tabulations by Editor & Publisher, the comparison being with April, 1960.

Against that cross-country average, the two struck dailies here—the work stoppage dates back to November 10, 1959—show divergent trends, the Oregonian improving markedly in comparison with the Journal dropping sharply below the national figures.

The morning Oregonian showed a loss in lineage of 10,892 from April of 1960, a drop of 0.69 percent. The Sunday Oregonian gained 297,094 lines in the same period, a rise of 43.7 percent.

The evening Journal, now in direct competition with the Portland Reporter, which began daily publication in February, shows a drop of 149,224 lines, for a loss of 12.3 percent. The Sunday Journal is down from last year's figure by

173,299 lines, for a decline of 31.9 percent.

This year's calendar shows five Sundays in April, as against four a year ago. That circumstance would ordinarily make for heavier advertising volume this year for the Sunday papers.

Fleet units are visiting Portland during the celebration of the Rose Festival, and Webb heads the Navy unit in charge of arrangements for their stay.

The Rose Festival, with three major parades and the Rose Show itself, poses a major challenge to the Reporter staff for news and picture coverage of the multiple events of the week.

The Reporter staff of photographers has been augmented by the arrival of Ted Fore from a term at a California divinity school, who will be available during the summer. Fore joined the Portland Guild after the strike began in November, 1959, and is therefore not listed as a striking member on benefits.

SFONG Secretary Lou Webb spent a week of her vacation in Portland, getting a close-up view of the operations of the new daily.

Appeal To High Court In Detroit News Case

The U.S. Supreme Court has been asked to review a Michigan court decision rejecting a damage suit against the Detroit News brought by 45 Guild members in the paper's maintenance department.

The suit grew out of a strike by Detroit Stereotypers in December 1955 during which the News

'Come See Us,' Portland Local Urges Delegates

Portland, Ore.—Portland Guild members working at the new daily, The Portland Reporter, outgrowth of the strike by newspaper unions against the Oregonian and Journal, urge that delegates to the Vancouver convention in July plan their itinerary to include a visit to Portland.

It is possible, the Portland Guild officers say, to arrange rail or air transportation via Portland without extra charge for a stopover at the Rose City. Nor is Portland out of the way for most of those who might be driving to the convention.

The local will be glad to make hotel or motel reservations on request, and at short notice, through mail, wire or telephone to J. Lynn Wyckoff, secretary-treasurer.

Chief objective in the invitation, aside from being an expression of Northwestern hospitality, is to have delegates see the Daily Reporter operation for themselves, for a better evaluation of the venture, says Wyckoff.

Ottawa Journal News Staff Must Ballot On Guild's Bid

Ottawa, Ont.—An election will be scheduled by the Ontario Labor Relations Board for 55 editorial employees of the Journal, for whom the Ottawa Guild has filed a petition, as bargaining agent.

The election is required because the signed cards of Guild applicants failed, by a fraction, of establishing a 55 percent majority of those deemed eligible. The eligible list was compiled after a hearing conducted by a labor examiner, May 31.

The Guild had computed the list at 54, excluding the feature

editor as belonging to supervisory personnel. The hearing developed testimony that led the Guild to agree that the feature editor should be included, but that single inclusion tipped the scales in favor of an election, instead of the routine certification indicated, had the signed cards totalled the required percentage.

International Representative Peter Reilly has been acting for the Ottawa Guild in the proceedings. The Guild is under contract for the Journal's circulation employees.

Attorney H. Howard Ostrin, of the law firm which represents the New York Guild, cited what he called an "incredible" NLRB ruling on a charge by a union that its organizer had been beaten and shot by a company thug. The Board, said Ostrin, "shamefully twisted each vital aspect of the case" and denied the union's complaint of an unfair labor practice.

A riverboat shipping company was involved in the dispute, which occurred in 1954.

Other union witnesses charged that the Eisenhower-appointed Board had allowed anti-union employers to:

► Take advantage of the so-called "free speech" clause of the Taft-Hartley Act in predictions that the workers would suffer if they voted for a union.

► Fire key union supporters with assurance that even if the workers were eventually reinstated by NLRB order, the intimidating purpose would have been accomplished.

