

Strike Threat Spurs Settlement In Honolulu

**\$5.25 To \$9
Package With
No Cutbacks**

Honolulu, Hawaii—Spurred by a strike threat, a 22-month contract providing wage increases of between \$5.25 and \$9.00 a week has been tentatively agreed to at the Star-Bulletin in Honolulu.

Against a background of a 92 percent strike vote taken after management persisted in attempts to weaken areas of the Hawaii Guild contract, a new agreement raising reporter and ad man minimums to \$150 a week and improving union security clauses has been accepted by the Guild membership.

Key issues in the negotiations were demands by the company to wipe out gains negotiated by the Guild in 1959 when a three-day waiting period for sick leave was eliminated and a third week of vacations added. Another issue this year was a company demand to eliminate a \$3 premium for Sunday work.

With a federal mediator stepping into negotiations to head off the strike the company withdrew its demand to establish a waiting period of two days for sick leave; it withdrew its demand for elimination of the Sunday premium; and agreed to wage increases of \$5 this year for reporters and ad men, scaled down to a floor of \$2.75; and \$4 next year at the top scaled down to a floor of \$2.50.

Added to the present union security clause requiring 9 out of 10 new employees by department to join the Guild is a provision that the one-out-of-10 employee who may seek an exemption must pay the union regular dues, assessments and initiation fee. Service requirement for a third week of vacation was reduced from the present seven years to five; added was a guarantee of three days off with pay for an employee absent as a result of death in the immediate family; two paid half holidays were added.

Jury service language is also improved giving an employee his full pay less jury fees for up to 30 days per case of jury service or where he is called as a witness in any judicial proceedings.

The 22-month contract expiring March 31, 1963 will give the Guild a terminal date that coincides with the craft unions of the Star-Bulletin who had settled con-

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Broad NLRB Complaint Indicts Chicago Defender

Chicago, Ill.—A sweeping indictment of the labor relations practices of the Chicago Defender is contained in a complaint issued by the regional office here of the National Labor Relations Board, against the Robert S. Abbott Publishing Co., owners of the Negro daily.

The complaint consolidates eight separate charges made by the Chicago Guild, which is bargaining agent for two groups of Defender employees. The date of August 7 is set for a hearing on the complaint.

If the Guild is upheld in its

charges, 60 employees in the editorial, commercial and mechanical departments will be entitled to reinstatement in their Defender jobs with full back pay from April 24, the date they were discharged en masse. The newspaper management would be ordered to bargain in good faith with the Guild.

Defender Guildsmen struck April 16 after months of futile bargaining for a renewal of the Guild contract covering editorial and commercial employees, and following the refusal of the publisher to meet with the Guild to bargain on a separate contract covering mechanical department personnel. The Guild has been

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Vancouver Set To Greet Guild's 28th Convention



Belated: Illness at time of the Page One Ball of the New York Guild prevented Publisher Arthur Hays Sulzberger from receiving recognition for his quarter century at the head of the New York Times. Last month Guild officers went to the Times to make presentation of the Page

One special award, for "dedicated service to the cause of democracy through public enlightenment." From the left are Local Vice President Bernard Stein, of the Times staff; M. Michael Potoker, local secretary-treasurer; Mr. Sulzberger, and Thomas J. Murphy, executive vice president of the local.

Trade Union, Professional Problems Absorb 1st I-AF Working Seminar

San Juan, Puerto Rico—Newspapermen—and one woman—from 17 nations in North, Central and South America and the Caribbean have spent the last two weeks in bilingual discussion of trade union and professional problems at the Hotel Normandie.

The seminar, led by Ellis T. Baker, ANG director of research and information, is the first such project to be conducted by the

Inter-American Federation of Working Newspapermen's Organizations.

The delegates sat down to discuss means—in the words of ANG Secretary-Treasurer Charles A. Perlik, Jr., as the conference opened—"to lift the newspaper worker to his rightful place in the economic and social orders of our respective nations . . . through free, militant, democratic trade unionism."

J. William Blatz, ANG director of organization, assisted Baker in a comprehensive outline of Guild structure, collective bargaining, finances, and organizing.

The two delegates from Argentina, Felix Amuchastegui and Enrique Tortosa, also took a large part in the program, covering much of the same ground on the activity of the Argentine Federation of Journalists.

Delegates from Barbados, Bolivia, British Guiana, French Canada, Colombia, Cuba (in exile), Ecuador, Haiti (in exile), Honduras, Jamaica, Paraguay (in exile), Peru, El Salvador, Trinidad and Venezuela each addressed the seminar to describe union activity and the professional problems in their countries.

Delegates representing the United States included Perlik, who is co-chairman of the IAFWNO; International Vice President James B. Egan, of New York; Jack Broudy, president of the Boston Local; and Boleslaw

Wierzbianski, Nicolas Pentcheff, Pascal Valahu, Marian Piotrowski, Jaroslav J. Endrst, and Hernando Casas of the Union of Free Journalists in America (IFFJ).

Wierzbianski, chairman of the IAFWNO committee on exchanges and seminars, and Pentcheff, IAFWNO treasurer, both played major roles with Perlik in planning and conducting the seminar. Both addressed the seminar on inter-American problems and freedom of the press.

Also in the ANG group at the seminar were William H. McLeman, treasurer of the Vancouver Local, as a delegate from Canada; and Richard P. Davis, ANG international affairs representative, who acted as recorder.

The sessions took place in the Normandie Hotel, a structure which amazed the delegates. It is built roughly in the shape of a ship, presumably the French passenger liner, and has a swimming pool on the first floor, in a partially covered patio. The area above the pool is open to the sky seven stories above. Each hotel corridor, thus, is in open air facing the patio.

All was not work at the seminar. In the first week it received a visitor—a young lady from a conference of social workers meeting in the next room. She addressed the seminar in Spanish, explaining that her group had

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With the Guild's 28th annual convention to begin its activities in two weeks, the Vancouver Guild's convention committee headed by Bob Norton reports that the host city is in readiness for the influx of several hundred delegates and members of their families at the British Columbia metropolis.

Among major matters to be decided by the convention, the Guild's highest constitutional authority, are the budget for the fiscal year, including a recommendation for an increase in dues per capita to meet rising operational costs, disposition of the problem arising from the status of strikers in Portland, Ore., now working for a commercially-sponsored daily in that city; a number of recommended changes in the constitution, reflecting a variety of situations, requiring amendment, and some shifts in collective bargaining procedure.

The convention will also receive a report from the Strike Policy Committee named three years ago, with recommendations for a shift in emphasis on several issues relating to the conduct of strikes and lockouts, including benefits, strike publications and picketing.

It is an election year, with the terms of the 15 members of the Guild's governing body, the International Executive Board, expiring October 15. The convention will nominate to all the offices; and in the event of contests, the choice will be made by membership referendum.

Although the convention business sessions will start at 10 o'clock Monday morning, July 24, at the Vancouver Hotel, there will be activity prior to that time. Members of the IEB will arrive

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'Cost Fable' Is Lindstrom Topic

Carl Lindstrom, former editor of the Hartford Times, has chosen a provocative title for his address to the Guild convention in Vancouver. He will speak on "The Fable of the Newspaper Cost Spiral."

Mr. Lindstrom evoked a storm of criticism last year in his book, "The Fading American Newspaper," in which he wrote in forthright fashion concerning some things he saw wrong in the status of U.S. dailies.

His convention address is scheduled for Friday morning, July 28, the closing day of the Vancouver sessions.

IEB Convention Proposals Cover Wide Scope

Proposals for changes in the Guild's constitution will come before the Vancouver convention in a report by the IEB constitution committee, approved by the Board at its May meeting.

The committee report also deals with interpretations of existing clauses, concerning which queries have been received.

One such relates to the respecting of picket lines, the question being whether a local decision to do so constitutes a strike.

The answer is yes, says the committee, if the local votes an official decision to respect the picket line. Such decision keeps members out of work to the same extent as a primary strike.

Any decision which essentially does no more than urge members to respect a picket line leaves the matter to individual choice. ANG policy has always been in favor of concerted action, because of the job protection afforded.

A second query is as to the need for constitutional changes enforcing the provisions concerning appointment of trial panels by locals immediately following the election of new officers. Although many locals delay such appointment until a disciplinary matter arises, the IEB makes no recommendation for constitutional change. It does ask for intensive effort to have locals name panels promptly, to avoid serious legal problems.

Recommendations for language changes in the constitution are listed herewith, with deleted language enclosed in parentheses, proposed new language in bold-face, and explanatory matter in italics.

It has been pointed out that in Article IX there is confusion in the use of the terms "District" and "District Council." The Board proposes that the amendments use these terms consistently, but in no way alter the substance of the present provisions.

Article IX—District Councils
Sec. 1. (Districts) District Councils, . . .

Sec. 2. a. (Districts) A District Council may be formed by Locals within (areas) a district designated by the IEB. (They) It shall come into existence when two or more Locals in such (area) district, by appropriate Local action approve District Council by-laws which are consistent with the ANG constitution and ANG Convention policies, and such by-laws are approved by the IEB.

b. District Council membership consists of affiliated Locals. Individual Local members do not have membership in the District Council.

c. After formation of the District Council, additional Locals in the (District) district may affiliate.

d. A Wire Service Local may authorize affiliation with District Councils on a regional basis.

Sec. 3. The affairs of the District Council shall be conducted by a Council composed of delegates from constituent Locals, elected under District Council by-laws. The District Council shall elect (District) its officers.

