

Issues 4th Complaint At Houston

Houston, Texas—A complaint has been issued by the National Labor Relations Board against the Houston Chronicle of violating the federal labor law, in discharging from his job as photographer the president of the Houston Guild.

The employee is Gordon E. Adkins, who last year was a chief witness for the labor board in a similar case in which he was involved, when the Chronicle was found guilty of coercion.

Adkins is a four-year employee in the Chronicle's photo department, but he was discharged, he was told, because his work was unsatisfactory. Adkins is serving his second term as local Guild president.

His discharge occurred June 22; the Guild filed its charge June 30; the Board issued its complaint August 10, an unusually short interval, and a hearing date of September 19 has been set.

The case is the fourth in which the National Labor Relations Board has figured, in the attempt by Chronicle employees to obtain Guild recognition and a Guild contract. Chronicle management has quite openly violated the labor laws, in its time-consuming drive against unionization.

The election to decide the employees' wishes as to a bargaining agent occurred nearly two years ago, on October 15, 1959. By various devices provided in the Taft-Hartley law, management delayed a decision on the election until March 11, 1960.

When the Houston Guild was certified, management posted a bulletin board notice of its intention to refuse to bargain, a violation of the Taft-Hartley act. The Guild filed charges March 22, 1960, and in April and May hearings were conducted.

As a result of those hearings and Adkins' testimony, a new charge and complaint arose, that of interference, restraint and coercion of Adkins in his right to engage in union activity.

Last March 7 the NLRB found the Chronicle guilty of both refusal to bargain and the Adkins coercion charge. The board's direction to the Chronicle to enter bargaining in good faith, and to desist from harassment of Adkins brought only Adkins' discharge.

The NLRB has filed a petition in the Fifth Circuit Court, which has Texas in its jurisdiction, for an enforcement order in all three of the pending cases.

Miami Pressmen Picket 4 Knight-Chain Dailies

BULLETIN

Detroit, Mich.—The Detroit NLRB office was to seek a temporary injunction in federal court yesterday (Thursday) afternoon halting the Detroit picketing.

Detroit, Mich.—"Chain picketing" by striking Miami, Fla., pressmen against various papers in the Knight Newspapers, Inc., group has resulted in the local link—the Detroit Free Press—being unable to publish since last Saturday, August 19.

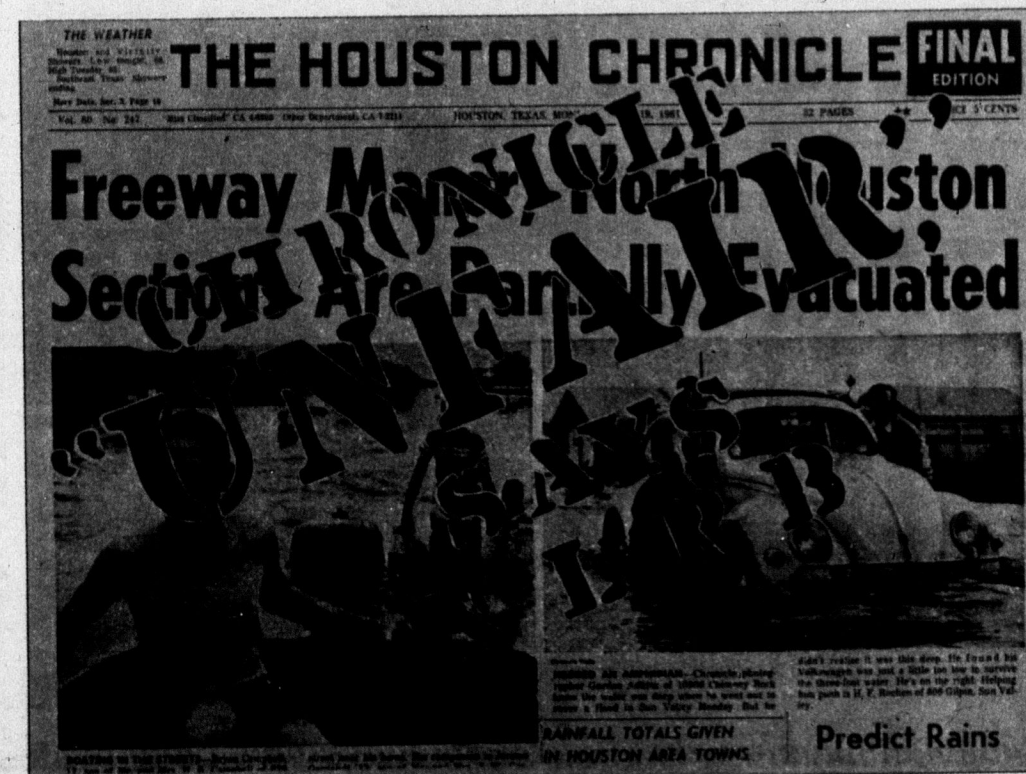
The GUILD REPORTER

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Buffalo, Boston Locals Take Referendum Steps



Unfair: Both the weather and the Houston Chronicle management were unfair to Gordon Adkins, photographer, who has for four years taken pictures for the daily and for two years has been president of the Houston Guild local. When these pictures were published, Adkins, seen at the far right pushing his Volkswagen out of flood

waters on a Chronicle assignment, was a Page One camera man. Three days later he was fired for "unsatisfactory work." The stenciled surcharge appeared on a protest poster circulated by the Guild among Houston labor unions, telling the story of how Adkins lost his job for his union activities. The NLRB issued a new complaint in the case.

Strike Action Wins First Contract For Newly-Formed Montreal Local

Montreal, Que.—The new Montreal Guild has its first contract, won last week after strike authorization had been granted by the ANG following months of negotiations.

The agreement is with the Montreal Star and covers 134 employees in the delivery department

of the daily, first to be organized by the Guild in the Province of Quebec. Authorization to sign the pact has been given by the IEB contracts committee, and the agreement extends two years from the date of signing.

The Guild is moving quickly to have an additional 75 employees in the Star's maintenance staff covered by the agreement. The latter group was certified by the provincial labor board in mid-June. Management met this organization move by cutting, unilaterally, the hours of work for a group of cleaning women. This led the Guild to consider filing unfair labor practice charges, since certification made the Guild an active party to any changes in wages, hours or working conditions.

Meantime government conciliation service had been trying to reach an amicable settlement of the differences encountered in the bargaining for a delivery department contract. The successful outcome and led Guild officers to believe that bargaining for the maintenance group will be expedited.

Last week, management and the Guild initialled a document which provides wage increases for everyone immediately, a second wage adjustment next April 1 and

a third set of increases effective January 1, 1963.

Wage minimums range from \$101 weekly for the job categories of mechanic, painter and bodyman to \$44 for starting helpers, with casual helpers paid 80¢ an hour and casual drivers at \$1.66.

The new minimums represent immediate pay increases ranging from \$2 a week to \$10.46, the latter figure applying to driver-dispatchers.

The work week is 38½ hours until next April 1, when it will be cut to 37½ hours. On that date a general increase of \$2 a week will be effective for all but hourly workers. Casual — part-time — drivers will then receive an increase of 20¢ per hour, or \$7.75 for a full week's work. Casual helpers would net a 13¢ increase, with the shorter work week taken into account. The upward adjustment on January 1, 1963, will be \$4 for most jobs, with \$2 for helpers and with casual employees getting from \$1.12 to \$7.50 computed on a full-week rate.

The contract provides union security by requiring maintenance of membership by all present Guild members and a full Guild Shop for all new employees. Only nine non-members remain in the

Two locals have adopted resolutions intended to launch a Guild-wide referendum on a proposal to reverse the decision of the Vancouver convention regarding payment of benefits to members in Portland, Ore., now employed on the Portland Reporter.

The moving locals are Buffalo and Boston, the former acting at a regular membership meeting held August 11, the latter at a special meeting last Monday evening, August 21. Neither local has a numerical quorum requirement, a majority of those attending a meeting being sufficient to carry a motion. In the case of Boston, 16 of its 844 total membership were present.

Identical language was employed in the two resolutions.

The Buffalo resolution read:

"Resolved, that the convention action cutting off strike benefits from the Portland strikers on August 11, 1961, be revoked and that benefits be extended to December 1, 1961, as requested by the Portland Guild, at which time they will be terminated."

The Boston action was reported by its president, Jack Broudy, as follows:

"Under authorization of a special membership meeting of the Newspaper Guild of Greater Boston held August 21, 1961, the Boston local moves that the International Executive Board of the American Newspaper Guild submit the following proposition to an international referendum of the membership of the American Newspaper Guild, as provided in Article XXI, Section 2, of the ANG Constitution:

"Resolved, that the convention action cutting off strike benefits from the Portland strikers on August 11, 1961, be revoked and that benefits be extended to December 1, 1961, as requested by the Portland (Continued on Page 3)

Membership Up 74 Over July 1, 1960

Seven locals contributed notably to the membership totals recorded in the tabulations for July 1, showing good-standing membership for that date as 31,309.

The figure is 74 above the corresponding date in 1960.

Guilds at Buffalo, Milwaukee, Montreal and Sacramento reached new high membership figures in the count for July 1, while the Canadian Wire Services, Newburgh-Beacon and Salem held at previously-reached high totals.