► Deliberately use delaying tactics to prolong procedures to the point where "justice delayed . . . makes a mockery" of the right of workers to organize and bargain collectively.

Secretary-Treasurer Al Hartnett of the International Union of Electrical, Radio and Machine Workers and several other witnesses attacked the NLRB for its failure to move against the use of race prejudice by employers to defeat union organizing efforts.

Hartnett cited examples of management appeals to bigotry which the NLRB held to be "protected free speech."

In one case in 1957—at a Westinghouse plant in Raleigh, N. C.—the plant manager was reported to have told a "captive audience" of workers that "if the union won, colored people would get promotions instead of white people."

Hartnett urged that the Board's orders be made self-enforcing, the same as court orders. The Board would be much more effective, he noted, if employers knew they faced contempt proceedings if they ignored its rulings.

Julian E. Goldberg, general counsel for the Hosiery Workers, urged that the law be changed to make the discharge of an employee for union activity a criminal offense.

Joseph E. Finley, counsel for the Office Employees, charged that the Board's protection of employers' last minute, pre-election appeals to workers, with implied threats and promises, gives management too much freedom to influence workers against unions.

He said the Board should establish a rule of absolute equality, giving unions equal time, "minute for minute, leaflet for leaflet, hour for hour."

Three textile workers from Gastonia, N. C., told the subcommittee of their own discharges by



Sesquicentennial: Six Madison Guildsmen shown here with U.S. Senator and Mrs. Alexander Wiley represent 150 years of Guild membership. They received 25-year membership emblems at the 1961 Page One Ball. Standing, from the left, are Havens Wilber and Elwyn Fride, rewrite men at the Capital Times; Harry M. Golden, sports editor; Herbert Jacobs, farm editor; Aldric Revell, Statehouse reporter, and Arthur Marshall, copy desk. Sen. and Mrs. Wiley were among the 300 who attended the affair.

Politics, Delay, 'Incredible' Bias Charged To Ike's Labor Board

Politically motivated decisions, laxity, delays and "incredible" antilabor bias were laid to the National Labor Relations Board in recent testimony before a House Labor Subcommittee headed by Rep. Roman C. Pucinski, former Chicago Guild member.

Hearings in the subcommittee's investigation of the NLRB were recessed late in May and were scheduled to resume early this month.

Most outspoken attack came from a Washington attorney who worked for the Board from 1942 to 1952. Morris G. Ratner charged that during the Eisenhower Administration, NLRB members Guy Farmer, Philip Ray Rodgers, Joseph Jenkins and Boyd Leedom were more interested in carrying out Administration policy than the intent of Congress as expressed in the law.

Ratner noted that Farmer and Rodgers had declared in public speeches that the Board had narrowed its jurisdiction in 1954 not for budgetary reasons but "to assist this Administration in pulling back the outer reaches of federal bureaucracy."

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a hostile employer bent on thwarting the organizing efforts of the Textile Workers Union of America.

The three workers were fired after they testified against the company at NLRB hearings. The Board subsequently ruled that one of the firings was not linked to union activities and delayed the other two cases for a year and a half before ordering reinstatement. One of the men was fired a second time.

Although the NLRB set aside the election results in the case, the workers testified that employees at the textile plant are now so intimidated they are afraid even to accept a union leaflet "because they know the company is watching out the window."

TWUA General Counsel Benjamin Wyle said that if the NLRB had immediately ordered the reinstatement of the employees, workers at the plant would have known that the government's guarantee of their right to organize "meant what it said" and the union could have gone ahead with a new election instead of white people."

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Twenty-first in the series of Father's Day messages from The House of Seagram

& SONS

You see them everywhere: these signs of proud fathers.

Each one tells a tale of boys grown into men, of a mutual respect that hasn't stopped growing, of ambitions realized and hopes fulfilled.

And it tells of more: of the pleasures and rewards and satisfactions that come to a man who has made good at the business of being a father.

For behind good sons there is usually a good father. A man who is not too busy to share in the lives of his children. Who will take the time to listen to a problem. And whose life sets an example of responsibility, of self-respect, of moderation in all things—including, most certainly, moderation in the use of the products we sell.