Sec. 4. District Council activities shall be financed by the constituent Locals. The IEB may appropriate ANG funds to assist District Council activities, but such funds shall not be used to pay the salary or expenses of a

director or other District Council personnel unless such director or other personnel is approved by the IEB.

Note: Under this version, Article XIV does not require amendment.

The Secretary-Treasurer has called the attention of the IEB to the fact that procedure on transfers is complicated and confusing, and the Constitution difficult to follow and in many cases not observed.

After consideration of the problems involved, the Board is of the opinion that the subject is better governed by flexible administrative rules than by definitive constitutional language.

Accordingly the officers (Dobson dissenting) make the following recommendation:

Article X—Membership
Strike out all of present Article X, Sec. 10.

Art. X, Sec. 10. Transfer of members from one Local to another shall be governed by rules promulgated by the International Secretary-Treasurer, subject to the approval of the IEB.

The Secretary-Treasurer also has called attention to the fact that most Locals do not follow the present constitutional procedures for expulsion of members for non-payment of constitutional obligations, and that extra-constitutional procedures are used for removal of such delinquents from the membership rolls.

Here, too, the Board considered that the subject is more appropriately regulated by administrative rules than by constitutional language.

Accordingly, the officers (Dobson dissenting) recommend the following:

Article X, Sec. 3. Strike out everything after the first two sentences. Add, after the second sentence:

"Suspended members shall thereafter be expelled and removed from the membership rolls for non-payment of constitutional obligations in accordance with rules promulgated by the IEB."

In defining the relation of a Representative Assembly to an Executive Committee in the 1960 constitutional amendments, one point at which the term "governing body" remained improperly used was overlooked.

The officers therefore recommend:

Art. X, Sec. 8. Strike out "or other governing body" appearing at line 12-13.

A typographical error has been discovered in Article XVII, Section 2(d) (1). The last sentence should be amended as follows:

"The total monthly dues payment shall be a single (individual) undivided dues payment and no part shall be separately paid by the member as an insurance contribution."

One of the results of the Landrum-Griffin Act was the strict enforcement of election rules by the International Election and Referendum Committee. Consequently the request has been made that the rules be reviewed to see if more flexibility can be introduced. The Board feels that one amendment will be helpful to Lo-

cal. It is proposed that the requirement that the tally from Locals be mailed registered be eliminated. However, in case a controversy over the date of mailing should arise, and no tally is in fact received, then it is proposed that the date of mailing be provable only by a registered or certified mail receipt.

Accordingly, the officers propose the following changes in Article XXI, Section 6(b):

At Page 91 of the Manual, first full paragraph, substitute "IERC" for "IEB" and place a period after "IERC" and strike out "which shall be sent registered mail return receipt requested."

In the third full paragraph of Page 91 strike out "by registered mail, return receipt requested,"

Insert a new paragraph at end of Section 6, as follows:

In case of a controversy over date of mailing, the date shall be ascertained only by reference to a post-marked envelope or wrapper or to a receipt for registered or certified mail.

In order to complete the revision of the policy affecting retired members, it is recommended that Article XVII, Section 2(d)(8) be amended as follows:

(8) For (members) retired members (under pension plans)—dues fixed by their Locals (based on the amount of pension) which shall not be less than 10 cents a month.

Other recommendations to the Vancouver convention forwarded to delegates in the Officers Report are as follows:

Financial—The IEB recommends that the Convention:

1. Approve a budget of \$486,733 for the fiscal year 1961-62.
2. Approve estimated income of \$487,575 for the fiscal year 1961-62 and that the estimated monthly average of regular member per capita and agency fees be fixed at \$29,750.

3. Approve an increase in the per capita paid to ANG by Locals from \$1.80 to \$1.90 effective August 1, 1961, and that the apportionment of that per capita to the General Fund be increased by 10 cents effective the same date.

Human Rights—The IEB recommends that:

1. All Locals give immediate consideration to the need for Pre-Retirement Committees and Programs.

2. Such Local committees work in cooperation with AFL-CIO or CLC community services representatives and participate in available union or community programs.

3. All Locals which do not have Human Rights committees establish such committees and conduct surveys of the extent of discrimination in their jurisdiction.

4. All Locals affiliate with rec-

ognized groups in the Human Rights field.
5. All Locals without fair employment clauses in their contracts press for such clauses with renewed vigor.

Research and Information—The IEB recommends that:

1. In 1962 the Bode Award again take the form of a scholarship to one of the university residential study institutes sponsored by the National Institute of Labor Education.

Organizing—The IEB recommends:

1. Additions to the present staff of IRs as funds become available, with attention being given to keeping the best possible men. When more practical in specific situations, use of competent members of Locals hired on a temporary basis to augment the ANG staff.

2. The Pittsburgh Convention's four-point program which places emphasis first on free riders, second on unorganized departments, third on unorganized papers in organized cities and fourth on new locals, be continued.

Guid Reporter—The IEB recommends:

1. Continued supervision of news and feature content of the Guid Reporter by the top officers of ANG.

2. Encouragement of Locals to appoint a correspondent to the GR.

3. Attention by editors and Locals to improving the type of pictures in the GR.

4. Attention, particularly by Locals, to supplying the GR with brief, bright stories whenever possible.
5. Encouragement of members to make use of the "It Seems To Us" column to express their views.

Collective Bargaining—The IEB recommends that:

1. Emphasis be placed on negotiation of "position" minimums covering categories generally above the regular classifications.
2. Approval be given to the change in contract processing in order that the Contracts Committee can act before local bodies.

3. The new procedure on processing contracts, allowing separate action on specific clauses and settlements rather than only on entire contracts, be endorsed.
4. Special attention be given to the spread and extension of probation clauses.

5. Locals check closely on operation of clauses providing benefits based on length of service as related to dismissals, newspaper suspensions, etc.

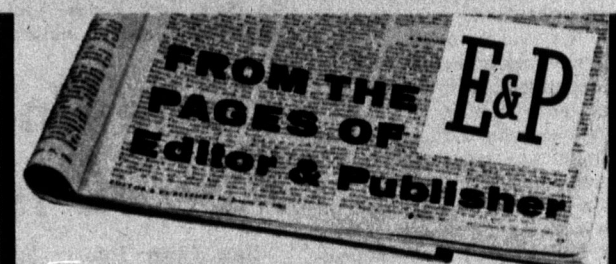
6. The Hearst Memo be abandoned.

7. Management efforts to expand exclusions be scrutinized closely.

8. Renewed attention be given to overtime clauses and exemptions therefrom.

9. A firm stand be made against efforts of management directed at getting employees to furnish their own equipment.

10. Extensive consideration be given to possible new penalties for constitutional violations.



FROM EDITOR & PUBLISHER, JULY 1, 1961, PAGE 9:

TV SHOW PACKAGERS 'IN JOURNALISM TO STAY'

The famous TV production team of Mark Goodson and William Todman are in the newspaper publishing field in a big way with purchase of four dailies. In association with Ralph McA. Ingersoll, they have acquired the *Pawtucket (R.I.) Times*, *Elizabeth (N.J.) Journal*, *Trenton (N.J.) Trentonian*, and the *Chester (Pa.) Delaware County Daily Times*. The pattern for their operations in journalism being established by this highly successful team makes interesting reading in this *E & P* exclusive.

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Broad NLRB Complaint Indicts Chicago Defender

(Continued from Page 1)

under contract since the mid-40s for the editorial and commercial employees, the current contract having a terminal date in last November.

In February of this year, employees in the composing room, press room, stereotype and mailing departments, voted the Guild as their bargaining agent.

The Guild's charges held that the Defender has violated the Taft-Hartley Act by:

► Pleading inability to pay wage increases, but refusing financial data to back up the plea.

► Refusing to bargain collectively with the Guild as certified bargaining agent for the mechanical department.

► Unilaterally changing the existing wages, working hours and working conditions by "farming out" operations formerly done by the mechanical department personnel, without affording the Guild opportunity to bargain.

► Refusing to reinstate employees in both mechanical and editorial-commercial groups after their unconditional offer to return to work.

By issuance of the complaint, the NLRB upholds the Guild's position that its strike is of the unfair labor practices variety, under which all strikers are entitled to reinstatement.

Of the 75 employees in the Defender Guild unit, all but 16 have

held firmly to the strike position voted by the membership of a Guild unit. At a unit meeting last week, attended by local officers and ANG Executive Vice President William J. Farson, the Guildsmen listened in silence to a report of a mediation session held earlier in the day.

Management had made a new offer, to return 20 employees of management's own selection to work, provided the Guild would drop its charges before the NLRB.

Earlier back-to-work blandishments had been similarly unproductive.

That same evening the Defender, which has maintained a curtailed production schedule throughout the work stoppage, printed a full page advertisement purporting to state "the unvarnished facts" on the strike.

The text of the advertisement injected racial prejudice into the strike picture, charging that the Guild is trying to maintain a "Jim Crow" unit, that Guildsmen were guilty of property damage and threats, that "a white union agent from Texas" had been "sent over to take control" and that the Guild has "some subversive purpose directed insidiously (sic) at seeking control of the Defender and its policies against racial segregation."

The Chicago Guild's executive board of 26 members has three Negro members, all from the De-

fender unit. They constitute the third largest delegation from a Chicago Guild unit, exceeded only by the representatives from the Daily News and Sun-Times. The "white Texan" is Kenneth Byrd, executive director employed by the local since April, 1960, coming to Chicago from San Antonio where for five years he had been based while serving as an ANG international representative in the South.