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From Miami Shores: This lone picket from the Pressmen's local on strike against the Miami Herald—a Knight chain daily—seems quite at home on the sidewalks of Detroit, at Knight's Free Press plant.

He didn't command the Detroit pressmen to stand still, but that's what happened when his fellow unionists in Detroit, as individuals, honored the token picket line. The Free Press has not published since. Work of Guildsmen has not been interrupted.

'Chain Picketing' Halts Free Press

(Continued from Page 1)

a secondary employer where the results could put economic pressure on the primary employer to force a settlement.

The stoppage of the morning Free Press occurred when 107 members of the Detroit Pressmen's union local 13 refused to cross a token picket line, set up by members of Miami local 46.

The Miami strike is against the Herald—another paper in the chain headed by John S. Knight—where pickets have been marching since August 1 with 88 members of the pressmen's union involved.

Issues include a long-standing dispute over job applications, the schedule for manning proposed new equipment and a notice posted by the Herald restricting future hiring to straight-time employees. Overtime work had been consistently required to handle heavy press runs, particularly in color.

Management's stand would undercut the old contract, and widen the differentials as compared to a

second Pressmen's contract in Miami. That agreement is with the Cox daily, the News, where closing of a new pact is delayed only by two minor items in dispute—one being the duration of the agreement.

The Miami Herald has continued to publish, making emergency use of supervisory and other personnel, including a few strike replacements—some from Portland, Ore.—some supervisory personnel from Charlotte, N. C., and some paper handlers who were overnight converted to pressmen.

The composing room at the Miami Herald has been struck by the International Typographical Union since December, 1948.

Miami pressmen also have appeared in Akron, Ohio, at the Beacon Journal and at the Charlotte, N. C., Observer and News, all in the Knight chain of dailies. Publication has continued on schedule in both those cities, with union crews reporting for work.

Detroit pressmen, all members

of Local 13, of which Edward Greene is president, have taken no action as a local, in supporting the Free Press picket line.

Actually, they have been directed to return to work, in a telegram sent by Anthony J. Andrade, Pressmen's union international president. Greene gave the necessary 48-hour notice of a local meeting to be held late this week, at which he said the international telegram would be received.

The Labor Board's regional office made a speed record, of sorts, in scheduling a hearing last Tuesday morning.

Should an unfair labor practice complaint ensue, the procedure would be for the NLRB to seek a federal court injunction restraining the Miami pickets from continuing their Detroit march.

Free Press management has said it would exhaust all legal remedies, including an appeal should there be an adverse ruling by the NLRB on its charges.

Most employees of the mechanical and circulation departments have been given layoff notices, according to Henry C. Weidler, business manager, but employees in the Guild jurisdiction continue to report for normal work. Paper handlers, as well as pressmen, he said, have refused to cross the picket line.

The Detroit News, the city's remaining major daily, has continued to publish, because, according to C. Arthur Weis, its general manager, it does not regard the dispute involving the Free Press as a local one.

Managements of both Detroit papers negotiate jointly with unions representing printing trade employees on local matters. Weis said, with the result that a strike against one usually is regarded as a strike against both.

The News, Weis stated, held up publication of its Sunday editions 45 minutes when Free Press pressmen declined to cross the Miami local's picket line. This was done, according to Weis, to give the News time to see if the joint contracts were violated.

Although Sunday news editions of the Free Press failed to appear, four pre-printed supplements were distributed.

According to Weis, the News has not accepted additional advertising or increased its press run since the Free Press stopped publishing.

Victoria Hosts Delegates With Sea-Food Barbecue

Victoria, B. C.—More than 100 delegates, wives and children—a good third of the group attending the Vancouver convention last month—enjoyed a relaxing post-convention week-end at this capital city of British Columbia, as guests of the Victoria Guild.

They came by car, by ferry and by air, but the local committee, headed by George Gibson and Dave Brown, had done much advance planning and by early Saturday afternoon all the visitors had been settled in hotels and motels, ready for an evening trip.

The destination was Sooke, a community about 20 miles west of downtown Victoria, on the shores of the Juan de Fuca Strait. Sooke's logging fraternity includes a former world's champion in birling, the sport of staying perpendicular on a floating, rolling tree trunk. The Sooke loggers not only demonstrated their skill at birling, but put on a show which gave the guests an idea of the rigors of logging from the earliest days.

Contests included accuracy in throwing a double-bitted ax at a two-foot bullseye, and speed in scrambling up an 80-foot spar tree.

A sea-food barbecue followed, with everyone displaying trencher-man appetites that caused mountainous quantities of food to disappear. Salmon caught that morning had been slow-barbecued over alder wood; there were shrimp and cracked crab dishes, with accessories to match.

Accompanied by Executive Vice President William J. Farson, the unofficial title of champion crab consumer, judgment being on the basis of the heaps of discarded shells.

Early Sunday a group of the

hardier visitors went salmon fishing. Although the really big ones got away, Vice President James B. Egan, of New York, whose New Jersey home borders on the Atlantic, hooked a sizable Northern Pacific dogfish, a species unknown to the easterner. He insisted that he was taking it back to his hotel for dinner, and the boat's fishing guides had trouble convincing him that his catch was an inedible species of shark, used by Vancouver Islanders chiefly as a garden fertilizer.

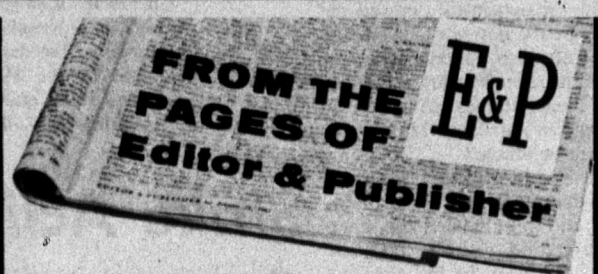
Most of the visitors were taken by buses Sunday on a tour of the city's beauty spots, including the colorful and famous Butchart's Gardens, a mecca for camera fans. Others enjoyed golf at the Royal Colwood course.

Departing visitors expressed their thanks to L. M. (Pete) Sallaway, president of the Victoria Guild. The local had set up an information booth at the Vancouver convention hotel during the week and Sallaway and his fellow delegate, Keith Wilson, had been urging all who could do so to make the trip.

Rosenstock Attends Food Council Parley

ANG President Arthur Rosenstock was Guild delegate to the first national conference of the American Food for Peace Council in Washington.

Accompanied by Executive Vice President William J. Farson, President Rosenstock attended a White House reception and several of the council sessions at the State Department's international conference room.



FROM EDITOR & PUBLISHER, AUGUST 12, 1961, PAGE 11:

OREGON JOURNAL: SALE MARKS NEW PHASE FOR OLD INDEPENDENT

Announcement of the purchase by the Samuel I. Newhouse interests is news to the newspapermen. But E&P goes behind the scenes, recreates the intriguing histories of both *The Oregon Journal* and *The Portland Oregonian*—a background story marking both yesterday's and today's trends in journalism.

The successful newspaperman knows his business: the newspaper business. And there's no better way to keep informed about all phases of the newspaper business than by reading *E & P* every week.

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Buffalo And Boston In Referendum Steps

(Continued from Page 1)

Guild, at which time they will be terminated."

Both locals sent formal notice of the actions to ANG Secretary-Treasurer Charles A. Perlik, Jr., for attention of the International Executive Board.

The constitutional reference in the Boston text is to one of three sections controlling the procedure in a referendum.

The applicable sections of the Article read as follows:

"Section 1. The IEB shall submit to a referendum vote of the ANG membership:

"(c) Any motion, proposing a change in the Constitution or Convention policy or the calling of a special convention submitted by a Local by membership action, and endorsed by membership action by at least ten additional Locals located in five states, territories or provinces, provided that the moving and seconding Locals include at least five percent of the membership in good standing of the ANG.

"Section 2. (a) Motions by Locals to submit matters to an International referendum shall be printed in the Guild Reporter, with an exact text as furnished to the IEB by the Locals making these motions, together with the text of the matter sought to be changed, and such motion shall be open for seconds for thirty days after publication. If there are not sufficient seconds, the matter shall be dropped.

"(b) Membership in good standing under Section 1 herein shall be as of the first day of the month, computed in accordance with Section 9 (a) of Article XVII, coinciding with or immediately following the publication date of the Guild Reporter in which the text of the motion appears."

The text of the matter "sought to be changed" appears in the as-yet-unpublished proceedings of

John Barry To AFL-CIO Job

John M. Barry has resigned his position as assistant editor of the Guild Reporter to become a staff member and assistant editor at the AFL-CIO News, weekly publication of the federation of international labor unions.

Barry came to the ANG staff from Nashua, N. H., in January of 1953, following a strike in that city which he had led as president of the Nashua Guild. He was first an assistant in the research and information department, with direct responsibility for the Local Copy page in this publication. His services were later shared by the Guild Reporter and the research and information departments, and five years ago he was designated assistant editor.

At the time of his resignation he was secretary of the Federation of Guild Representatives. He had served as one of the negotiators for a formal contract under which Guild staff members now are employed.