THE HOUSE OF SEAGRAM
FINE WHISKIES SINCE 1857

Seagram-Distillers Company, 375 Park Avenue, New York, New York

Strike Coverage: Why The Panic Button?

By JOSEPH A. LOFTUS
New York Times Unit
Newspaper Guild of New York

Editors and reporters—but particularly editors—who deal in strike stories may want to take a sharp, professional look at themselves in the glare of recent findings about the impact of steel strikers.

A study group, commissioned by former U. S. Secretary of Labor Mitchell, devoted more than a year to an analysis of steel's labor-management record since the war. The project director was E. Robert Livernash, professor of Business Administration, Harvard University; so the report he made will henceforth be known as the Livernash report.

The conclusions of this report include the following statement:

"It is significant that the public interest has not been seriously harmed by strikes in steel, or by steel collective bargaining agreements, despite common public opinion to the contrary."

This is a qualified statement, and the qualifications will be taken up later, but if the statement is generally true, journalists have to ask themselves some questions.

What was all the newspaper shooting about in the 116-day steel strike of 1959-60?

Why were front pages plastered with steel strike stories day after day, even when little or no hard news was breaking?

Do newspapers, despite all the improvements in labor news coverage, still over-dramatize strikes?

Years ago, the story runs, city editors assigned the police reporter to cover strikes. An appropriate choice it was, too, in most instances because strikes often meant violence, police, and arrests. Industrial conflict is now waged on levels that are slightly more civilized, scientific, and legal. The larger newspapers, at least, pride themselves on the employment of labor reporters. The question remains, though, whether editors still harbor the notion that all strikes are social and economic evils per se.

Long after coal strikes ceased to be violent affairs, newspapers continued to give them the calamity treatment on Page One and on the editorial page. Who was getting hurt by these coal strikes, editors didn't stop to ask. The fact that, in most cases, coal reserves were piled sky high did not impress them. It was assumed, and usually written, that the miners on strike were losing working time and earnings. To put this another way, it was assumed that if miners were not striking they would be working. The assumption was false. It has long been established that the miner's annual contract strikes, with few exceptions, simply consolidated into one period the idle time that the miners would have "enjoyed" throughout the year at the rate of two or three days a week. The difference was that in one example the union chose the shutdown period—the strike. In the alternative, the coal operator chose the shutdown period—short work weeks or sporadic operation. The coal operator undoubtedly preferred it his way, if only to exercise what he considered a managerial prerogative.

In these coal strikes it was also assumed, and sometimes so written, that the miners probably would get a raise and that would boost the price of coal. The price conclusion was true only in the short run, when the miners' earnings were at the subsistence level, or a little above it. In the long run, the price rise assumption has proved false. The price of coal at the mine has scarcely risen at all since the war, thanks to a vast capital investment in machinery by the operators, and a cooperative, share-the-wealth philosophy held by John L. Lewis. Returning to steel strikes, one finds similar assumptions. Editors love the simple statement that if steel workers earn an average of \$20 a day, and there are 1,000,000 steel workers who were on strike 116 days, the wage loss was \$2,320,000,000. This is brilliant arithmetic. It is also ivory tower economics. It is based on the assumption that if the mills were not closed by a strike they would be operating full time. It ignores the fact that, in anticipation of a strike, the mills turned out vast quantities of stuff for inventory. It ignores the fact that, after a strike, depleted inventories can be built up.

To quote the Livernash report: It is clearly not correct to measure the loss of steel production by examining only the strike period itself. These observations apply only to strikes where the product involved can be stored, where inventory can be drawn on, or substitutes for strikers can be found. Granted that today's newspaper has to come out today or it isn't much good. An electric power strike that cuts off current immediately differs from a steel strike, but this kind of strike is rare. Anyway, not all utility strikes are necessarily damaging to the public. Telephone companies, for example, have found ways of operating for limited periods by putting supervisory personnel in operating spots and deferring maintenance and routine chores. When a trainmen's strike shut down the Long Island Railroad for several days in 1960, thousands of commuters were inconvenienced, but they managed to find alternate means of transportation, as the New York newspapers found and reported. The city's economy was not wrecked. The point, then, is to look separately and thoroughly at each strike and not confuse a manu-

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facturing or mining strike with, say, a power blackout.