Guild attorneys have been asked to study the advertisement text with a view to lodging libel charges.

Defender Guildsmen took a more direct approach to the appearance of the ad. They left the unit meeting in a group—about 30 attended—and went to the nearby Defender plant, where papers were being loaded onto a truck. Forming a picket line, the Guildsmen marched and counter-marched.

Some minor scuffling occurred, several bottles were thrown from the windows of the plant, without injury to the marchers, and within minutes, nine squad cars and a patrolwagon brought about 20 policemen to the scene. There were no arrests, and the demonstrators left after explaining to police the reason for their mass appearance.

This week, Guild officials sought a meeting with the state unemployment compensation heads, to ask for expedition in processing the claims of the Defender Guildsmen for benefits.

Although the claims had been cleared for payment as of May 1, only a few checks have been received and in some cases, bureau clerks seem not to have received copies of the clearance orders.

The state benefits serve to offset benefits received from the ANG defense fund, reducing the latter by the difference between the two schedules of payment.

The Guild office here stresses that additional aid in the form of gifts from local and district council treasuries, is still necessary to avoid genuine hardships among the jobless Guild members.

Mrs. Meyer, widow of the former publisher of the Washington Post, urged women's organizations to persuade both management and union leadership of the need for equality of opportunity, if American economy is to prosper fully.

"Even the Kennedy administration," she added, "has placed few women in top positions of responsibility. But we must note an encouraging exception—Labor Secretary Goldberg has asked Congress to upgrade the rank of his appointee, Esther Peterson, from director of the Women's Bureau to Assistant Secretary of Labor."

Yetta Riesel, of the ANG department of research and information, was among the dozen panel discussion participants.

Milwaukee

Milwaukee, Wis.—The unexpected term of Edwin S. Bryl as executive vice president of the Milwaukee Guild has been filled by the election of Tom Officer to the position. Bryl resigned from that office as well as from the local's first vice presidency, which is now filled by Emanuel Price.

Fairer Treatment Sought For All Women Workers

Women workers are not getting a fair break, declared key speakers at the AFL-CIO Industrial Union Department's two-day conference in Washington on "The Problems of Working Women."

Mr. Agnes Meyer called for in-

creased unionization of women and insistence on equal pay for equal work.

Walter P. Reuther, IUD president, charged that many employees retain "18th Century ideas" about women working.

"There is a kind of toleration for women in industry," he said. "Women are victimized by all kinds of employment opportunities. Unemployment is doubly serious for women, and it is triply serious for a Negro woman. There are still many jobs, skills and professions barred to women, who are denied job opportunities at the level of their capacities."

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BNA Minimums Slated At \$155 and \$183

A general increase computed at 2.5 percent, but with a floor of \$2, has been negotiated by the Washington Guild in a renewal contract with the Bureau of National Affairs. Two editorial job classifications have minimums of \$155.50 and \$183.85 as a result.

A pension plan now under study will become effective next December 31, if its costs equal the proceeds of the present profit-sharing plan.



Peace Talk: Harry Pollak, left, AFL-CIO liaison with the Peace Corps, discusses labor's role in the project with Peace Corps Director R. Sargent Shriver, following testimony before the Senate Foreign Relations Committee.

Busy Convention Week Slated For Vancouver

(Continued from Page 1)

in time to have a meeting on Friday, the 21st, and a number of councils and panels, taking advantage of the annual opportunity of meeting, will schedule sessions on Saturday and Sunday.

First-time delegates to a Guild convention will attend a Freshman Forum Sunday afternoon at 3 o'clock, with officers sketching the procedures to be followed during the week, to facilitate participation by the newcomers.

The registration desk will open at 4 P.M. Sunday and continue through Monday morning. There will be a cocktail party for everyone, with buses leaving the hotel at 7 P.M. and returning at 10 o'clock. The affair will be at a private home made available to the Vancouver Guild for the evening.

The Monday sessions will organize the week's work by naming committees and hearing from the three top officers of the Guild in a review and forecast analysis. The strike policy report will also be presented Monday.

Convention committees will be in session Tuesday, with the entire convention party attending the evening banquet. On Wednesday afternoon a recess in business

meetings will take the delegates and their families on a bus ride to Grouse Mountain and later to a seafood smorgasbord at the British Columbia Fisheries pier on the Vancouver waterfront. Committee reports and convention action thereon will occupy Thursday and Friday, while on the latter day nominations will be made for two-year terms on the 15-member International Executive Board.

Friday evening, after the completion of the convention agenda, the Vancouver-New Westminster Guild, convention hosts, will stage their second annual Page One Ball, with dancing, entertainment, prizes, refreshments and the selection of the queen of the ball from among six entrants. The ball will also see the awarding of the Percy Zimmerman memorial, newly established in recognition of outstanding participation in Guild local activities.

The Victoria Guild, nearest Canadian neighbors of the Vancouver local, is welcoming post-convention visitors to the capital city of the province on Saturday and Sunday, June 29-30. Victoria delegates will have an information booth at the convention hotel for those wishing to make the trip.

Ottawa Journal Editorial Chooses Guild In Election

Ottawa, Ont.—The Ottawa Newspaper Guild has won bargaining rights for the 50-member editorial staff at the Ottawa Journal, adding that department to the Guild's presently-held jurisdiction for circulation employees.

The designation came by way of an election last week, conducted by the Ontario Labor Relations Board, in which the tally was 26 for the Guild, 22 for "no union," and one abstention.

The election was ordered by the OLRB after the Guild had presented membership cards which fell short, by a fraction, of a 55 percent majority interest in the applicant union. Such a majority would have brought automatic certification.

The Guild will move at once for negotiation of a contract paralleling that now in force for circulation employees.

This is the second time that the Ottawa Guild has been designated

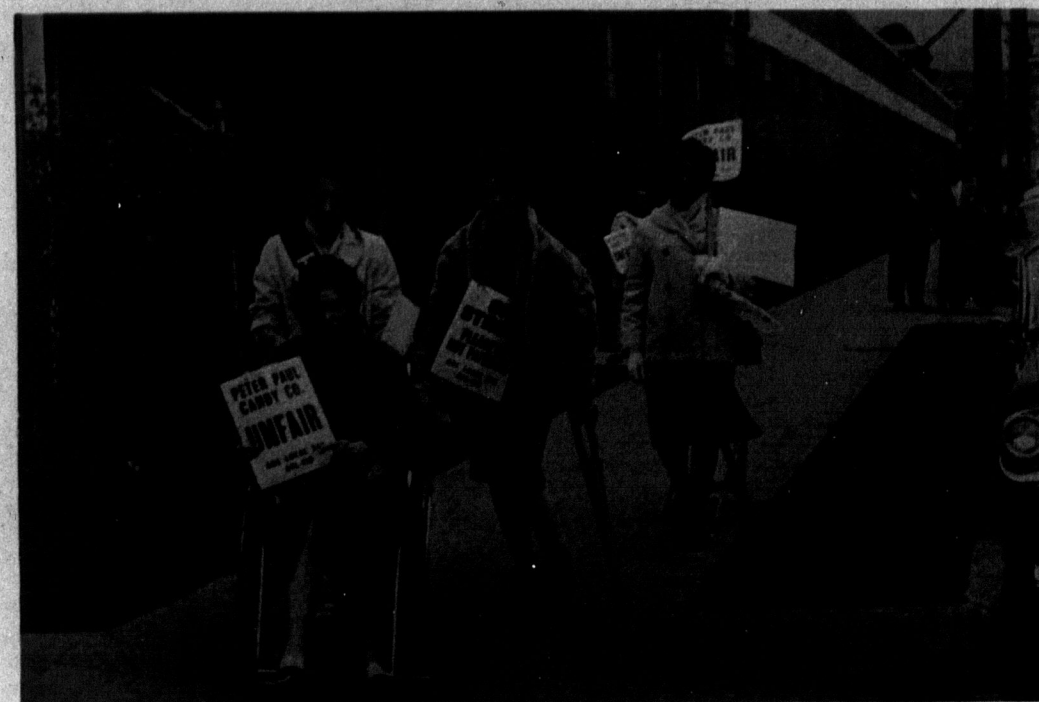
as bargaining agent for the Journal's editorial staff. In 1953, soon after Guild organization had been effected among circulation employees, the Guild won editorial certification, but two years later a decertification election cancelled Guild representation in both departments. Late in 1959 circulation again elected the Guild and achieved a contract, followed by renewed Guild interest in the editorial rooms.

International Representative Peter Reilly, of Montreal, acted for the local in the OLRB proceedings.

Massillon

Massillon, Ohio.—J. Brian Murray has been elected to a second term as president of the Massillon Guild, and Steve Hapanowicz has also been re-elected as secretary-treasurer. Named as vice president is Sonny Hahn and as recording secretary Christine Novak.

Send all subscription orders, notices, and correspondence to THE GUILD REPORTER, 1126 Sixteenth Street, N.W., Washington 6, D.C.



Casualties: Being helped by a strike-breaker's truck didn't daunt these pickets, members of Bakery & Confectionery Workers union local 242 in Oakland, Calif., from resuming the swift completion of their appointed rounds. They struck in protest against the firing of two pro-union

employees of Peter Paul, Inc., candy manufacturers. From left are Mrs. Rita Sylvia in the wheelchair, Margie Holmes, Mary Ross on crutches, and Connie Slovak. Damage suits have been filed in behalf of the injured. The union is asking buyers not to purchase the company's products.