Best wishes for his future in his new post were expressed by Guild officers and members of the staff at a party at the ANG office last month. He was given a piece of luggage by his FGR associates, and with Mrs. Barry attended a dinner the same evening at which ANG officers were hosts.

the Vancouver Convention. The stenotyped transcript contains the following:

Secretary-Treasurer Perlik: "... The convention will recall at the conclusion of Monday's night's session I reported to the convention and suggested that the convention permit the officers to inspect the record of the Executive Session and to provide for you a recommended proposal for inclusion in the record as to the developments of that session ... and I am prepared at this time to ... move that the record at the conclusion of Monday's session contain the following report on that session.

"The 28th Annual Convention in Executive Session just concluded a special order of business on the International Executive Board's recommendation with respect to Portland.

"Following lengthy and full debate, the International Executive Board's recommendation to the convention that international benefits to Portland by extended to August 11, 1961, and that they be terminated on that date was adopted on a roll call vote, 253-1/30 in favor, and 150-29/30 opposed."

President Rosenstock: "Do I hear seconds? ... Many seconds. The floor is open for discussion. The microphones are clear. All those in favor say Aye; contrary—Passed."

The move for a referendum arose while the convention was still in progress. Forty-five delegates circulated a statement of their intention to seek a reversal of the Portland action.

This was followed by a letter submitted to the Guild Reporter, signed by the dissenting delegates, and printed August 11.

The text of another letter mailed to local presidents and signed by 14 members or members-elect of the IEB also appeared in the August 11 issue. The latter communication opposed the referendum call, as being well-intentioned but ill-advised.

Thereafter, a letter was circulated by the newly-formed Portland Referendum Committee, over the names of four of the minority delegates, supporting the referendum appeal and outlining the procedures required. Barney Peterson and Edward Reynolds, of San Francisco-Oakland, ANG Vice President Robert J. Hickey, San Jose, and Leonard Millman, Wire Services, signed the letter.

SFONG's Representative Assembly voted last week to discontinue the monthly assessments of \$1 per member which the local had been sending to Portland, and to replace it with payments of \$350 per week—an equivalent amount—from the local's defense fund.

The RA also voted to submit the question of whether to initiate or second the referendum issue on Portland to a membership decision. The dates of September 5 and 7 were designated for the local referendum.

The proposal to revise convention policy by referendum is the Guild's first since 1940, when motions by the Youngstown local and by the IEB went to a membership vote, on the so-called "isms" policy. Both were approved.

"Who, me? But—but I helped you dig it!"



(Reprinted from the Oregon Labor Press, December 18, 1959)

'59 Prophecy Of Journal's Fate Fulfilled By Sale To Newhouse

Portland, Ore.—The 1959 strike of Portland newspaper unions against the Oregonian and Journal was only six days old when Edward J. Whelan, executive secretary of the Multnomah County Labor Council, issued a statement on the basis of the labor dispute which in the light of events of the past few weeks was startling in its prophetic accuracy.

In the face of flat denials and threats of libel action, the Oregon Labor Press, a weekly edited by Guild member James W. Goodsell, printed in full the Whelan text, originally read on a television news program.

It read: "I want to talk about the Portland newspaper strike and its real significance and peril to all the people of Oregon.

"In the last three days, strong evidence has been piling up that the Stereotypes and other newspaper unions were deliberately pushed into this strike to help the Oregonian carry out a plot to take over the Oregon Journal.

"I want to quote to you the statement that was made yesterday by an Oregon Journal executive, whose name I cannot use because I have promised to protect his identity. But I assure you that this is a genuine and accurate quotation from a man who is in a position to know what's going on behind the scenes.

"This Journal executive said, 'This strike situation means the windup of the Journal and the windup of me. The Oregonian is going to take us over when this is done.'

"The people of Portland had better realize that this strike was deliberately incited by the management of the Oregonian. Its real, underlying purpose is to pave the way for the Oregonian to take over the Journal—and to give complete control of public communications in Portland to the absentee owner of the Oregonian—Samuel Newhouse of New York.

"Mr. Newhouse has had his eye on the Journal for a long time. He would like to buy the Journal, print both newspapers in one building—and set up a complete newspaper monopoly in Oregon's largest city. No one questions the fact that he has the money to do it.

"A newspaper monopoly in Portland would give absentee owner Newhouse and his hand-picked local managers complete political domination of the state of Oregon—for the Oregonian and the Journal are the only two newspapers with state-wide circulation.

"If this becomes a one-newspaper town—if the Oregonian gobbles up the Journal—local advertisers will be at the mercy of the Oregonian. With a newspaper monopoly, and no competition, the Oregonian will be in a perfect position to charge whatever the traffic will bear for its advertising space.

"As far as the differences between the unions and the newspapers are concerned, they could be settled in half an hour—just as they were peacefully settled in Seattle and Tacoma a few days ago.

"But the Oregonian doesn't want to settle—not until it gets its hands on the Journal and transforms Portland into a monopoly town."

When the television broadcast

was made, executives of both newspapers were enraged. Both publishers, then at the Oregonian office, telephoned to Goodsell, threatening to institute libel action if the text were printed in the Oregon Labor Press.

The publishers called the Whelan broadcast "libelous, malicious, false," and "without any basis of fact," in their conversation with Goodsell. He printed the text, following it with a cartoon treatment of the same theme, reproduced herewith.

No libel suit was initiated. Denials of the same stripe preceded by hours the actual sale of the Journal to the Oregonian August 4.

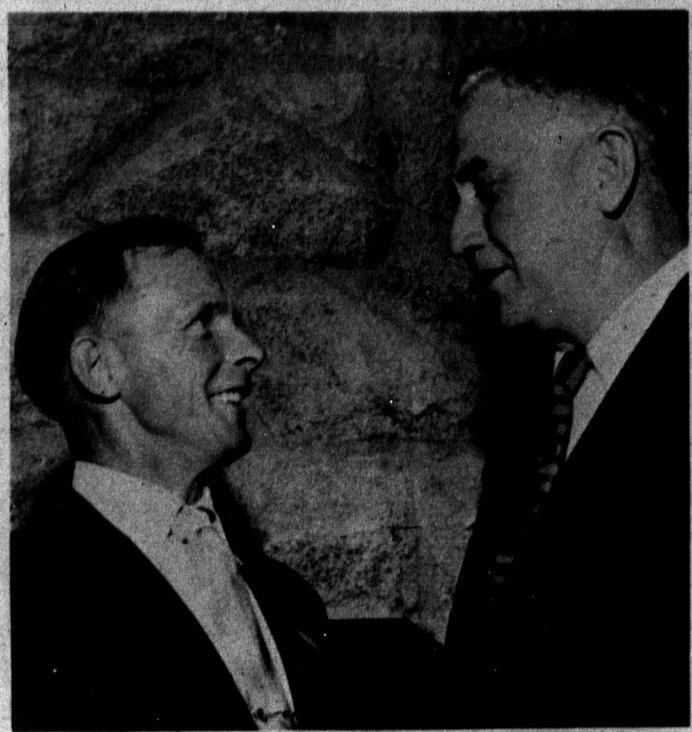
A week after the sale two executives at the Journal resigned their jobs. They were a director and vice president in charge of sales, and the controller; the former announcing his first real vacation in 10 years, the latter going to a Seattle post.

Portland Lists Gifts

Portland, Ore. — Gifts toward supplemental benefits for Portland Guildsmen at the Portland Reporter amounted to \$2,132.12 for the three weeks ending August 5, it is reported by J. Lynn Wykoff, secretary-treasurer of the local.

The contributions:

Previously acknowledged	\$145,267.59
WG-CTU, San Francisco	15.00
Boston Guild	50.00
Mrs. Steh M. Brandes	25.00
Columbus Guild	24.75
Denver Guild	220.00
James and Jane Goodsell	20.00
Emile Howard	100.00
Los Angeles Guild	25.00
New York Guild	200.00
Portland, Ore. Guild	50.00
San Francisco-Oakland Guild	700.00
San Jose Guild	25.14
Seattle-Tacoma Guild	600.00
St. Louis Guild	50.00
Wire Services Guild	50.00
New Orleans	41.25
Anonymous	18.00
TOTAL	\$147,599.71



Anticipatory? Roy Hyde, Montreal's delegate to last month's Vancouver convention, exchanges pleasantries with Frank C. McMahon, Canada's "oil pipeline king," whose home and gardens were the scene of the opening reception for the convention group. Hyde's smiles were doubtless widened last week, when his newly chartered local closed a first contract for his 133 fellow-employees at the Montreal Star's delivery department. The pact carried with it substantial gains for the new Guild group.

\$1.15 Minimum Affects 15 Guild Contracts

The new Federal Wage-Hours law calling for a \$1.15 an hour minimum becomes effective with the payroll week of September 3, and will affect the minimum Guild contracts in 15 Guild contracts held by 14 locals.

In a few instances the agreements are already due for renegotiation, and in many cases the new law will not increase actual going wages. Despite low wage levels written into the Guild minimum structures, most employers have been unable to recruit new workers at the listed figures. And in all cases, the sub-standard rates are found in starting wage minimums.

