

Referendum Move Is Furthered By Group Of Seconding Locals



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Automated AP Ticker To Oust 57

New York City—Installation late next year of electronic equipment which will tabulate and compose the stock market reports for the Associated Press here will cut 57 jobs from the news service's payroll, 39 of the jobs in the Guild's jurisdiction.

Sixteen months' advance notice of the move has been given to the Wire Service Guild, in a wire from Frank Starzel, AP general manager, in order to enable those displaced to make adequate preparation for the change.

There are now 30 tabulators working on the Wall Street reports, of whom only four will be retained when electronic automation takes over. Eighteen punchers, six gummers and seven part-time clerks will also be dropped.

About one-third of the Guildsmen have 25 years of service in the field, which is a highly specialized one involving job skills not readily learned. Several have service in excess of 30 years with the Associated Press, some dating back to the first year—1930—when AP wires started to carry detailed market reports.

The new devices will speed up and otherwise improve the services to wire recipients, says Starzel's message.

The Wire Service Guild has made no computation of the amounts of severance pay which will have been earned.

The new service has been developed jointly by the International Business Machines Corporation and the American Telephone & Telegraph Company, with Western Union.

Detroit's Work Stoppage Leaves Lawyers Guessing

Detroit, Mich.—The presses are rolling again without interruption at the plant of the Knight-owned Free Press, but the recent five-day work stoppage occasioned when members of the Pressmen's union refused to cross a picket line at the building is echoing through the federal courts here.

The work stoppage ended Thursday evening, August 24, when the regional office of the National Labor Relations Board



Aren't They DOLLS! A neat profit for the Post-Dispatch unit of the St. Louis Guild was turned over by a doll booth at the local's recent picnic. At the request of Bill Balota, picnic chairman, girls of the unit dressed about 75 dolls for sale. Seen with a few of the results are, from the left, Joan McSalley, Toni Dopson, Ruth Coleman, Penny Richardson and Verna Adragna, who was booth chairman for the day. —Photo by Reynolds Ferguson, St. Louis Guild.

NLRB Election Set For Lowell Sun

Lowell, Mass.—About seventy employees in Guild-jurisdiction departments at the Lowell Sun will vote this month on designation of the Boston Guild as a bargaining agent. Monday, September 18, is a probable date.

A long-awaited decision—the original election petition was filed last January 25—defines the bargaining unit in accordance with the Guild's request, rejecting the

view of Sun management that separate elections should be conducted in each of the departments.

Those who will vote are employees in the advertising, business, editorial and maintenance departments, the clerks in the circulation department, photographers, cashier, circulation office, manager, wire editor, copy reader, national advertising manager and the assistant office manager. Excluded are district supervisors, drivers, truck maintenance employees, secretary to the general manager and all supervisors as defined in the Labor Act.

The election will be supervised by the National Labor Relations Board, which last week concluded hearings on a complaint of unfair labor practices brought by the NLRB against Sun management.

The trial examiner denied a motion by management counsel asking for deferment of the hearing until after the representation election. Attorney Frank Goldman said the hearing might "prejudice" the outcome of the election.

The Guild had waived the effects of the election, in filing its charges last March. In any event, a determination must await filing of written briefs by the attorneys, who made no oral arguments last week, and who were given until October 2 to prepare briefs. The

transcript ran to about 1,000 pages.

Goldman also charged "falsity" in an open letter directed to the Sun's business manager, Frank Lawlor, by ANG International Representative Ed Allen, who has been aiding the Sun staff in their organizing efforts. The letter went out following the first hearings early last month, with references to testimony by Lawlor, who said he had assigned a photographer "to go up and take a picture of the place" where the founding meeting of the Salem unit was held, last January 19.

The photograph was made for historical reasons, Lawlor said (GR, August 11).

Trial Examiner David London disallowed the falsity charge as "irrelevant."

The hearings were enlivened by management's story concerning 39 pay raises which were granted coincidentally with the Guild's organizing drive.

Managing Editor David Connors testified that the pay increases had been "under consideration" long before the advent of the Guild, some having been "discussed as early as 1958."

Lawlor added that pay increases were granted each year, and that there was nothing unusual or Guild-connected about the 39

Five States Covered By Endorsements

Six Guild locals had taken action supporting an ANG membership referendum seeking to reverse the action of the Vancouver convention is cutting off Defense Fund benefits to Portland, Ore., Guild members, as this edition of the Guild Reporter was ready for the press.