The 1959-60 steel strike provoked another report, which was quite independent of, and different from, the Livernash report. A special committee of the National Council of Churches found fault with steel management, the union, the Labor Department, and the press, with an exemption for certain newspapers that employ specialists. The complaint against the Labor Department and the press was that they failed to give the public any real guidance about the rights and wrongs of the dispute.

The Council appears to have accepted without careful, independent examination the premise that the strike was necessarily an evil thing and that the economy was being damaged. The Council thus appears to start from the same premise, or predilection, that the press does. It is a questionable premise, as the Livernash report shows.

Even if we accept that premise, how much guidance should the press provide? In a sense, the criticism is a compliment. The press has long been suspected of a bias in labor-management disputes. Now it is in trouble with the National Council of Churches for excessive objectivity.

No doubt the average reader of steel strike news, anxious to know where to throw his weight and hasten a settlement in the dispute, felt overwhelmed and helpless in the face of a mass of unvalued facts, to say nothing of the claims and propaganda spilled on him. Unfortunately, however, independent interpretation of the statistical morass in the steel strike was beyond the competence of any reporter then living. It may be that newspapers will have to hire consulting economists and statisticians to deal with these increasingly complex issues. The Church Council, however, missed a point. If expert guidance for the reader was a felt need, why not blame those who blocked such guidance?

Secretary Mitchell proposed that a board of experts make objective evaluations and recommendations to the quarrelers parties. One

party agreed to this, the other refused.

Now for the qualifications of the Livernash report. It is not contended that the impact of steel strikes is zero. For instance:

One of the more serious effects of steel strikes is secondary unemployment in closely related industries, such as transportation and mining. As the strikes are prolonged and steel inventories depleted, there is no way by which the net amount of secondary unemployment can be measured because there usually are offsetting gains in secondary employment prior to and after steel strikes. In general, the extent of secondary unemployment due to steel strikes is believed to have been exaggerated.

Here, in one paragraph, are a few more important points:

Aggregate data do not prove that there were no shortages of particular products during the longer steel strikes. The 1952 and 1959 strikes unquestionably caused some construction delays and product shortages. For this and other reasons, national defense is discussed subsequently. But economic data do not indicate any serious general effects stemming from the strikes.

Finally, it is not contended that the parties themselves suffer no impact:

The companies have special shutdown and start-up costs. There are various services, material, and overhead costs which continue during the strike. Production at a fairly constant level over a period of time is more efficient and less costly than the fluctuating production related to the strike.

For the employees, there is no necessary balancing of income, even if total production requirements over a period of time were identical with or without a strike. Some particular employees might gain in income because of the strike and some might lose. Lay-off also can involve unemployment and Supplemental Unemployment Benefits compensation. In addition, employees can to some extent offset strike loss of pay with vacation pay.

In sum, a strike has certain impacts which we must measure and report and edit with a good deal more sophistication than we have been doing. The surface aspect of a million men out on strike for a given period is reported and displayed day after day with the implied or expressed

notion that this is a calamity and why doesn't somebody do something about it before we all go to hell in Krushchev's handbasket. We continue to report and display reams of empty paragraphs about negotiations as though the parties were right in there every minute struggling to make a deal. We continue to dignify excessively the naive statement of a President who suggests that the solution may lie in negotiating "around the clock." Every sophisticated labor reporter knew that when the 1959 steel strike started it was going to be a long one; he knew from day to day when the parties were negotiating in dead earnest, and when they were meeting just so one side could not make public relations capital out of the other side's refusal to meet. He knows that the prospect, or imminence, of a deal inspires 'round-the-clock bargaining, and that the reverse of this sequence is nonsense.

Editors will be skeptical. They will find it hard to accept because it will mean breaking with the past, violating old patterns of thinking. Besides, can those polished gems laid down by the AP and UPI be off center? Indeed! A principal figure in the 1959 steel negotiations, speaking one day of the newspapers and their emphasis of the story in its most vivid stages, remarked: "I don't think they have the guts to leave it off the front page."

I am not sure that I know what he meant by "guts," but he was sure that the newspapers were igniting candles on a non-cake.