Publisher Lauds Strike Insurance (Employees Mum On \$1.60 Raises)

The publisher of the Orlando, Fla., Sentinel and Sun, morning and evening dailies which last year averaged a circulation of about 110,000, makes no secret of the fact that his company carries strike insurance.

Long a carefully hidden facet of the operations of the American Newspaper Publishers Association, and still shrouded in some mystery because of its out-of-the-country financing, strike insurance came to public attention two years ago, when the Guild Reporter published the details from an ANPA prospectus.

That revelation drew no comment from the publishers' committee, except an admission that the facts were correctly stated. Only a few newspaper management men have admitted, and then only under the stress of examination by an arbitrator or in court, that they are participants in the mutual fund, which last year had more than 400 publisher "policyholders."

Publisher Martin Andersen has no such inhibitions. One of his Florida readers sent a letter questioning whether management, as well as unions, does not "go on strike."

Andersen replied, in a statement printed in his papers, that

his firm, Orlando Daily Newspapers, Inc., pays an annual premium of \$15,000. For this he receives protection up to \$500,000 in the event a strike occurs.

The firm signed up, he said, after going through a strike 10 years ago, which cost the company \$200,000 and "the scars of which still mark our body."

With the insurance policy in effect, Publisher Andersen stands no chance of again facing a strike loss, he indicates.

"Today," he says, "if any of our people struck, we would close down instantly, send telegrams to the 630 employees giving them a furlough, which means taking their names off the payroll. That would not make the strike popular."

"We would collect, after seven days, a total of \$10,000 a day for 50 days or half a million dollars."

"Meanwhile we would strive to settle the strike, but, collecting \$10,000 a day to amortize our debts, rent, etc., we would bargain with a strong back rather than a weak one. This insurance costs \$15,000 a year."

But his 630 employees, in return for this hard-nosed attitude toward the strike as an employee's economic weapon, enjoy what Publisher Andersen describes as virtually paradisiac working conditions.

Andersen's editorial, advertising, circulation, business office, mailing, building maintenance and commercial printing sales and clerical employees. A total of about 33 employees is involved.

In Honolulu a petition for decertification of the Guild in a unit comprising classified and display salesmen and layout artists has been filed by a group of employees at the Honolulu Advertiser. About 31 employees are affected by the decertification petition, which the Guild is opposing. A petition has also been filed by the Machinists union to represent three employees in the maintenance department currently under Guild contract at the Advertiser.

As he puts it:

"Our company pays above union wages in our area and relative size of town. We spend half a million a year on fringe benefits, profit-sharing, old-age pensions, insurance, hospitalization and major surgery, for employees as well as their families."

"And for the last 20 years, we have raised wages every year, will raise them again on the 19th of this month to the tune of \$52,000 a year."

"In addition to these fringe benefits, our employees work every week of the year in a completely air-conditioned building, including the press room and stereo room, where two huge roaring furnaces give off not only terrific heat but poisonous metal fumes, which the air conditioning nullifies."

Publisher Andersen's recollection of the strike of 10 years ago is that it was caused by his proposal to introduce labor-saving machinery, with a guarantee that no man would lose his job.

"They" were the Typographical union local members, and their memory of it varies somewhat from that of the publisher.

"He wasn't opposed to just strikes," says one, "he was against all unions. He was hell-bent for an open shop, and even if we hadn't struck, he would have found some other way of getting it. Unions wouldn't settle for an annual pay raise of \$1.60 a week, which is how his \$52,000 averages out."

The company has a virtual monopoly on mass communication media in its area, say the union men, since it controls radio and television outlets as well as its morning, evening and Sunday newspapers.

When U. S. Senator Claude Pepper, remembered as a dedicated liberal legislator, was defeated in his last campaign for reelection, the Orlando area was not permitted to read or hear of his bid for votes. His campaigners were refused advertising space and air time, in a company-ordered blackout that contributed heavily to Pepper's reversal at the polls.

Speaking Of Pictures

This And That

By LEO SOLOMON Washington Guild

Like crab grass on the lawn, Canon 35 seems to be popping up all around. Here are two typical instances.

The Ohio supreme court has stiffened the no-picture rule in that state. It has warned that taking pictures during court sessions makes the photographer liable to prosecution for contempt of court. It backed up the warning with a ruling which applies to all courts of record in Ohio.

A few states west we find a judge in Nebraska threatened with a contempt of court citation for permitting picture taking in his court room. Nebraska Attorney General Clarence S. Beck has asked the Nebraska Supreme Court to issue the contempt citation against Judge James T. English, of Omaha, who is on the Douglas County District Court bench.

Beck charges that Judge English permitted the taking of photographs and the making of sound recordings during a murder trial.

In neither instance could I find in the news reports any mention of the oft-repeated charge that picture taking distracted or interfered with court proceedings. I am forced to conclude that the proponents of Canon 35 are motivated more by tradition than fact.

In the rush of getting out a daily newspaper often any picture must do. Presses and editions won't wait. I think magazine editors, including newspaper Sunday editors, can and should do better when it comes to matching text and picture.

A slip in a very widely circulated newspaper magazine prompts that observation. The text describing the interviewee read "Full gray moustache, slightly rumpled tweeds and bow tie, glasses perched jauntily above his eyes and ever-present pipe." The picture showed the moustache, but the suit was very definitely not tweed, the tie was a four-in-hand, the glasses were held in the right hand and the pipe in the left.

A fan letter from the Hon. John M. Baer, cartoonist-congressman, suggests: "How about cartoons to brighten up the cold-type pages as well as photos? Some little eye-catchers might attract the reader to the printed matter even more than he is, in reading the Guild Reporter."

That is outside the jurisdiction of this column, and I suspect the dean of local cartoonists is grinding an axe for his fellow craftsmen. May I add my own observation that by and large the local press uses a great many cartoons just as Mr. Baer suggests. My only regret is that most of them are syndicated. Original cartoons of local origin should be encouraged, though I am afraid the trend is the other way. The New York Times with the retirement of Edward Marcus no longer has a staff cartoonist.

The Spring issue of *France Actualite* should interest everyone concerned with pictures. All eight pages are devoted to photography with emphasis, very justified, on France's contribution.

The articles, well illustrated, develop the theme that "Photography Was Born and Raised in France" and continue through the French pioneering in motion pictures to the present status of French photographic production.

It is good reference material for all interested in the history of picture making. Though brief, the range is wide, including documentation of claims for firsts in still pictures, color photography and motion pictures.

An interesting note is the statement that France is the top supplier of glass for optical purposes. That may be news to many who were unaware that French producers provide over 75 percent of the world supply of glass for optical use.

Of interest to 35mm fans is Kodak's announcement that the dual purpose kodachrome film is being made available in 20 exposure rolls. Kodak also announces the introduction of a self-powered flash-holder. It has a built-in generator which fires the lamp.

General Electric comes out with a four page description of the operating capacities of the new small M5 flashbulb. Charts compare it with the M2 and M25B. It probably answers all the questions flash bulb users might ask. Copies may be had by writing Don Mohler, General Electric Photolamp Department, Nela Park, No. 289 WN, Cleveland 12, Ohio.

In the same envelope was another four page telling how Connie Bannister uses flash bulbs in making her baby photos. "Naturally they are GE."

I have speculated in print about the millennium when picture and caption will be simultaneously recorded on the same piece of film.

A recent news item indicates the end of the strife between editor and photographer about captions may be at hand.

The Air Force has made the start. International Telephone and Telegraph has developed such a device which records on the film such caption details as location, altitude and speed. Called the Digital Data Recording Device it gets its caption dope from the plane's instruments.

Even the name sounds too bulky for adaptation to 35mm or even 4x5 cameras. I can recall experiments with recording devices that permit the cameraman to dictate his caption as he snaps a picture. The only difficulty, which should be overcome in time, is weighing the photographer down with too much equipment.

Stockton

Stockton, Calif.—Douglas W. Brodie has been named to a second term as president of the Stockton Guild. Others chosen in the June 7 membership election are: Vice president, Manuel Pimentel; recording secretary, Dick Smith; corresponding secretary, Gene Turner; treasurer, Derrick Lord; sergeant-at-arms, Don Dodson; executive committee, Jerry Espinoza, Thelma Hayden, Paul Huebner, Bob Whitlington and Harley Rollins; CNDC delegates, Brodie and Stan Klevan; Central Labor Council delegates, Russ Glenn and Smith.