Appropriately enough, the largest number of Guild job categories which must be moved upward in the pay scale appears at the Chicago Defender, where Guild members have been on strike since April 16 for a better contract. The publisher's agreement there calls for starting minimums of \$44.50, which under the new law must become \$46 for a five-day 40-hour week.

The Defender jobs carrying the figure of \$44.50 are switchboard operator, secretary, receptionist, accounting clerk, general clerk, assistant cashier, payroll clerk, classified advertising clerk and maintenance employees.

Five job categories at the Lima Citizen will require lesser adjustments to conform with the new legal rates. Listed at \$45 are the starting pay figures for copy carriers and proof carriers, while the starting pay for stenographers, telephone operators and clerk-typists is pegged at \$45.40.

Only copy boy minimums are affected in Guild contracts at Chattanooga, Cincinnati, Knoxville, New Brunswick, Norfolk and Richmond, and in the contract at the Indianapolis Star. The agreement in Indianapolis covering the advertising department for the Star and News will need revision in several job classifications. The figures are \$42 for

Labor Department Issues Reminders

The new Wage-Hours law is directed at employers, whereas the old statute applied to employees, a distinction which the U. S. Labor Department is observing in mailing out its official posters informing employees of their new rights.

The employer is required to post the document, in all establishments covered.

The wider scope of the law, as well as its new minimum rates, are explained non-technically in a pamphlet available on request from the Labor Department's Wage-Hour & Public Contracts Division, or purchasable at ten cents a copy from the Government Printing Office.

daytime service department office boys and \$45 for the starting minimums for classified telephone solicitor, classified adjustment clerks, counter clerks, ad censor, classified paper marker, general clerks and order-in clerks.

In Daytona Beach there is a starting minimum of \$42.50 and a second year figure of \$45 for the copy boy, assistant librarian and payroll correspondent jobs.

In Garden Grove, Calif., substitution managers working a 20-hour week and scheduled at a minimum of \$22 must be moved to the \$23 level.

Copy boys and elevator operators at Portland, Me., have a minimum starting pay of \$44.50. Application of the hourly rate to a five-day 37½-hour week will call for changes in two contracts. In Peoria library clerks start at \$42.50 and copy boys at \$40, with \$43.13 as the new legal minimum.

In Sioux City, clerks and stenographers start at \$41. The new law, if unchanged in the meantime, will call for \$1.25 per hour after a two-year period. In September, 1963, a substantially larger number of contracts—and individual employees—will be entitled to higher figures.

Strike Action Wins Contract For Montreal Deliverymen

(Continued from Page 1)

covered group, and these have agreed to an agency shop status, if local officers approve; i.e., they would pay dues in lieu of full membership.

In job security, discharge must be for good and sufficient cause, and economy staff reductions will observe seniority. A probation period of three months is set for new employees. Full-time helpers may be terminated at age 21, but those presently employed who are 19 or more will terminate on a sliding scale up to 24 years of age. Grievances are to be handled through a four-man joint committee and in the event of a deadlock, within time limits set by the agreement, a fifth member is added and the five constitute an arbitration panel.

If reduction of force is necessary, severance pay is provided for those displaced, on a basis of one week's pay for each six months of service, with a maximum of 13 weeks pay. Overtime, at time-and-half rates, is paid for work beyond the normal shift, which is spelled out for this year and for the change in the work week occurring next April 1.

Vacations are earned for two weeks after one year, for three weeks after five years and for four weeks after 25 years. Accrued vacation credits are payable on termination.

Eight holidays are listed, at premium pay, and leaves are provided, mandatorily for Guild purposes, and with publishers' approval for other "good and sufficient cause."

Partially disabled employees may be continued, if the union and management agree, in their jobs at not less than 50 percent of their former regular wages.

Other contract settlements: **WSJ Starting Minimum For Reporters: \$104**

Chicago, Ill.—A minimum of \$104 for beginning reporters is provided in a new two-year pact negotiated between the Chicago Newspaper Guild and the Wall Street Journal.

The agreement, which was effective June 1, provides for general and minimum increases of \$2.50 to \$5.50 the first year and \$2 to \$5 the second.

The new contract brings beginning reporters up \$4, top reporters up \$5.50 to \$160.50, copy-readers to \$170.50, secretaries up \$4 to \$97.

It also provides for widening of eligibility for major medical coverage.

Saturday Review Adds Peace Corps Leaves

New York City—Leaves of absence for the Peace Corps are provided in the new two-year contract which became effective July 1 between the Newspaper Guild of New York and the Saturday Review.

Minimums are up \$3.25 to \$5 the first year, \$2.25 to \$4 the second. Top job, that of editorial associate, is up \$5 to \$177. Stenographers go up \$3.25 to an \$82.25 figure.

Other improvements were made in the union security, information, job security, part-time and temporary, general wage, hours and overtime, severance pay, vacations, grievances, military service, welfare, transfers and night differential clauses.

CONTRACTS

Reporter Top Is \$138.25 In Pittsburgh Reopener

Pittsburgh, Pa.—A reporter top of \$138.25 in the fifth year results from the wage reopener agreement between the Pittsburgh Newspaper Guild and the Pittsburgh Post-Gazette. Stenographers go up \$3.25 to \$80 in the fifth year.

The agreement, effective April 1, 1961, and running for one year, provides general and minimum wage increases of \$3.25 under \$80, \$3.50 to \$120 and \$4 for \$120 and over.

NY Picks Up \$4 to \$9 In Foreign Policy Pact

New York City—General increases of \$2 to \$4.50, both in the first and second years are provided in a new two-year contract negotiated by the Newspaper Guild of New York with the Foreign Policy Association. It took effect June 1, 1961. All increases are fully added to the minimums.

Other improvements include additional vacation in some categories, three-day leaves for a death in the immediate family and tight security provisions. The new agreement also clarifies the welfare provisions.

6 Percent Increase At Morkle Press

A two-year agreement has been reached by the Washington Newspaper Guild with Morkle Press, Inc. It is effective as of June 1, last.

The contract provides for a general increase of 3 percent with a minimum of \$2.50 in each year. Minimums go up \$2.50 to \$10 the first year, \$2.50 to \$5 the second. Application of these minimums, however, results in many cases where the general increase is much higher than the minimum.

A half-day holiday on Christmas Eve, for a total of 7½, has been added.

\$2.71 To \$19.71 Gains At Pittsburgh Courier

Pittsburgh, Pa.—Minimums are increased from \$2.51 to \$19.71 in an agreement concluded with the Pittsburgh Courier by the Pittsburgh Newspaper Guild. Effective as of April 1, last, it runs for two years.

The top jobs: artist in charge and sports editor go up \$6.26 to \$106.26. Reporter top is up \$4.56 to \$89.56. General office workers advance \$4.61 to a top of \$58.61, with top now attained in two years instead of four, as previously.

Other improvements include: Limitation of apprentices; wage reopener by either party within 10 days of certification by ABC of the paid circulation audit; dropping from exclusion some 17 jobs and part-timers; full Guild shop for all employees in Guild jurisdiction; Model checkoff; Institution of Model grievance procedure; removal of 28-week severance pay ceiling; fourth week of vacation after 10 years; and improvements in hiring, information job security, retirement, transfer and promotions, hours and overtime; and leaves of absence clauses.

Twin Cities Reporters Reach \$146.50, \$157.49

Twin Cities, Minn.—New top minimums for Minneapolis Star and Tribune reporters advance to \$146.50 days, \$157.49 nights the first year and \$150 days and \$161.25 nights in the second as the result of a new contract with the Twin Cities Newspaper Guild.

Effective August 1, the agreement runs for two years. Minimums go up \$1.50 to \$4.00 the first year, \$1.50 to \$3.50 the second.

The assistant women's editor has been raised to the top editorial classification at \$161.25 days, \$173.24 nights in the first year and \$165 days, \$177.38 nights in the second.

The severance pay ceiling was raised from 32 to 35 weeks. Improvements also were negotiated in the grievance machinery, and in the hours scheduling.

GUILD BRIEFS

Labor Board Checks Into CWS Discharge

Vancouver, B. C.—The Canadian Labor Relations Board is investigating a charge by the Canadian Wire Services Guild that one of its members has been discharged for union activity.

The employee is Paul Fritz-Nemeth, who last month was the Guild's only witness at an Ottawa hearing on a petition for certification of the Guild as bargaining agent for the employees of Television Station CHAN, of whom Fritz-Nemeth is one. Station management says he was discharged for smoking on the job.

Following the hearing, three unions were certified for groups of the employees, the largest bloc being allotted to the Guild, and other segments to the National Association of Broadcast Employees and Technicians and to the International Association of Theatrical Stage Employees.

CHAN management has asked for a review by the British Columbia supreme court of the entire

certification decision. The court has assigned a calendar date of September 14 for argument on the application.

Three-Man Election Ordered For Hilo

Hilo, Hawaii—An election in which only three employees will be eligible to vote is scheduled for September 7, under direction of the National Labor Relations Board.

The eligibles are circulation district managers at the Hilo Tribune-Herald, where other employees in all Guild-jurisdiction departments have already voted to have the Hawaii Newspaper Guild represent them in collective bargaining.