Another local scheduled its own referendum on the question for two days this week, with tabulations to be made too late for inclusion in this GR edition.

Addendum

The Peoria Guild added itself to the list of seconding locals yesterday, raising the local count to seven and the number of states represented to five.

The constitutional requirements call for initiating, or seconding votes by the memberships of eleven locals, located in five different states or provinces and representing in their membership at least five percent of the ANG total membership.

Locals reporting this week to the ANG as endorsing submission of the issue to referendum were Sacramento, which acted August 22; Knoxville, with a meeting on August 27; San Diego, which voted August 29, and Salem, which had its meeting August 31. San Francisco-Oakland was conducting its poll by membership referendum, voting dates being Tuesday and Thursday, September 5 and 7.

The 30-day period during which seconding actions are valid expires Sunday, September 24.

Buffalo, on August 11, and Boston, on August 21, adopted identical resolutions (GR, Aug. 25) and the locals now reporting indicated that their actions were in endorsement of the prior motions. Buffalo's communication reporting that local's action said that the local desired either initiating or seconding status, although in point of time it held the initiatory advantage.

The locals listed represent four different states, New York, Massachusetts, Tennessee and California, one short of the required five. They qualify for the requisite 5 percent of the total ANG membership—1,600 out of 31,000 plus. Should San Francisco-Oakland

(Continued on Page 3)

Best Seller

The first printing of the new Stewards' Manual, which came from the printers in late July, has been exhausted by the demand, and a second edition has been ordered. The 4,000 new copies will be available next week, from the research and information department at ANG headquarters. The manual is priced at 25c per copy.

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IT SEEMS TO US

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Out Of The East: On a two-month tour of the United States and Europe to study the many facets of trade unionism, under the sponsorship of The Asia Foundation, Japanese labor leaders visiting ANG headquarters listen as Maxwell E. H. Pyle, assistant director, research and information, explains the history, purposes, functions and achievements of the Guild.

Sented, left to right: Prof. Kazuo Okochi, department of economics, University of Tokyo, team leader; Tsuruzo Akisada, editorial writer, The Mainichi; Sadamu Koga, general secretary of the Japan Coal Miners' union; Takahiro Shirota, chairman of research branch, Japan Institute of Labor; and Hideaki Okamoto, personnel department, Mitsui Mining and Smelting Co., Ltd., who acted as interpreter.

Sunday Journal Is Dropped, Oregonian Boosts Its Rates

Portland, Ore.—The Sunday Journal is dead, and the sole surviving occupant of the Sunday newspaper field here—the Newhouse-owned Oregonian—has boosted both advertising rates and sales price for its Sunday edition.

Less than a month after Newhouse bought the Journal for more than \$8 million, the 57-year-old Sunday Journal, founded by the late C. S. Jackson, went into oblivion. Its last appearance was on its demise came late that same week. On Sunday, August 27, the Oregonian carried its own features, plus "This Week" and the comic strips which the Journal had distributed.

Editor & Publisher quotes M. J. Frey, Oregonian publisher, as saying that the Sunday Journal "was costing in the neighborhood of \$500,000 yearly."

Killing the Journal will not only cancel that loss; higher advertising rates—a boost of 20 percent for Sunday space buyers—and more circulation revenue from an increase from 15 cents to 20 cents for newstand copies, will further make the August 1 buy a profitable move for the Newhouse empire.

ABC circulation figures of last March showed 170,000 copies for

the Journal and 274,000 for the Oregonian, both figures being for Sunday runs. Should the new circulation round out at 400,000, a reasonable expectation, the five cent per copy increase would net more than \$1 million per year in new circulation revenue alone. More economies are in prospect. When equipment installation is completed, both the daily Journal and the morning-and-Sunday Oregonian will be produced at the same plant, the comparatively new Oregonian building, on an around-the-clock basis.

And from Seattle, Marple's Business Roundup reports that it is expected 250 employees will be lopped from the combined payroll, when the single-building operation starts.

Both the Journal and the Oregonian have been publishing under non-union shop conditions since the strike of the Stereotypers union in November, 1959.

That strike led to the founding of a third daily paper, the Portland Reporter, which began daily publication last February 11, with stock purchase financing. The Reporter continues to compete with the afternoon Journal, its staff largely recruited from among the striking union personnel. It has been seeking support on the basis of preserving a second independent news and editorial outlet, in the face of chain-owned absentee operation of the older dailies.