Details Of Budget For 1st Quarter

For the quarter year of May, June and July, the Guild is operating under a budget adopted by the May meeting of the International Executive Board, detailed as follows:

PER CAPITA TAXES	\$ 7,500.00
APL CIO	500.00
CIC	1,000.00
IFF-AFWNO	5,000.00
ORGANIZING & SERVICING	
Salaries	
Director & I.R.A.	\$29,200.00
Secy-Sinews (1/4)	600.00
Expenses	10,000.00
Director & I.R.A.	1,000.00
Misc. Org. Expenses	\$ 41,800.00

COLLECTIVE BARGAINING	
Salaries	
Exec. Secy. Cont.	\$ 2,250.00
Secy Sinews (1/4)	600.00
Pension Consultation	600.00
Expenses	75.00
	\$ 3,525.00

RESEARCH & INFORMATION	
Salaries	
Director	\$ 3,000.00
Assistant	4,250.00
Secy-Sinews (1/4)	600.00
Expenses	200.00
Director	600.00
Assistant	60.00
Books & periodicals	
Legal & Coll. Barg.	120.00
Services	100.00
Subscription	
Roman Rights, COPE & Other Printed Material	150.00
Publications & Literature	600.00
Contract Survey	600.00
Org. & Other Literature	600.00
Training Conference and/or Seminars	600.00
Miscellaneous	60.00
	\$ 9,914.00

GUILD REPORTER	
Salaries	
Editor	\$ 2,515.00
Assistant	2,281.00
Clertal (1/2)	600.00
Expenses	7,000.00
Printing & Mailing	600.00
Postage	600.00
Addressing	600.00
File & Special Material	600.00
Miscellaneous	200.00
	\$ 14,907.00

ADMINISTRATION	
Salaries	
Office Mgr.-Head	\$ 2,007.00
Bookkeeper	1,850.00
Secy Sinews (1/4)	2,275.00
General Clertal (1/2)	600.00
Expenses	
Rent & Maintenance	2,400.00
Stationery & Supplies	1,000.00
Telephone & Telegraph	2,000.00
Repairs & Improvements	150.00
Printing & Literature	1,000.00
Postage	600.00
Insurance & Bonding	600.00
Employee Pension	1,250.00
Employee Health & Welfare	1,125.00
Miscellaneous	200.00
	\$ 15,707.00

EXECUTIVES	
Officers' Salaries	\$ 6,861.50
Officers' Expenses	2,000.00
	\$ 8,861.50

OTHER EXPENSES	
Legal Fees	\$2,000.00
Payroll & Pers. Prop. Taxes	1,000.00
Contributions	250.00
Delegates & Committee	2,000.00
12th Meeting	6,000.00
Servicemen Pay Provisions	2,500.00
Convention Reserve	2,775.00
Convention Exp. above Reserve	4,000.00
	\$23,125.00

TOTAL FOR QUARTER \$128,262.00

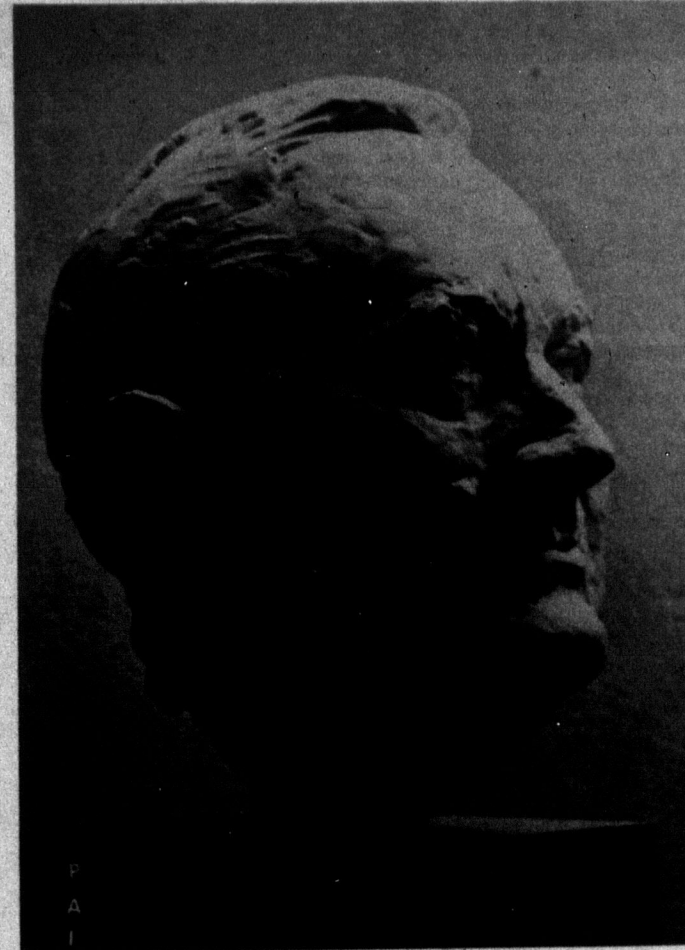
Contributions To Portland Guild

Portland, Ore.—Contributions totalling \$1,408 are reported by the Portland Guild as of July 1, over a two-week period.

The gifts supplement ANG defense fund benefits being paid to Guildsmen now working for the Portland daily reporter, after losing their jobs at the two struck dailies, the Oregonian and Journal.

The fund total, contributed since the beginning of the strike November 10, 1959, has now reached \$143,259.02.

The new receipts:	
Previously acknowledged	\$141,851.02
Boston Guild	50.00
AP WSG-CIU, San Francisco	22.50
Seattle Herald	10.00
Los Angeles Guild	100.00
New York Guild	200.00
William T. Rose	5.00
Sacramento Guild	100.00
San Francisco-Oakland Guild	700.00
Victoria Guild	71.00
Wire Service Guild	100.00
TOTAL	\$143,259.02



First Memorial: The small community of Roosevelt, N. J., has first civic memorial to the late FDR. This sculpture, by a resident artist, will be the focal point of an amphitheater for which funds are being raised. The municipality, once a public housing project, took the Roosevelt name when that President died in 1945.

Police Clear Unions In Newhouse Attack

Portland, Ore.—Portland police now are convinced that the newspaper strike against the Oregonian and Oregon Journal had no connection with the shotgunning of Donald R. Newhouse, production manager of the Oregonian and nephew of Samuel I. Newhouse, the paper's owner.

Newhouse was seriously injured last October 16 by a shotgun blast, fired through a basement window of his home.

Detective Floyd Smith, who headed the months-long investigation of the shooting, said the search for Newhouse's assailant had reached a "dead end."

In writing his final report on the case, however, Smith said the police team had reached three main conclusions:

1. No striking or locked-out newspaper union member was involved.
2. There is a strong possibility that the shooting was a case of mistaken identity. The Newhouses had moved into the house shortly before the shooting.
3. The shot was fired by a "crackpot" with vague motives.

Immediately after the attack on Newhouse, an editorial in the Oregonian jumped to the conclusion that the crime was directly connected with the newspaper strike. In their news stories of the shooting, both the Oregonian and the Journal strongly implied that some union member was responsible.

Other developments:

► The Portland Guild announced that before the Vancouver convention opens it expects to complete negotiations on a contract with the Portland Reporter, the strike paper that was converted to a commercial daily last February. The agreement will

cover all departments of the paper outside the jurisdiction of the crafts.

The local also reported that advertising volume in the Reporter continues to build up and that the paper's operating deficit for its first six months of operations will be "considerably less than anticipated in planning studies."

► Charges of labor spying were lodged by the National Labor Relations Board against the Wallace Detective Agency, formed early in the newspaper strike to supply guards for the struck Oregonian and Journal. The agency has since sold its services to other industries and is accused, along with General Engineering, a Harvey subsidiary, of labor espionage and "open surveillance" of Harvey workers attempting to organize a Steel Workers bargaining unit.

Two employees of the detective agency testified at an NLRB hearing that they had been instructed to mingle with workers at the Harvey plant and report those they suspected of union activity.

One of the agents, Richard W. Moore, said a Wallace agency official had offered him \$500 to "cooperate" with the agency in his appearance before the NLRB examiner.

A wave of layoffs has hit non-union employees at the open-shop Journal as the paper's advertising volume continues to decline against the competition of the Reporter. Nine full-time employees have been dismissed from the women's department, classified outside, and classified phone solicitation. In addition, all part-time employees reportedly have been cut from the payroll.

One of the women fired, a home economics expert, advised Guildsmen Bob Holley 19 months ago not to "let a labor dispute come between you and your job."

The government red tape was my problem, fortunately, and not that of the Colombians. Mostly, it involved a Goliath of fine print coming under the broad title, "Travel Regulations." I guess I

ICA Tour Refreshing To Guildsman-Manager — 'Red Tape' And All

By DOUGLAS ADAMS
Rockford Guild

As team manager for six journalists from five of Colombia's top daily newspapers, I gained six new and important friends whose great respect and admiration for the American Newspaper Guild and most other North American unions made me proud to be what I am.

But I also found out, as editorial writers have been trying without complete success to convince me for years, that our government is overloaded with red tape. Some of the rules in the broad and intricate framework of regulations within which we must operate border on the ridiculous, and they hurt us.

The Colombians were Luis Fernando Bueno and Jaime Cortes of "El Tiempo," Bogota; Juan Campo, of "El Heraldo," Barranquilla; Luis DeCastro, of "El Espectador," Bogota; Jose Hipolito Hincapié, of "El Siglo," Bogota; and Pedro Meza, of "Vanguardia Liberal," Bucaramanga.

For these men, their six weeks in the United States studying and observing the nation in general and the Guild in particular, was probably the high point in their careers. They learned much, and returned to their homes in South America with new weapons to use in the monumental task ahead: To develop strong, militant trade unions as perhaps the only logical attack on the great social and economic inequalities that today conspire in their country against the democratic way of life.

For me, the government-sponsored project in which the Guild played the major role in program-planning was a golden opportunity for objective lessons in Americanism, unionism, and international economic affairs. It was a brief return to the classroom. When I became more the student than the observer in lectures on rudiments of U. S. government, history, economics and sociology.

It was a refreshing and amazingly different look at America. It was a chance to represent, more than any other one person, not only the Guild, but the United States of America to a sincere and dedicated group of Latin-Americans who had never been here before.