Through what Guild officials at Honolulu believe was an oversight, the three district managers were excluded from the voting lists prepared by the NLRB for the August 7 balloting. Next day the Guild filed a petition asking for their consolidation into the existing bargaining unit.

Publisher Seeks Political Aid To End Defender's Woes

Chicago, Ill.—Publisher John Sengstacke of the Chicago Defender, Negro daily where 60 Guild members have been on strike for more than four months, is trying to use his wide Democratic political connections to extricate himself from his employee-relation woes, the Chicago Guild learned this week.

Sengstacke has been deeply involved in the politics of Chicago's south side, and prior to last April's breakdown of negotiations and his commission of acts which the National Labor Relations Board has charged were unfair labor practices, he had the reputation of being a liberal.

His party connections are such that he was recently appointed to the Commerce Department's advisory commission on area redevelopment. Letters of protest against the choice were sent to Washington officials, but won only formal acknowledgment of receipt. Last month the ANG convention at Vancouver adopted a strong resolution of protest, directed to President Kennedy and U. S. Senator Paul Douglas (Dem., Ill.), asking their intervention in having Sengstacke removed from the national advisory body, which includes a large group of labor, civic and industrial leaders.

The Guild here has learned directly from Senator Douglas' Chicago office that Sengstacke has made several personal visits since the strike began, the most recent one shortly after the NLRB hearings on Guild charges issued in the form of a Board complaint against the Defender.

On that occasion the publisher sought to have the Senator's office arrange a conference between Sengstacke and Frank W. McCulloch, chairman of the NLRB in Washington and a former staff employee of Douglas.

Sengstacke was told that the request was impossible to grant. But during the week after the hearings, the Defender conducted its annual "Bud Billikins Day"

parade. On the reviewing stand with Sengstacke were Senator Douglas, Mayor Richard J. Daley and the newly-appointed Negro member of the Federal District Court, Judge James Parsons.

Parsons had been elected to the Cook County Superior Court in November, 1960, and in December of that year acted as counsel for the Defender in Guild negotiations. At the NLRB hearings early this month, Judge Parsons appeared as a witness for the Defender. His testimony was heard, although it related to events occurring more than six months prior to the commission of the labor practices at issue.

The local executive board has sent telegrams objecting to Parsons' involvement in the current case. The wires went to Senators Douglas and Everett McK. Dirksen (Rep., Ill.), to Sen. William Proxmire (Dem., Wis.), Attorney-General Robert Kennedy and to the Chicago Bar Association.

The messages said, in part: "... we feel such actions on the part of a man nominated for a federal judgeship by the President of the United States are not in keeping with the highest traditions of impartiality we desire to see maintained in our judicial system."

Sengstacke and his personnel manager, Bertram Pratt, testified that last March 17 just before a bargaining session was to begin, a meeting had occurred between Kenneth Byrd, the Chicago Guild's executive director, and Sengstacke, in the latter's office.

Sengstacke testified that he had offered Byrd proof of the firm's inability to grant a wage increase and that Byrd had refused to accept the information.

Byrd denied having ever met alone with the publisher. Instead, he told Trial Examiner John Eadie he had been meeting with the Defender Unit chairman, Eleanor Pino, at the very hour Sengstacke indicated.

Under cross-examination, Leonard Kofkin, Guild counsel, asked why Sengstacke didn't offer the rejected proof to the full bargaining committee, which met with him

earning \$55 less a week than their equals elsewhere in Chicago.

"And he has the effrontery to smear the Guild as 'Jim Crow'!" "He should go to the sinners' bench, rather than take over the pulpit, on the subject of civil liberties."

"Here is a Negro employer instilling suspicion and hatred into his Negro community and his Negro employees now picketing his plant."

"A full page ad signed by Defender management runs some 20 paragraphs of naked bile, like this sample:

"The union is trying to maintain a JIM CROW UNIT, and is attempting to use the Defender as a GUINEA PIG to perpetuate its SEGREGATED POLICY."

"This is a flat lie. The Guild's constitution bars segregation; our practice repudiates it. A short year ago at the AFL-CIO convention our own Joe Collins went to the support of Philip Randolph in a stinging attack on the very Jim Crowism with which this Chicago publisher attempts to tar us!"



Prominent: Outweighing all other considerations at the Vancouver convention for these two ANG vice presidents was their immediate need for a good cigar. They are, of course, former ANG President Joseph F. Collins, of Wilkes-Barre, and James B. Egan, of New York, caught here in an off moment during the busy week. Their comment: "Let's see you make a one-column cut of this one!"

New Transfer Procedures Cited To Locals By Perlik

Local Guild officers have been informed by ANG Secretary-Treasurer Charles A. Perlik, Jr., of the changes in administrative procedures resulting from constitutional amendments adopted by the Vancouver convention concerning transfers of membership and the status of members when constitutional obligations have not been met.

The material will eventually be incorporated in the ANG Administrative Manual. Meantime a temporary form for reporting transfers and dues-obligation status is being supplied with Perlik's letter.

The communication cites the text of the constitutional changes voted by the convention, and notes that two new elements appear in the transfer process. Local-to-local transfers are no longer constitutional—they are now processed through the ANG office; and a 60-day grace period is set up for completion of the transfer without injury to the member's good standing.

The new constitutional text also

recognizes the wide-spread habit of "dropping" members informally, when dues-and-assessment obligations have not been met.

It is now provided that when local reports show that a member is more than one month in arrears, the fact is to be recorded by ANG and the local notified that the member is under automatic suspension.

On notification, the local may remit the overdue payments, may after hearing expel the member, or may continue him in suspension.

Remaining in suspension for 12 months would cause ANG to drop him from its rolls, with appropriate notice to the local.

The administrative practices thus set up involve no changes in the definition of good standing, or the requirement that suspension is automatic after more than a month's delinquency. They do place the initiative on ANG to act when such a delinquency appears, and the effect, says the Perlik letter, should be a more accurate reflection in the records of the actual membership status.

Continuing without change are the constitutional procedures necessary to reinstate a member in good standing.

Fire Drives Guild From Albany Office

Albany, N. Y.—Fire damaged the office of the Albany Guild early last month, destroying many of the local's records. Saved from the blaze were the local's charter, signed by the first ANG president, Heywood Brown, and a framed portrait of Brown.

Mail to Guild officers should be addressed until further notice to the treasurer, B. Paul Lyman, 31 Bertha Street, Albany 9, N. Y.

Rosenstock On Chicago NLRB Bans 'Super-Seniority' For Scabs

Unexpected aid in the drive by newspaper and printing industry unions against the spread of professional strike-breaking has been furnished in a unanimous ruling from the National Labor Relations Board.

It lessens the desirability, from management's point of view, of hiring scab replacements during a work stoppage by holding that to accord such replacements "super-seniority" over striking employees is an unfair labor practice.

The case arose from a strike by Local 613 of the International Union of Electrical Workers against the Erie Resistor Corporation, at Erie, Pa., in March, 1959.

During the strike the company adopted a policy granting 20-year seniority to new employees hired as strike replacements and 20 years additional seniority to laid-off employees and to strikers who returned to work.

At the end of the three-month

strike, many strikers who had neither been replaced, nor recalled at the strike's end, lost their jobs solely because of the new seniority rule.

The IUE filed charges, and a regional hearing officer recommended that they be dismissed. The five-member board at Washington reversed the officer, ruling that the firm's super-seniority policy violated the federal labor law and "was an unlawful means of combatting the employees' right to strike."

Said the Board's opinion: "Super-seniority effectively divides the strikers against themselves." It asserted that "an offer of super-seniority is not merely an attempt to secure new replacements, but more accurately an offer of benefit to individual strikers to abandon the strike and return to work." It is "a form of discrimination extending far beyond the employer's right of replacement" and is "in direct conflict with the express provisions of the Act prohibiting discrimination."

The Board's order directs the

Erie firm to rescind the policy, restore the seniority system prevailing prior to the strike, and to bargain with the IUE local.

The union estimates that the decision will mean more than \$500,000 in back pay to its Erie members, of whom about 150 are affected.

Professional strike-breaking is particularly malevolent in the area of newspaper publication. It has been under fire for more than a year, since the formation of the Presidents' Committee of Allied Printing and Related Trades following the strike at Portland, Ore. There well-organized groups of non-union replacements swarmed into the two struck newspaper plants, within hours after the strike occurred.

The threat that professional strike-breakers pose to unions is being met by campaigns for the enactment of state and provincial legislation barring their recruitment, particularly by an agency not a party to the labor dispute.

HOW TO BUY: New Home-Loan Law Can Be Helpful

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

When you go shopping this September, you'll find a number of prices below a year ago, although not on food.

Children's back-to-school clothes and other family clothing needs are priced about the same as a year ago. The chief reductions are in household equipment. Washing machines, housewares, hardware and paints are reduced, while furniture and rugs are just a shade lower. For example, one large mail-order house has cut the price of an automatic washer \$50, and a dryer, \$35. Washing machines are being improved in ease of servicing. One manufacturer has brought out a washer which can be serviced entirely from the front by removing two panels.