In the continuing controversy over objectivity versus interpretive writing, we must avoid getting stuck on such simple points as which words and phrases are bland and pure and which are emotionally-loaded. That's kid stuff. The big issue is perspective. Are we going to be sinned into absurdity by surface symptoms which may look dramatic but aren't really? Wouldn't it be refreshing for a reader, on the 86th day of a strike, to pick up his newspaper and read:

"X union and Y management met again yesterday for four hours. Nothing happened."

I exaggerate, of course, but something like that is closer to reality and true perspective than the columns of empty paragraphs we sometimes print. This is a problem for editors, not reporters, who generally aim to please the man on the desk.

Responsible editors and publishers need no reminders that they carry awesome responsibilities, but suggestions of effective ways to exercise, and not exercise, that responsibility may not be amiss. Some reminders will be found in the Livernash report, to wit:

The exaggerated national emergency interpretation of steel strikes, with consequent Government intervention, has tended to reduce the compulsions for avoiding strikes... The problems involved do not seem to indicate the necessity for the more drastic forms of governmental intervention that are sometimes proposed. In the light of these conclusions it is hoped that the public and its representatives will be very cautious in approving legislative changes affecting the existing collective bargaining system.

That is to say, if we don't quit yapping about six-alarm fires every time some joker strikes a match we may jam the joint with fire engines so nobody can move without a bureaucrat's permission.



CHURCH ED. FOOD ED. FASH ED. TEEN TALK ED. WOM'S PG. ED.

—From the New York Guild's 1961 Page One Ball Journal.

EDITORIAL

For Better Contracts

The continuing process of improving Guild contracts should have its course facilitated in noticeable degree if the Vancouver convention approves the proposal of the International Executive Board for changes in the handling of contract approval—and more importantly, disapproval—at the ANG office.

Elsewhere in this issue appears a summary of the proposal. Before the convention dates, the constitutional language changes needed to bring about its adoption will be drafted for delegates' study.

As the procedure now stands, the IEB Contracts Committee may place a contract proposal in only two categories, good or bad, approved or disapproved. Yet most of the documents that come to the committee are neither all black nor all white. Some have outstanding virtues as well as conspicuous faults. The arbitrary classification now used permits no gradations, no gray areas. And the system produces misunderstandings, sometimes resentment, among earnest local negotiators who have done their best under circumstances which they feel only they can fully understand.

Well, the IEB Contracts Committee is equally earnest, equally concerned that the vital function of collective bargaining shall be effective uniformly throughout the Guild jurisdiction.

What the new procedure is intended to do is to enable the committee to pass a more meaningful judgment on the merits and demerits of a proposed settlement. Under it, the committee could disapprove an entire contract, as at present, under criteria set forth in the convention-adopted bargaining program. But it could also disapprove a single clause, or find the language completely acceptable but disapprove the settlement arrived at, as being inadequate on various counts.

By this pin-pointing process, local negotiators could follow the reasoning of the committee in detail, could act on thoroughly understood grounds in seeking either immediate or future amendments, and presumably there would result a lessening of a suspicion that ANG and the locals are acting at cross purposes.

When good contracts are negotiated, everyone in the Guild benefits, since all are affected directly by the provisions written into the document under the terms of which they fill their jobs. Conversely, inferior agreements serve to drag down their betters.

The IEB Contracts Committee is the group directly concerned with fostering the highest possible standards in this field. It is not too much to say that the Guild will stand or fall as its contract settlements achieve, or fall short of, that goal.

The People Themselves

"I know no safe depository of the ultimate powers of society but the people themselves; and if we think them not enlightened enough to exercise their control with a wholesome discretion, the remedy is not to take it away from them, but to inform their discretion by education."

—Thomas Jefferson

In Other Words

The U. S. Chamber of Commerce calls on its members to win "public confidence."

Translation: From now on, let's try to keep all private price-fixing confidential.

—Fletcher Knebel, Washington Star

The Guild Reporter

CHARLES E. CRISSEY, Editor
JOHN M. BARRY, Asst. Editor

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'First Thing Is To Replace That Sign'



DATELINE: WASHINGTON

Foreign Aid Program Vital To Freedom Here And Abroad

By WILLARD SHELTON, Washington Guild



Mr. Kennedy's immediate test, after his report to the nation on his journey to Europe, is to translate into reality his foreign aid program.