This was no junket for the team manager, by any means. It was hard, exhausting work. In the six weeks the Colombians were with us, we spent three weeks in classroom study, in indoctrination sessions and on project visits in Washington and Annapolis. In the other three weeks we traveled about 10,000 miles, visiting in the process Guild locals in Baltimore, New York, Toronto, San Francisco, and Los Angeles.

Occasionally, a minor crisis popped up—like a misplaced suitcase or a temporarily-lost Colombian—to keep things interesting. I arrived back home in Rockford 10 pounds more gaunt than I was when I left seven weeks earlier.

The government red tape was my problem, fortunately, and not that of the Colombians. Mostly, it involved a Goliath of fine print coming under the broad title, "Travel Regulations." I guess I

His impressions of a 10,000-mile tour as escort for Latin-American visitors seeing this country under auspices of the International Cooperation Administration are here written by Doug Adams, president of the Midwest District Council.

spent an hour or two a day doing nothing but maintaining a precise accounting of how I spent every last penny of cash.

There's nothing wrong, of course, with having to make an account of how you spent Uncle Sam's money, but somehow, the way Uncle does it, it gives you the uneasy feeling that he thinks everybody who handles any of his money is a crook at heart. You are allowed to tip taxicab drivers, for instance, 10 percent of the fare. If the 10 percent comes out to odd pennies, you are allowed to increase it to the next highest nickel. You have to have a written receipt for any expenditure of \$3 or more. If two taxicabs are used to transport a group, this, according to the rules, must be "fully explained" by voucher.

The rules concerning red cap porter fees are clearly defined once you find Manual Order No. VI 3.2 (transmittal No. 4), which contains a paragraph (f) entitled "Red Cap Porter Fees." It says: "Fees paid to red cap porters for carrying personal baggage between the terminal and the transportation facility are covered by the per diem allowance. In defining per diem, paragraph 6.1, SGTR, states that it includes all fees and tips to baggagemen. (32 Comp. Gen. 357. Also see 33 Comp. Gen. 610)."

At this point, I haven't the foggiest notion of what 33 Comp. Gen. 610 is, or where it is. I only hope that I did the right thing and that I don't get caught by the fine print on the bottom of page one of Form No. 1012, which says, "Penalty for presenting fraudulent claim—Fine of not more than \$10,000 or imprisonment for not more than 5 years, or both."

But the project survived all this and did a lot of good, I think, despite some shortcomings that are likely to have a long-term ill effect.

The big shortcoming, it seems to me, is the lack of provision for adequate quantities of properly interpreted literature and documents for the visitors to take back home with them. There is a critically-short supply in Colombia of U. S. literature in the Spanish language. At least, this is true as far as union literature is concerned. There is no such shortage of Russian literature, however, because the Soviets send their foreign guests back home with truckloads of their stuff, all nicely interpreted. For us, it is explained in Washington, it's a matter of a few thousands of dollars that aren't in the budget.

The Guild, whose officers and members understand this problem and hope that something will be done about it, won the praise of the Colombians for its active, interested role in the visit, and U. S. Labor Department officials have cited the Guild as doing the best job of any union yet in helping plan and implement the program for the Colombians.

Hasta manana!

HOW TO BUY:

Broadest Health Insurance Still Best

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

Attacks on Blue Cross by several large newspapers have caused some families to wonder whether they should drop Blue Cross and buy hospital insurance from commercial companies.

Responsible concern over increases in Blue Cross rates is, of course, justified. New York, Chicago, Seattle and a dozen other areas have had rate boosts in the past two years. Labor unions have been in the forefront of the fight to hold down the increases.

But some of the newspaper attacks have only bewildered the public instead of showing where Blue Cross is or is not doing a job, and where hospital costs can be cut. Some attacks have centered mainly on year-end wage bonuses paid to Blue Cross employees.

This is not to condone the

\$50,000 a year paid to one or two top executives. But the year-end bonus paid to Blue Cross employees merely raised staff pay to the prevailing industry level.

The real reason behind the attacks of at least some newspapers is that they really want to see the amount of coverage reduced, forcing families to buy supplementary policies from private companies.

For example, the New York World-Telegram demanded an investigation to determine whether Blue Cross "has been stretched far beyond the original concept of basic hospitalization insurance."

The newspaper questioned whether your family isn't being "overcrowded" as well as "over-

charged."

But the public wants broader insurance, with more of the hospital bill paid, not a reduction of benefits even at a seemingly lower price.

Where does that leave your family?

Blue Cross generally is still the best value in hospital insur-

ance. Blue Cross pays back in benefits 93 cents of the dollar you pay them. An additional 5 percent goes to operating expenses and about 2 percent is added to reserves. In comparison, commercial companies pay out about 88 cents on group policies, and only 55 cents on individual policies.

Sometimes nowadays commercial companies try to skim off the cream of the better risks, and charge lower rates for them, while leaving Blue Cross to insure workers likely to have bigger bills. For example, a commercial company may offer a special rate for employees under 55, and suggest letting Blue Cross insure the older group.

The only reasonable way to buy health insurance is in a group. About 45 percent of the money you pay for a typical individual health insurance policy goes to pay selling and administrative expenses.

Blue Cross does not charge an individual subscriber as steep an extra fee, but even here, group costs less. For example, in a typical plan in one medium-size city, Blue Cross charges \$30.36 a quarter if you're part of a group. A family subscribing by itself, not in a group, not only must pay \$33.95 but maternity coverage is excluded.

Get informed on the real causes of rising hospital costs, which finally determines rates, and help where you can to solve them. Blue Cross does not give too much coverage, nor encourage "over-utilization." One survey found the average hospital stay of Blue Cross subscribers was 7.7 days compared to 9.6 for non-subscribers.

Ways your local Blue Cross can help curb costs, as suggested by Albert W. Marble, president of the Michigan Consumer Association and Group Health Services Association of Detroit:

—Provide benefits which stress preventive care.

—Support Social Security hospital insurance for retired people.

—Provide greater subscriber representation on Blue Cross boards.

—Develop control on whatever "unnecessary" utilization of hospitals there may be. If you live in a big city, you may encourage local hospitals to develop regional planning, to avoid duplication of facilities. Sometimes you find hospitals in the same neighborhood, with expensive heart and lung machines in use only occasionally. Ambulances from overcrowded hospitals rush past those with vacant beds.

Hospitals need to develop more outpatient services, and more home-nursing facilities and nursing homes also will help.

Too, your hospitals may need to operate at greater strength on weekends. A patient entering a hospital on Friday often must lie in an expensive bed until Monday before he can get actual medical service.

Families often buy additional policies because their health insurance is too limited.

This interest is symptomatic of a serious problem. "Multiple coverage" of health-insurance repre-

sents an increasing expense to many families. Because many policies are inadequate to start with, salesmen for standard insurance companies, as well as the mail-order companies, have an opening to sell families extra coverage.

The way to avoid such extra expense is to get the broadest policy available to you to start with. In Pittsburgh, for example, the Blue Cross plan insuring a family for up to 90 days of hospital care, costs \$10.40 a month. For 25 cents more, you get 180 days of coverage. In Detroit, the 120-day coverage can be extended to 365 for another dime a month.

Actually a family rarely needs this extra-long insurance, but you'll save by taking the bigger option in your basic insurance. The kind of insurance you get often is decided at the bargaining table nowadays, but you sometimes have a choice of options, and in any case, can help influence the bargaining decision.

Keep in mind that a buck paid to you as a non-taxable health-insurance fringe benefit is more valuable than a cash dollar on which you have to pay 20 percent income tax.

The only time a supplementary policy may be warranted is if basic coverage is extremely limited. But when you have a broad Blue Cross plan, you'll get little use from an additional policy.

Individually-bought accident and health insurance policies are costly for what they provide. Because of high selling expenses, insurance companies usually return in benefits only about half the money they collect on individual policies.

Often the supplementary policy sold to families is a "major medical" policy. This is something like the deductible collision insurance sold for cars. You yourself pay the first \$50 or \$100 of a medical expense. Then the insurance pays

75 or 80 percent of the balance up to a pre-established limit.

Health-insurance companies consider the deductible a deterrent to "unneeded care."

However, the danger is that having no insurance for the initial medical bills may prove to be a deterrent to needed care. Whether someone in your family should get care should be determined by medical authorities, not by insurance companies.

Another kind of supplementary insurance is "wage" insurance. This pays cash benefits if you're unable to work because of illness. But it is a costly type and not tax-deductible, as is insurance which pays medical and hospital bills. Actually, even if your employer doesn't have a satisfactory wage-continuation plan, both Social Security and V.A. pay benefits to eligible workers when they can't do substantial gainful work.

Some families may buy supplementary policies because they don't really know their present coverage.

In buying any health insurance, it's always important to compare: (1) costs; (2) the detailed benefit provisions and limitations of the policy; (3) the record and status of the company. (Especially, consult your state insurance department before you buy a policy by mail.)

The Foundation on Employee Health, Medical Care and Welfare, Inc., a joint union-industry project, has published several reports useful to organizations buying health insurance on a group basis. Order from the Foundation at 477 Madison Ave., New York 22. They include:

—Problems and Solutions of Health & Welfare Programs; 35¢.

—Service Benefits, and How to Compare Service vs. Indemnity Benefits; \$1.

—Pros and Cons of Insurance and Self-Insurance of Health and Welfare Benefits; \$1.