One of the most useful developments for your family is the new home-improvement legislation enacted by Congress. These laws provide for modernization and repair loans at a true annual interest rate of six percent plus one-half of 1 percent for FHA insurance, and for amounts up to \$10,000, with as long as 20 years to pay.

Until now, lowest rates generally available were on the FHA

Title I home-improvement loans. These go up to \$3,500. The fee is \$5 per \$100 up to \$2,500, and \$4 per \$100 from \$2,500 to \$3,500. But this fee is charged on the original amount, not on the declining balance as on the new loans. Thus the \$5 per \$100 is equivalent to a true annual interest rate of about 10 percent.

The new loans can help you avoid either a second mortgage or refinancing your present mortgage if you need a large sum for improvements. Second mortgages or second trust deeds not only generally require interest of more than 6½ percent, but often also a "discount" or bonus which often makes the true interest rate as much as 10 percent.

Depending on the amount you want, you probably also will have to give a second mortgage, or other lien against your property, for the new type of modernization loan. But it will be at the 6½ percent rate and without the costly discount. You will have to pay some closing fees as with any mortgage.

Only other way to beat the new loan rate when you need modernization money, is with an "open-end" re-advance. Many mortgages have a clause permitting you to re-borrow up to the original amount at the same rate. A re-

advance should be your first request. But lenders sometimes are reluctant to advance new money at old low mortgage rates.

Minimum loan under the new program is \$2,500, or \$1,000 in neighborhoods designated as urban renewal areas. The loans can be arranged for five, ten, fifteen or twenty years. We recommend making the term of the loans as short as practicable, not as long as the bank will allow. Even at 6 percent, interest costs pile up. For example, on a \$6,000 loan on which you pay \$43.02 a month for 20 years, you would repay a total of \$10,325.

To get the new 6 percent loan, you will have to show that the loan will be used to enhance the basic livability of a house. Too, the total of the new loan plus your mortgage balance cannot exceed the actual value of your house.

You also may have to inquire about the new loans at more than one bank or savings association. Congress can pass a bill providing for low-rate loans but the banks can make the loans or not as they please. In a survey in mid-August, this reporter found a little more than half the banks questioned said they probably would participate.

The reluctant banks said they aren't keen on tying up money in amounts as low as \$2,500 and for as long as 20 years, with all the

administrative work required in handling loans on a mortgage basis.

The banks also express concern that the new loans can become a racket for unscrupulous home-renovation promoters as the FHA Title I modernization loans were several years ago. For example, a high pressure seller may build up a \$1,500 job to \$2,500 so a homeowner can qualify for the new 6 percent loan.

This is a legitimate fear. The new loans will have to be closely inspected by both FHA and banks, and policed by you so you don't pay an exaggerated price because the financing is easy to get and you can stretch out payments a long time.

FOOD CALENDAR: Turkeys are the buy this month. The supply is 25 percent above a year ago. Also relatively reasonable for September are poultry, beef and lamb, in heavier supply than usual. This month, switch to medium-size eggs which seasonally are a better value than large.

September is also the month to stock up on canned foods. The stores run specials this month to clear out this year's pack before the new pack arrives.

This is also the time to buy late summer vegetables and fruits for freezing or processing. But watch out for "faced" packages, the U. S. Agriculture Department warns.

Small fruits and sometimes small vegetables have the best specimens on top. This "face" layer may conceal ordinary or even inferior quality in the rest of the pack. You can get help in choosing good-quality produce from a free booklet, "Tips On Selecting Fruits And Vegetables" (Marketing Bulletin No. 13), available from the Office of Information, U. S. Agriculture Department, Washington 25, D. C.

Guild Loses In Rerun At Ottawa Journal

Ottawa, Ont.—A new election among editorial employees of the Ottawa Journal to determine a bargaining agent has resulted in rejection of the Ottawa Guild, by a count of 29 to 16.

In previous balloting, the Guild had won narrowly, 26 to 22. The conduct of the elections was challenged by management and an organized minority, and the results were set aside by the provincial labor board when the Guild admitted that by inadvertence it had violated the regulation prohibiting electioneering within 72 hours of the opening of the polls.

The Guild holds a contract covering the circulation department at the Journal, and has full contract jurisdiction at the competing daily, the Ottawa Citizen.

SOUP TO NONSENSE

Mother's Memo Pad

By JANE GOODSELL, Portland, Ore., Guild

JANUARY—Dismantle Christmas tree. Exchange gifts that don't fit. Remind children to write Christmas thank-you notes. Ask garbage man to haul tree away. Lose five pounds. Exchange chifton peignor for electric skillet.

FEBRUARY—Buy Valentines for children to make. Glue for Valentines. Remove Christmas wreath from front door. Remind children to check Lost-and-Found for mittens. Carpet-cleaner for glue on rug. Remind garbage man to haul Christmas tree away.

MARCH—Throw out Valentines. Call doctor about Molly's cough. Buy new mittens for children. Cough syrup and paper dolls for Molly. Make children write Christmas thank-you notes. Call doctor about spots behind Molly's ears. Get measles shots for Katie.

APRIL—Cough syrup for Katie. Buy Easter baskets. Notify school of Katie's measles. Magazines for Katie. Note to milkman for three dozen eggs. Buy Easter egg dye. Linoleum cleaner for Easter egg dye spots. Check house for missing Easter eggs. Room deodorizer.

MAY—Write Christmas thank-you notes for children, explaining delay due to measles. Throw out Easter egg baskets and remember not to get grass next year. Remind Ann to make cookies for club meeting. Drop hint that red meat thermometer would be nice Mother's Day gift. Buy moth spray. Exchange Mother's Day stockings for right size.

JUNE—Use moth spray. Send graduation gifts. Tell Ann to stop wearing my stockings. Make sure Ann practices piano one hour a day. Stock up on peanut butter. Buy wedding presents.

JULY—Sew name tapes in Katie's camp clothes. Insist that Ann practice piano half an hour

a day. Spray for moths immediately! Shop for new swim suit. Lose five pounds. Exercise. Write Katie at camp, sending \$5 and toothbrush. Call piano teacher to cancel Ann's lessons.

AUGUST—Car to garage to check oil, gas, tire pressure, knock in engine, etc., Carsickness remedy for Molly. Mosquito repellent. Borrow luggage from Mother. Notify paperboy, milkman, mailman, etc., that we'll be away. Clothes to cleaner, shoes to shoe-maker. Notify milkman, paperboy, mailman, etc., that we're back. Get Mother's luggage repaired. Clothes to cleaner, car to garage.

SEPTEMBER—School clothes for children. Withdraw money from savings account. Call washing machine repairman. Crayons for Molly—largest size. Let down hems. Join PTA.

OCTOBER—Galoshes for children. Check gutters. Call washing machine repairman. Halloween costumes. Candy for trick 'r' treats. Halloween party decorations. Check Lost-and-Found for Molly's new galoshes.

NOVEMBER—Check Christmas card list. Make gift list. Costume for Katie for Christmas pageant. Shop for new washing machine. Withdraw money from savings account. Call electrician to install new washing machine. Throw out Halloween candy.

DECEMBER—Order Christmas cards. Start Christmas shopping. Call store to complain that Christmas cards haven't come. Buy Christmas paper, ribbon, etc. Address Christmas cards. Buy more ribbon. Get Aunt Hattie's new address. Find Christmas tree ornaments. Buy new dress. Withdraw money from bank. Call man to fix dishwasher. Inquire at bank about loan. Join Christmas club for next year. Buy aspirin.



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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Steward Holds Key Job In Day-By-Day Activities

TO BEGIN WITH . . .

Originally, the dictionary tells us, a steward was the person in charge of the great estates of the Middle Ages.

Medieval estates being what they were (they included dozens of tenants, hundreds of people and thousands of acres), this was an important job. It was so important, in fact, that in the king's household the steward was always a Noble of the Realm.

We don't have kings in the Guild, but we do have stewards. And you're just as important to your local Guild as the medieval steward was to his king, and for much the same reasons.

You are responsible for the day-to-day administration of its affairs where efficient administration is most difficult and most important: in the shop itself.

We don't have nobles in the Guild, either, but if we did, you'd be one.

Building the Union

There's a famous old labor song called "We Are Building A Strong Union."

Know it? It describes your job as a steward in one short, dramatic phrase: Building the union.

It's a short phrase, but a long job.

It means a good deal more than just looking out for grievances. It means making your Local as strong, representative, responsive, efficient and productive as you know how.

In one word, it means leadership.

It also means work. Specifically, it means that you, and your fellow stewards, should:

- Help enforce the contract and protect the rights and welfare of the members in your department.

- Collect dues or other payments as required by your Local.
- See that your department is fully organized and kept it organized.

- Welcome new members, help them get settled and get them to become active members.

- Keep the members in your department informed of what's going on in the Guild and get them to participate in Guild activities and work for Guild objectives.

- Keep your officers informed of what's going on in your department and help them implement Guild policies and advance Guild programs.

- Be of service in every way you can. Some unions have union counselors, in addition to stewards, to help their members with personal problems. You're the Guild's counselor.

Of course, if your contract provides for checkoff of dues or your Local has separate dues collectors, you won't have to collect dues; and if your contract has a Guild shop you may have little organizing to do.