This program may not be in deep and serious trouble in the House of Representatives but the potential of trouble is present. It was revealed in the House Foreign Affairs Committee questioning of Secretary of State Dean Rusk. The President in reporting on his "summit" discussions with Mr. Khrushchev emphasized with great earnestness the continuing need for this country, from its position of wealth and power, to assist a great spring forward by peoples who may now have a per capita income of \$60 or \$70. Mr. Rusk next day was treated with brusqueness by the House committee as he supported the President's request for economic assistance to these peoples.

The cloakrooms and lobbies of the House are crowded with members of both parties who are tempted to attribute all the grievances of their constituents, all the joblessness, all the domestic troubles of this nation, to foreign aid and the reciprocal trade law. The trade law is not scheduled for re-enactment until next year, but "trade-and-aid" has become a fighting phrase.

The simple fact is that a withdrawal from our foreign aid program would be suicidal.

"If a free society cannot help the many who are poor, it cannot save the few who are rich," the President said in his Inaugural Address. This is true of nations as well as of citizens within a nation.

It is undeniably true that whole masses of peoples are in the ferment of a social revolution—a revolution against the hunger and malnutrition that are the lot of perhaps one-third of the earth's human beings, against colonialism, against backwardness, against outmoded habits of doing things, against disease and illiteracy. The Asians, the Africans, the Latin

Americans simply are not going to put up any longer with the conditions of life they have endured in the past.

These peoples will take help from any source where they can get it. We should help them not only because otherwise the Soviet Union will furnish the assistance but because it is right for us to do so.

This observer would have preferred to have Mr. Kennedy, in reporting to the nation on his conversations with Mr. Khrushchev, make his point without three times paying tribute to acknowledging that the burden was very heavy for our taxpayers.

This may indeed be true, but in times of crisis a free society must be able to bear cheerfully as well as dutifully whatever burdens are required.

A style and a manner are important as well as the naked fact of a contribution. If there is a dam to be built or a hospital to be equipped, or a public health service to be created, or schools and teachers to be aided, or new agricultural methods to be advanced, these things should be done under a long range program, and our citizens should be informed frankly and insistently that it is both "right" and necessary.

It is disappointing to have a member of the House such as Democratic Representative Wayne L. Hays of Ohio tell Secretary Rusk that if Mr. Kennedy gets authorization for five-year foreign development loans, the people in the Department of State won't even bother to come around to Congress and tell the members what is going on.

There are committees of each house which will have full authority to maintain a continuing check on how money advanced is being spent. The committees have full power to demand continuing accountability from the executive department of our government. The proposal for five-year loans, as distinguished from grants for essentially military purposes, is calculated to reduce waste by giving

ing a solid base to useful long-range projects that will augment the industrial or agricultural base of underdeveloped countries.

Mr. Kennedy's conversations with Mr. Khrushchev admittedly were informative rather than immediately productive, and the early news from Laos was somewhat less than heartening. The foreign aid program, however, is our business, wholly within our own control, and this is an area in which the President cannot afford to give ground. This is an area in which he can declare that a wise, generous, self-enlightened program will require a certain amount of sacrifice, perhaps, but that it is also of the highest order of priority.

Vietnamese Union Official On Tour Of Guild Locals

The Guild will be host this summer to the first Vietnamese labor official ever to visit the United States.

Doan Quoc Khue, press officer of the Vietnamese Confederation of Christian Labor, has visited the New York local, and will visit ANG headquarters and the Baltimore, Chicago, New Orleans, Stockton and Portland, Ore., locals during June and July. After the ANG convention in Vancouver, he is expected to visit the Hawaii local on his way back to Saigon.

Mr. Khue's trip is being sponsored by the Asia Foundation, a non-profit, non-political organization with headquarters in San Francisco. His itinerary, prepared by Richard P. Davis, ANG international affairs representative, is designed to give him a first-hand view of American labor unions on the international, district and local levels.

He will meet Secretary of Labor Arthur Goldberg and several officials of the AFL-CIO. In addition to the Guild, he will have contact with locals or internationals of at least ten other unions.