SOUP TO NONSENSE

Women's I.Q. Test

By JANE GOODSELL, Portland, Ore., Guild

The modern American housewife needn't fight Indians like her pioneer ancestors but modern civilization presents her with plenty of challenges. It takes skill, resourcefulness and courage to survive in this day and age, too. The twentieth century has pitfalls aplenty, and a lady has to keep her wits about her to survive.

The following aptitude test may prove helpful in gauging a modern woman's ability to cope with her environment:

Manual dexterity: Can she remove one box of soap chips from a towering pyramid of cartons at the supermarket without sending the whole structure tumbling to the floor?

Ability to think in the abstract: Can she tell time by looking at a wristwatch that has no numbers on its dime-sized face?

Sense of direction: Can she pilot a car through a clover-leaf traffic maze without losing her head?

Adroitness: Can she get in and out of a sports car in a short, tight skirt without running a stocking or splitting a seam?

Resourcefulness: Can she whip up a costume on overnight notice for a grade school child who is

playing the part of Tommy Tooth-brush in the health pageant?

Vigilance: Can she smoke an entire carton of filtered cigarettes without once lighting the wrong end?

Intelligence: Can she figure out whether it is cheaper to park the car in a lot that (a) charges 35 cents the first hour and 25 cents for each succeeding hour; or (b) a lot that charges a straight 30 cents an hour; or (c) a lot that is free the first hour if a purchase is made at a certain department store; or (d) a lot that gives trading stamps?

Powers of perception: Can she recognize a genuine ranch mink at 60 paces?

Ability to think ahead: Does she remember to take the turkey out of the freezer the day before?

Flaggerly sensitivity: Can she find her lipstick in a purse the size of a horse's feed bag, containing 46 other objects?

Visual ability: Can she read the menu in a dimly lit restaurant without lighting a match?

Efficiency: Does she remember to turn off the electric blanket when she gets up in the morning?

Bravery: Will she risk walking across a sidewalk grating in spike-heeled shoes?

High Court Upholds RR Union Shop, Restricts Use Of Dues For Politics

The Supreme Court's ruling on the use for political purposes of dues collected under the railroad union shop has been hailed by the Railway Labor Executives Association as a defeat for "right-to-work" forces.

The high court upheld enforcement of the railroad union shop, but ruled that members required to join under a union shop agreement may avoid having their dues used for political activities with which they disagree.

The court made it clear, however, that its decision did not relieve dissenting members of the obligation to pay their share of the collective bargaining costs and normal operating expenses of the unions which represent them.

Existence of a union shop contract, the court also declared, does not block a union from carrying on its legislative and political activities, even if a minority opposes these policies.

"The majority also has an interest in stating its views without being silenced by dissenters," the court said.

Commented the RLEA: "The 'right-to-work' forces, which have spent hundreds of thousands of dollars to finance the suit, have met complete defeat. Their sole purpose in pressing this suit was to try to outlaw union shop agreements, and they clearly were not concerned about the relatively small amounts of money spent for political activities."

The high court overturned a Georgia court's injunction barring enforcement of the union shop agreement on the Southern Railway System unless the unions abandoned any political or legislative activity.

Holding, in effect, that such a sweeping ruling was unfair to the majority of workers, the Supreme Court instructed the state court to come up with a less drastic formula which would permit a dissenting union member to separate himself from financial support of political programs with which he disagrees.

A 5-4 majority suggested two methods by which this could be accomplished:

—A dissenting member might

THE LAW

be given a dues rebate "in the same proportion that the expenditure for political purposes which he had advised the union he disapproved bore to the total union budget."

Instead of a rebate, the union's expenditure for the protested activities could be proportionately reduced.

The court specified that a member would have to give the union formal notification of his objection to expenditures for political activities which he opposed in order to be entitled to a refund or reduction.

Still unclear is what kind of political activity by unions will be affected by the ruling. The court offered no definition beyond a reference to the use of dues money to "support candidates for public office and advance political programs."

The court majority avoided the question of whether dues money collected under a union shop may be expended for political activities opposed by a member without violating his constitutional guarantees of freedom of speech. The decision, instead, is tied to a narrow interpretation of congressional intent in a 1951 amendment to the Railway Labor Act.

The Taft-Hartley Act, unlike the RLA, contains specific limitations of the use of union funds for political activities. Nevertheless, the ruling potentially is of considerable significance to all unions.

The well-financed legal challenge to the union shop was brought in the names of six Southern Railway employees in a suit against 15 non-operating rail unions.

Actual implementation of the decision—and detailed interpretation of the intent of the Supreme Court—is in the hands of the Georgia court. However, if either party is dissatisfied with the state court's implementation, the issue could wind its way back to the Supreme Court.

The National Right-to-Work Committee, which has been car-

rying on a battle to outlaw the union shop, found the decision disappointing. The anti-union committee said the ruling places "impossible roadblocks" in the path of members who disagree with the political activities of their unions.

Social Security Gains To Benefit 4 Million

Amendments to the Social Security program enacted by Congress and signed into law with "great pleasure" by President Kennedy last week will provide about \$825 million in new or increased benefits for more than four million persons.

Major provisions embodied in the amendments:

—The minimum monthly benefit for retired persons is increased from \$33 to \$40, affecting 2,175,000 persons.

—Men will be given the same option now in effect for women to retire at age 62, rather than 65, at benefits reduced about 20 percent. Approximately 500,000 men could take advantage of this change immediately.

—Benefits to aged widows, widowers and surviving parents will be increased from 75 to 82.5 percent of the worker's retirement benefit. This will raise benefits for 1,525,000 persons.

—Qualifying requirements for retirement benefits are eased so that a worker can now be insured if he held a covered job for one calendar quarter a year out of every four since 1950, instead of one quarter out of every three. This is expected to add about 160,000 persons to the benefit rolls.

—Limits on other earnings of Social Security recipients are liberalized. Under present law, a beneficiary may earn up to \$1,200 a year without losing benefits, and loses \$1 in benefits for every \$2 earned between \$1,200 and \$1,500. This \$1,500 ceiling is increased to \$1,700.

The improved benefits, expected to become effective in August, will be financed by an increase of one-eighth of one percent in the contributions of both workers and employers on the first \$4,800 of an employee's income. The higher taxes will go into effect next January 1.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS



Old Hand, New 'Touch': Elmer Brown, President of the International Typographical Union, tries the typewriter keyboard of the new ATF Typewriter recently installed at the ITU Training Center. Admiring his touch is David E. Humil, representing American Type Founders. The ATF Typewriter, which consists of a tape-punching unit and a photographic unit—both light enough to be moved around—is one of the new photocomposing machines on which ITU members are receiving training at the Center.

ITU Bids Members Learn Typing Skills

Indianapolis, Ind. — The International Typographical Union has called on its members to learn typewriting skills to meet the demands of new photocomposing machines and the "phenomenal" growth of the use of teletyping equipment.

"Every member can, and should, learn to operate the typewriter," a recent article in the Typographical Journal declared. "Every city has facilities for teaching the typewriting keyboard—public schools, business schools, adult education classes, etc. It has long been a tradition among ITU members to learn the skills necessary to keep them abreast of all technological changes in the industry. The present changes should be met with the same determination and foresight by our members."

The Journal noted that ITU members generally saw no cause for alarm in the invention in 1928 of the teletypewriter, or TTS, a system by which type is set on linestacking machines from tape punched on a perforator unit that uses a typewriter keyboard rather than the Linotype keyboard to which printers are accustomed.

"Many members figured it was just one more machine the publishers were using to enhance their position at the bargaining table and there was no real consideration being given to actually using them," the Journal said.

"However, things do change! The growth of the TTS has been phenomenal. Within the jurisdiction of practically every local union there have been installations of teletypewriters."

"To date there are 8,000 TTS operations in this country, most

of them in the Midwest. In Ohio alone there are 80 plants with TTS."

"At present the ratio between perforators and casting units is about even — 8,000 each — but with the expansion of highspeed linestacking machines such as the Monarch it is obvious that the ratio will change to one perforator unit for two or even three casting units in the future."

The Journal noted that several large dailies already are using TTS for all their typesetting needs with the exception of display ads. One daily, it said, has its perforator units hooked into an "allotter board," which channels production from the perforators to any linestacking machine in the system that happens to be idle, without the need of tenders to place tape on the individual machines.

Typing skills also are necessary for the operation of the new photocomposing equipment, the magazine pointed out. Of all the new photocomposing machines being introduced, it said, only the Fotosetter, manufactured by the Inter-type company, has the regular Linotype keyboard.

"Every new typesetting or tape-punching machine being put on the market has a keyboard similar to that of an electric typewriter."

"The growing list of equipment being used to produce type, either hot type or photocomposition, contains names with which few old-time printers are familiar. These include the ATF Typewriter (see photo above), Linofilm, Photon, Monophoto, Megatype, Alphatype, Varityper and Justowriter."

"The main thing to remember is that all of them require the operator to be an efficient typist."