But even if new employees are required to join the Guild by contract, it's still your job to see that they become active, loyal Guildsmen.

In short, to the members in

The Guild Reporter presents the first of several installments of "Building a Strong Union," a manual for Guild Stewards and committeemen recently published by the Research and Information Department of the Guild. Other installments will follow.

your department, you are the Guild.

You are the contact between the member and his union. In all except the smallest locals, it's not possible for every member to know the local president personally, much less see him regularly. But every member does know his steward, and sees him every day.

Why We Have Stewards

Does all this seem like a lot? Well, it could be for one person, or even two or three, depending on the size of your unit and whether or not you have the check-off and Guild shop.

That's why we have stewards.

All the things mentioned above—from contract enforcement and organizing to counseling—must be done if your Local is to be the strong union you want it to be.

Not only that, they must be done regularly and systematically, day-by-day and department-by-department.

The only question is, who can do them best?

Your local and unit officers have other responsibilities. Any way, there probably aren't enough of them to go around, and except in the smallest one-department units the job we're talking about is too big for one man.

But suppose we divide up the work?

Suppose we divide each unit into its separate departments. And divide each large department into small, natural work groups. And then select one member from each department or work group to be responsible for his group.

—Then the job becomes manageable. We call these group leaders stewards, after the stewards of the Middle Ages who were responsible for the day-to-day administration of great estates. (King Charlemagne, incidentally, thought up 70 things for his stewards to do, not seven.)

The name, of course, isn't important. Your Local, for example, may call them committeemen.

But the system is important.

It divides up the work, fairly and squarely.

It fixes responsibility for getting the work done.

It provides the Local with a continuing supply of new leadership and the steward—you—with an avenue to advancement in your union.

In The Beginning

Labor learned this long ago. In the days of craft unionism and small shops and informal agreements, walking delegates went from shop to shop to make sure that union wages and conditions were observed.

In time, the walking delegate developed into the full-time, paid business agent, but with the coming of industrial unionism and the

(Continued on Page 8)

Reporter, Photog Top Minimums

138 Contracts, 178 Newspapers, August 1, 1961

NY News	\$165.00-7th yr	Joliet Herald-News	130.50-5th yr
NY Times	164.55-7th yr	Rochester Democrat & Chronicle	130.00-5th yr
Washington Post & Times Herald I*	164.00-7th yr	Times-Union (2)	130.00-5th yr
Chicago: Wall St. Journal	160.50-6th yr	Muskegon Chronicle	130.00-6th yr
NY Herald Tribune	160.50-7th yr	Providence Jnl. & Bulletin (2)	130.00-6th yr
NY Journal-American	160.50-7th yr	Youngstown Vindicator	130.00-6th yr
NY Mirror	160.50-7th yr	Wilkes-Barre Record & Times-Leader, News (2)	129.50-5th yr
NY World-Telegram & Sun	160.50-7th yr	Wilkes-Barre Sun, Independent	129.00-4th yr
St. Louis Globe-Democrat	160.00-6th yr	NY: L. I. Press	
St. Louis Post-Dispatch	160.00-6th yr	NY: L. I. Star-Journal	129.00-4th yr
NY Post	159.25-7th yr	Toronto Telegram	129.00-6th yr
Sacramento Bee	154.50-6th yr	San Pedro News-Pilot	128.75-6th yr
Sacramento Union	154.50-6th yr	Great Falls Trb. & Leader (2)	128.60-6th yr
Stockton Record	154.50-6th yr	Waukegan News-Sun	128.50-6th yr
Oakland Tribune	154.50-7th yr	Niagara Falls Gazette	128.00-5th yr
San Francisco Chronicle, Examiner, News-Call, Bulletin (3)	154.50-7th yr	Richmond (Va.) News-Leader & Times-Dispatch (2)	128.00-7th yr
Philadelphia Daily News	153.00-6th yr	Salem News	127.50-5th yr
San Jose Mercury & News (2)	153.00-6th yr	Garden Grove News	126.50-6th yr
Buffalo News	152.00-7th yr	Bay City Times	126.25-6th yr
Detroit Free Press	151.74-5th yr	Huntington Park Signal	126.25-6th yr
Philadelphia Inquirer I	151.50-5th yr	Albany Times-Union	126.00-6th yr
Scranton Trib. & Scrantonian (2)	147.13-5th yr	Toronto Globe & Mail	126.00-6th yr
Scranton Times	147.12-5th yr	Pawtucket Times	125.56-5th yr
Chicago Sun-Times & News (2)	147.00-6th yr	Tonawanda News	125.50-5th yr
Washington Post & Times Herald II*	147.00-7th yr	Indianapolis Star	125.00-7th yr
Buffalo Courier-Express	146.75-6th yr	Jersey City: Jersey Journal	124.00-5th yr
Philadelphia Inquirer II	146.50-6th yr	Albany Knickerbocker News	124.00-6th yr
East St. Louis Journal	146.00-7th yr	Norfolk Virginian Pilot	124.00-7th yr
Long Beach Independent & Press Telegram (2)	145.00-6th yr	Vancouver Sun & Province (2)	123.75-6th yr
Washington Daily News	145.00-7th yr	Peoria Journal Star (2)	123.50-6th yr
Los Angeles Herald-Express	143.50-6th yr	Eric Times & News (2)	123.28-6th yr
Minneapolis Star & Trb. (2)	143.50-6th yr	Perth Amboy News	123.00-6th yr
Akron Beacon Journal	142.00-6th yr	Sheboygan Press	122.50-5th yr
Napa Register	142.00-6th yr	New Brunswick Home News (2)	122.50-6th yr
San Mateo Times	141.60-6th yr	San Antonio Light	122.00-6th yr
Richmond (Calif.) Independent	141.50-6th yr	Harrisburg Patriot & News (2)	122.00-6th yr
Santa Rosa Press Democrat	141.50-6th yr	Kingston Daily Freeman	121.50-5th yr
Vallejo Times-Herald & News-Chronicle (2)	141.50-6th yr	Memphis Commercial Appeal & Press-Scimitar (2)	121.50-6th yr
Milwaukee Sentinel	141.10-6th yr	Pueblo Star-Jnl. & Chieft. (2)	120.75-6th yr
Cleveland Plain Dealer	141.00-6th yr	Houston Press	120.00-6th yr
Cleveland Press & News	141.00-6th yr	Knoxville News-Sentinel	119.50-6th yr
Honolulu Star-Bulletin	141.00-6th yr	Utica Observer-Dispatch & Press (2)	119.00-6th yr
Washington Star	141.00-7th yr	Duluth Herald & News-Trb. (2)	118.75-6th yr
Boston Herald & Traveler (2)	140.50-5th yr	Greensboro News & Record (2)	117.00-6th yr
St. Paul Dispatch & Pioneer Press (2)	140.50-6th yr	Indianapolis Times	117.00-6th yr
Lansing State Journal	140.00-6th yr	Lynn Item	116.50-5th yr
Baltimore Sun & Evg. Sun (2)	139.75-7th yr	Newburgh-Beacon News	116.00-6th yr
Tacoma News-Trb. & Ledger	139.50-6th yr	Plainfield Courier-News	116.00-6th yr
Honolulu Advertiser	139.00-6th yr	Woonsocket Call	116.00-6th yr
Kenosha News	139.00-6th mo.	Portland (Me.) Press-Herald, Express & Telegram (3)	114.75-6th yr
San Diego Union & Trib. (2)	138.50-7th yr	Hazleton Standard-Sentinel & Plain Speaker (2)	114.00-6th yr
Pittsburgh Post-Gazette	138.25-5th yr	Allentown Call & Chron. (2)	113.93-6th yr
Gary Post-Tribune	138.00-6th yr	Chattanooga Times	113.50-6th yr
Madison Capital Times	136.00-5th yr	Paterson Call	113.50-6th yr
Toledo Blade & Times (2)	135.60-5th yr	Massillon Evg. Independent	113.06-6th yr
Seattle Times	135.50-7th yr	Ottawa Citizen	112.90-6th yr
Bakersfield Californian	135.00-6th yr	Sioux City Journal	112.50-5th yr
Denver Post	135.00-6th yr	York Dispatch	112.50-5th yr
Denver Rocky Mountain News	135.00-6th yr	Haverhill Gazette	112.00-5th yr
Hollywood Citizen-News	135.00-6th yr	Bridgeport Herald	112.00-6th yr
Toronto Star	134.75-6th yr	Victoria Colonist & Times (2)	111.35-7th yr
Chester: Delaware City, Times	134.50-6th yr	Manchester Union Ldr. & Sun.	
Battle Creek Enquirer & News	133.00-6th yr	News: Haverhill Jnl. (3)	110.00-4th yr
Hammond Times	132.75-6th yr	New Westminster British Columbian	108.52-7th yr
Cincinnati & Ky. Post & Times-Star (2)	132.00-6th yr	Terre Haute Trb. & Star (2)	108.50-6th yr
Columbus Citizen-Journal	132.00-6th yr	Lima Citizen	107.40-6th yr
Elizabeth Daily Journal	131.50-5th yr	York Gazette & Daily	106.50-4th yr
Rockford Morning Star & Register	131.25-6th yr	Waltham News-Tribune	105.00-5th yr
Portland Oregonian & Oregon Journal (2)	131.00-6th yr	Cumberland Times	104.25-55th mo.
		Daytona Beach News & Jnl. (2)	100.00-7th yr
		Brantford Expositor	97.85-7th yr
		Chicago Defender	92.50-4th yr

NOTE: Reporter 1 on Philadelphia Inquirer includes Writing Reporters.