Top Minimums For Janitors

Or Comparable Classifications

49 Contracts, 67 Newspapers, June 20, 1961

Boston Record, American & Sunday Advertiser (3)	\$50.00—2nd yr.	Gary Post-Tribune	70.00—3rd yr.
Boston Herald & Traveler (2)	\$5.20—2nd yr.	St. Paul Dispatch & Pioneer Press	69.25—7th mo.
NY Times	\$7.15—2nd yr.	Massillon Evening Independent	65.00—3rd yr.
Salem News	\$6.50—3rd yr.	Toronto Globe & Mail	65.00—3rd yr.
Detroit News	\$5.30—7th yr.	Akron Beacon Journal	67.00—7th mo.
NY Journal-American	\$4.85—4th yr.	Duluth Herald & News-Tribune (2)	65.00—2nd yr.
NY World-Telegram & Sun	\$4.81—2nd yr.	Toronto Telegram	65.00—3rd yr.
San Jose Mercury & News (2)	\$4.80—3rd yr.	Wilkes-Barre Record & Times-Leader	65.00—4th yr.
St. Louis Globe-Democrat	\$4.80—3rd yr.	News (2)	65.00—3rd yr.
St. Louis Post-Dispatch	\$4.80—3rd yr.	Albany Enquirer	65.00—3rd yr.
NY Post	\$4.80—3rd yr.	Honolulu Advertiser	65.00—4th yr.
Kingston Daily Freeman	\$4.80—3rd yr.	Denver Rocky Mountain News	65.00—2nd yr.
Manchester Union Leader & Sunday News: Haverhill Journal (2)	\$4.80—3rd yr.	Indianapolis Star & News (2)	65.00—4th yr.
Long Beach Independent & Press-Telegram (2)	\$4.80—3rd yr.	Ottawa Citizen	65.00—3rd yr.
Shelburne Press	\$4.80—3rd yr.	Huntington Park Signal	65.00—3rd yr.
Albany Times-Union	\$4.80—3rd yr.	Visage Falls Gazette	65.00—3rd yr.
Elizabeth Daily Journal	\$4.80—3rd yr.	Denver Post	65.00—3rd yr.
San Diego Union and Tribune (2)	\$4.80—3rd yr.	New Westminster British Columbia & Telegram (2)	65.00—3rd yr.
Pawtucket Times	\$4.80—3rd yr.	Portland (Me.) Press-Herald, Express & Telegram (2)	65.00—3rd yr.
Haverhill Gazette	\$4.80—3rd yr.	Honolulu Advertiser	65.00—4th yr.
Chesler: Delaware City Times	\$4.80—3rd yr.	Denver Post	65.00—3rd yr.
Bay City Times	\$4.80—3rd yr.	Chicago Defender	65.00—3rd yr.

EDITORIAL

Agenda

A couple of hundred earnest Guild members, each carrying the responsibility of speaking and acting for his local membership, will this week receive copies of a "limited edition" publication, the 1961 Officers Report.

And in two weeks more, these same Guildsmen delegates will be converging on the city of Vancouver, in British Columbia, the Pacific coastal province of Canada, where the twenty-eighth annual constitutional convention of our union will ponder the contents of the Officers Report, act on the recommendations therein—or devise new ones in their place—and otherwise democratically handle the housekeeping procedures which keep the Guild a going concern.

Elsewhere in this issue there appears a summary of the recommendations put forward by the International Executive Board for the convention's attention. The Officers Report, a bulky mimeographed tome, is packed with facts and figures which give background reasons for the IEB's conclusions.

Conventions are always unpredictable, but if the 1961 version resembles its long line of predecessors, it will be a week crowded with committee deliberations and debate, ending on Friday afternoon with agreement on a workable program for carrying through the remainder of the fiscal year with maximum effectiveness.

The Guild has fared well over the years, through application of majority rule in all of its affairs. And much of its successful growth has been due to the sober dedication of convention delegates to the making of momentous decisions.

Those who make the Vancouver trek this month will find a beautiful and hospitable city readied for their stay; but more importantly they will find a week's work awaiting their attention, on which will depend heavily the direction of this union and its usefulness to its 33,000 members.

'Saintly Scapegoat'

Under that title the June 14 issue of The Christian Century, undenominational weekly, printed an article by Rev. Clair M. Cook, executive director of the Religion and Labor Council of America, descriptive of Boyd E. Payton, highest ranking union official among seven strikers at Henderson, N. C., still serving heavily vindictive terms in prison for "conspiracy." (GR, Nov. 25, 1960.)

Rev. Mr. Cook, long-standing friend of Payton, makes an irrefutable case to show that the union leaders were "railroaded" to jail, not for the crime of which they were accused, but for their status as union members. In the course of the article he also justifies use of the adjective in the title, as to Payton.

He urged that union members as well as church people—and more frequently than is realized they are one and the same—join in appeals by mail to Governor Terry Sanford, at Raleigh, asking that a clemency order cancel out the monstrous injustice.

Churches espouse justice as a moral desideratum; organized labor's primary aim is justice in the economic field. It is difficult to imagine more appropriate circumstances for a joint effort to right a wrong.

Governor Sanford acted this week, but short of a full pardon. He commuted the sentences of the union leaders so that all of them are or will be eligible for parole this summer.

'No Guarantee'

"Freedom of the press, essential as it is in a democracy, offers no guarantee in and of itself that truth will triumph in the free-for-all of journalistic competition—especially, as in this country, when that competition is almost entirely economic rather than ideological."

—Robert Bingham in The Reporter, July 6, 1961

The Guild Reporter

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JOHN M. BARRY, Asst. Editor

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1126 Sixteenth St., N.W., Washington 6, D.C.

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'Remember, Now, The First One That Yells 54-40-or-Fight Gets Sent Back Home'



DATELINE: WASHINGTON

Crucial Administration Test
In Upcoming Legislation

By WILLARD SHELTON, Washington Guild



We come now to the tough tests for the Kennedy Administration in dealing with Congress—the battles over foreign aid and school aid; on writing the principle of health protection into the social security system and on permanent improvement of the unemployment compensation system.

What Congress has already done adds up to an impressive record. Bills have been passed in the fields of housing, social security, depressed areas and minimum wages that go substantially beyond anything obtainable for fifteen to twenty-five years. The White House deserves a great deal of the credit.

The Administration has shown adroitness, cold political nerve and a sense of reality in transforming its paper Democratic majorities in the House and Senate into specific majorities voting in favor of agreed-upon bills that President Kennedy could gladly sign. It has detached a number of southern Democrats, on certain measures, from automatic adherence to the conservative coalition that has long controlled House affairs. It has helped create a climate in which a significant number of city and suburban northern Republicans would feel comfortable in voting in favor of housing and minimum wage bills rather than against them.

The minimum wage bill in particular was a triumph. A new principle was written into the law—a precedent for covering service-trade workers in addition to industrial workers with the protection of a floor under pay scales, a roof over maximum hours.

It is none the less true that the White House now faces a problem of maintaining momentum. The battles ahead involve issues generally more controversial than those previously decided. Mr. Kennedy's personal prestige is not quite the same as in the first two or three months of his Administration; the Cuban fiasco and doubts about Laos and Berlin are debits. Ahead loom the congressional elections of 1962, with results riding upon the mood of the

people as well as upon actual measures passed or defeated this year and next.

For practical purposes, Administration spokesmen concede they will probably have to wait until next session to drive effectively for action on basic improvements in the jobless pay system and for the Anderson-King bill to expand the social security system to provide health benefits to retired workers.

Chronologically, at least, two-thirds of this session of Congress is gone, with adjournment expected in September. The unemployment compensation and health care bills involve taxes, and the tax-writing House Ways & Means Committee and Senate Finance Committee are hostile to Mr. Kennedy's proposals. Hearings have not yet been held.

Foreign aid—or mutual security—is of an importance beyond exaggeration. Mr. Eisenhower climaxed his years in the White House by treating the annual foreign aid appropriation requests with great seriousness, but we need new departures such as long-term loans for basic self-development programs for peoples desperately in demand of better standards of living—better diet, better school systems, improved harbor and transport systems giving the foundation of economic and social advance.

The various school aid bills seem to this observer to be comparable to the minimum wage measure in significance. Passage of a measure for federal funds for public schools would involve expansion of a key principle of federal responsibility for the general welfare, and if we cannot get through such a bill in the first year of a new, virile and favorable Administration, it will signify a loss of control.

As of now, in regard to the public school bill, Chairman Howard W. Smith of the House Rules Committee has reconstituted a majority to block the measure from the House floor. Mr. Smith, who wants no federal school aid whatsoever, is fishing in waters troubled by the controversy over parallel federal funds for private and parochial schools.

The general tendency of Congress when confronted with religious controversy is to stop dead in its tracks and to do nothing in the most statesmanlike fashion. But failure on school aid is an end-result the Kennedy Administration should be most loath to tolerate.

It is no doubt too early to anticipate what may happen in the Congressional elections next year. Much will depend on the Administration's posture and standing with the people as it nears the end of two full years in office. In some states, whole delegations to the House may have to be elected at large—by statewide vote—because the legislatures failed to reapportion the districts in line with population shifts shown in the 1960 census.

A general rule of politics, however, is that the party holding the White House rarely increases its congressional majorities in the off-year elections. The loss of twenty-one House seats by the Democrats last November trimmed Mr. Kennedy's support to a bare minimum on most key issues he has so far won. The loss of another twenty or so might deprive him of any working majority for controversial programs.

In short, time may now be working against the Administration as issues pile up for the last three months of the session, and strong leadership will be needed for additional legislative breakthroughs either this year or next.

Montreal Guild
Adds New Unit

Montreal, Que.—The Montreal Guild has been certified as bargaining agent for 70 maintenance workers for The Montreal Star Co., Ltd., and its subsidiary, Star Building, Ltd.

Contract negotiations will be proposed at once by International Representative Peter Reilly.

The new group brings Guild representation at the Star to 200, the others comprising previously organized delivery department workers.