Photographers receive the same minimum as reporters in all except 4 contracts; lower in Allentown \$108.49-4th yr, Chicago Defender \$97.50-4th yr, Philadelphia Daily News \$108.49-4th yr; higher in Dallas \$144.20-7th yr but can be reduced to work 3½ hrs extra wk. Photog. & Reporter top are the same but photogs. reach it 1 yr earlier on Scranton Tribune & Scrantonian, 3 yrs earlier in Victoria. On Philadelphia Inquirer all photogs. are in Group II. No photogs. are covered in Chicago: Wall St. Journal, Cumberland, Harrisburg, Huntington Park, Jersey City, New Brunswick, Ottawa, Paterson, Plainfield, San Mateo, San Pedro, Waltham, Wilkes-Barre, Woonsocket and York Dispatch contracts.

(Deferred Increases—Akron \$2 11-1-61, Albany Knickerbocker News \$2.50 11-1-61, Albany Times-Union \$1.50 11-1-61, Allentown \$2.12 5-1-61, Battle Creek \$4 10-1-61, Bay City \$3 12-31-61, Boston \$2.25 1-1-62, Butte \$2.50 1-1-62, Butte News \$2.50 1-1-62, Chester \$3.75 5-1-61, Chicago \$2.7 & News \$3 1-1-62, Chicago: Wall St. Journal \$5 6-1-62, Cleveland \$4 11-1-61, Denver News \$5 1-25-62, Denver Post \$5 9-2-61, Erie \$3.75 9-1-61, Gary \$4 10-25-61, Haverhill Gazette \$5 11-1-61, Hazleton \$5 11-1-61, Jersey City \$2.50 12-1-61, Joliet \$4 11-1-61, Lansing \$4 10-2-61, Memphis \$2.50 12-1-61, Muskegon \$5 1-1-62, Napa \$3 1-10-61, NY: Herald Tribune, Journal-American, Mirror, News, Times & Sun—\$3 11-1-61, Norfolk \$4 5-1-61, Philadelphia Inquirer I 1-1-62, Philadelphia News \$1 11-1-61, Plainfield \$4 5-1-62, Portland (Me.) \$2.50 12-1-61, Pueblo \$4 6-1-62, Rockford \$3.15 11-1-61, San Mateo \$2.25 11-1-61, \$2.40 5-16-62, Scranton \$2.67

EDITORIAL

The Right To Strike

The right to strike, to refrain concertedly and legally from working for a given employer, is fundamental to free trade unionism. Observe only its total absence in the dictator-ridden nations to validate the point.

In our own democracy, the right is denied only by the remnant diehards among managements. Most Americans realize that the right to strike is basic, necessary and well-established. Its alternative, of course, is slave labor, with no middle ground for compromise of the two extremes.

Given that acknowledgment, it follows that the right must be protected from erosion from any source. The recent unanimous decision of the National Labor Relations Board in the Erie, Pa., case involving the IUE, not only recognizes the validity of the right to strike, but provides valuable buttressing doctrine, as well.

The decision emphasizes that a strike, to be a genuine force in labor-management relations, must be allowed all the effectiveness envisioned in the collective bargaining provisions of the law.

Hence, said the Board, bait-dangling to individual strikers undermines the effectiveness of the concerted action of the employees, and itself thus constitutes a threat to the right to strike.

The decision is another move toward regaining accurate appraisal of the checks and balances built into the American system of preserving economic justice, under which management and labor, philosophical foes, still can live side by side.

A welcome by-product of the Erie decision is one which the Guild, as well as other unions in our industry, can applaud.

Any ruling which has the effect of reducing the desirability of employing strikebreakers—and the Erie decision will have such an effect—also reduces the likelihood of a recurrence of the open scandals encountered in our industry in Portland, Ore., and Westchester County, N. Y., in recent years.

Option

"The advance of technology may mean that we shall all be killed, or that we shall be bored to death."

"But it could mean something else."

"It could mean the realization of the dream of mankind from the dawn of history, relief from drudgery, relief from want, relief from disease, and the opportunity at least to become truly human through having the time and the freedom to exercise our highest human powers."

—Robert M. Hutchins, in an address marking the centennial of Jane Addams, founder of Chicago's Hull House.

Off His Chest

"The American newspapers are the most base, false, servile and venal publications that ever polluted the fountains of society—their editors are the most ignorant, mercenary automatons that ever were moved by the continually rustling wires of sordid mercantile avarice."

—John Ward Fenno, in "The Gazette of the United States"—1779.

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'Only YOU Can Help Stamp Out The 20th Century'



WASHINGTON WINDOW

Waste In A Time Of Crisis:
Atomic Power Project Killed

By Press Associates, Inc.

On August 8, 1961, 235 members of the United States House of Representatives picked up their morning newspapers and saw looking out at them the smiling face of Major Gherman S. Titov, telling Premier Khrushchev how he rode his spaceship Vostok II seventeen times around the earth and then landed safely to add enormously to Soviet scientific prestige throughout the world.

If they were anything like the rest of us there must have been this bitter question in their hearts: Why couldn't it have been us instead of the Russians?

Whatever their feelings, however, the blunt fact is that the 235 went to the House of Representatives and blithely voted against 164 of their colleagues to kill an American project that promised to be "the world's greatest atomic power plant."

It was a plant that could have put the United States in the lead in the peacetime development of atomic energy. It might well have served to help restore American scientific prestige in a world deluged with Soviet boasts of their achievements in space.

The Congressmen voted against it because they wanted to keep their own Government out of the power producing business at any cost in order to keep power production in the hands of private utilities.

The project was a proposed \$95,000,000 Hanford, Washington, steam plant designed to utilize the waste steam produced in the manufacture of plutonium for military purposes by the new Hanford reactor. The Senate already had approved the expenditure by a vote of 54 to 36.

As spokesmen for the Kennedy Administration pointed out, the Hanford power plant would simply be utilizing steam that otherwise will go to waste. It would be producing electrical power that in turn would be sold to private utilities and private manufacturing plants. And, more importantly, it would provide the nation with urgently needed tech-

Willard Shelton, whose Washington copy usually occupies this space, is on vacation. His column will appear again in the issue of September 8.—Ed.

nological experience in the operation of large peacetime nuclear power plants.

Yet, as was pointed out in debate, the very utility companies that today are the beneficiaries of huge public subsidies for the development of private atomic energy plants, lobbied savagely and successfully in the interests of their private profits to keep the Federal Government from going ahead with the Hanford project.

Rep. Melvin Price, Illinois Democrat, bluntly charged that the Hanford project was an "innocent bystander" that has been caught "in an effort of the private power companies to block atomic developments."

This is a serious charge at a time when the United States is engaged in a life-and-death battle with Communist Russia not only to hold the Western nations but to attract the non-committed, newly emerging states in Africa and Asia. It comes, too, at a time when the atomic powers are seeking ways to utilize atomic energy for the production of industrial power that can give them added national strength and world prestige. The USSR is seeking to develop that power.

As Rep. Price put it: "The construction of the world's largest atomic power project would not only increase U.S. world prestige at a time when we sorely need a lift, it would also place the United States on a par with Soviet dual purpose capacity in 1965. We must remember that all the atomic reactors the Soviets are building will be dual purpose—for plutonium and electric power."

Rep. Price's charge that the private utility companies seek to block atomic developments has another aspect. Technological improvements such as automation have become dear to the heart of American industry. The American worker, thrown out of his job,

is cheerfully told that automation will produce new jobs and that he mustn't let his own personal junking stand in the way of progress.

The advent of atomic energy has now opened the door to new and staggering technological progress in the development of power. It is understandable that men who have invested large sums in conventional power such as water power and steam plants run by coal should seek desperately to protect their interests and to take over, or at least control, new and competitive forms of power.

But just as we ask the workman to accept automation in the interests of the nation, so the private utility companies must accept this new and crucial form of power in the interests of the nation.

If the United States is to grow stronger in order to meet the challenge of the future, it cannot afford to turn its back or to downgrade the immense importance of developing atomic power. Neither Soviet Russia nor the rest of the world will wait while we try to fit the atom into the private enterprise system conveniently, neatly and profitably.

... Stewards

(Continued from Page 7)

growth of written contracts, units became too large and their problems too numerous to wait upon a business agent, much less a walking delegate.

Someone was needed to represent the workers on the job, all the time.

The answer to that was the steward.

He first appeared, the histories tell us, during the First World War in factories in England. Because it met a real need democratically, the shop steward system quickly spread to British mines and mills and, with the rise of industrial unionism in North America, to the United States and Canada.

So you see that this steward's job of yours is a mighty important one, more important perhaps than you had realized, and you have every reason to be proud you were chosen for it.