Crafts Hear Unity Talks

Urgent pleas for unity among the newspaper unions of the continent were voiced at the conventions of the Typographical union and the Engravers union, both held last month.

Each gathering heard detailed reports of the activities of an inter-union committee set up by the Presidents' Committee of Allied Printing and Related Trades, which has been discussing the possibility of pooling the efforts of all newspaper labor groups in meeting their common problems.

Speaking at Dallas, Elmer Brown, ITU president, told the delegates:

"Scabbing on each other's picket lines, riding on each other's coat-tails in contract negotiations,

jurisdictional disputes, cross-purpose collective bargaining, and all the other unhealthy, uneconomic and self-defeating practices that have marked our conduct in the past must be eliminated if we are to survive."

And Anthony J. DeAndrade, president of the Pressmen's union, added to the Dallas gathering:

"I believe the only type of organization that can be successful for us in the future is total merger of all graphic arts and paper-converting unions into one large union."

Brown was a guest at the Photo Engravers' union convention at New York City, telling the session that "our immediate goal should be to bring about practical unity."

Kenosha Ups Welfare, Other Contracts Gain

Kenosha, Wis.—The 13-member Kenosha Guild has led a successful campaign to substitute Blue Cross coverage for the former company-favored health insurance plan, in all departments of the Kenosha News.

The Guild raised the issue in its negotiations for a new contract, but when management resistance became rigid, agreed to a referendum vote among all the News employees.

The referendum favored the Blue Cross by a count of 89 to 4. The contract provides a \$9 increase over two years; added to all minimums, and effective last April 26.

The increase is \$5 the first year, \$4 the second. It gives reporters a new top minimum of \$144 the first year and \$148 the second.

Other improvements include: One more holiday of the employee's choosing for a total of seven; an increase in the sick leave maximum from 30 to 36 weeks; a similar gain in severance pay; and gains in welfare and miscellaneous clauses.

District Advisors Get \$110 At Vancouver

Vancouver, B. C.—The top minimum for circulation district advisors has been raised from \$106.25 to \$110 in the new contract negotiated between the Vancouver-New Westminster Newspaper Guild and the Vancouver Sun & Province.

The agreement, reached in government conciliation, became effective as of April 1, last, and runs for one year.

Starting minimums for adult classifications went to \$45, resulting in increases from 85 cents to \$2.45 in 13 categories.

The severance pay ceiling was

upped to 40 weeks from 35.

Other improvements:

Four weeks' vacation after 25 years added; publisher agrees to give consideration to candidates supplied by Guild; promotion trial period reduced from two to one month; grievance sessions on company time if possible; sick leave coverage widened to include part-timers; company to match employee's contribution for health and welfare; and improvements in outside activities and overtime clauses.

The Portland Guild continues to receive voluntary contributions from other Guild sources toward its local benefit fund, and the newest tabulation was furnished to the Guild Reporter for publication below.

A written request from the Guild Reporter for the current payroll status of Portland Guild members was not answered, nor has the IEB contracts committee been informed of any contractual developments.

Portland, Ore.—Gifts amounting to \$2,976.25 have been received by the Portland Guild from Guild sources during the four weeks ending September 2, it is reported by Secretary-Treasurer J. Lynn Wykoff.

The fund:

Previously acknowledged	\$167,399.71
WFO-CTU, San Francisco	44.00
Boston Guild	50.00
Dwyer Guild	55.00
Emile Howard	25.00
Los Angeles Guild	100.00
Milwaukee Guild	41.25
Beaumont	25.00
Portland Guild	1,786.00
San Francisco-Oakland Guild	150.00
Seattle-Tacoma Guild	121.00
Stockton Guild	15.00
James and Jane Goodall	150.00
Wire Services Guild	
TOTAL	\$150,375.96

Twin Cities, Minn.—Eight dollars a week pay hikes for the editor and business manager, bringing them to \$180, are provided in the new pact between the Twin Cities Newspaper Guild and the Minnesota Union Advocate.

Vacation, health and welfare and expense clauses were improved in the contract which runs for one year from July 1, last.

Globe & Mail Minimums Increases Range To \$12

Toronto, Ont.—Minimum increases of up to \$12 are provided for during the term of the new contract between the Toronto Newspaper Guild and the Toronto Globe & Mail covering editorial employees.

Minimums go up \$2 to \$3, effective February 23, last; \$2 to \$6 effective December 21, 1961; \$2, effective September 23, 1962; \$1 (\$2 for two lowest groups), effective February 23, 1963.

The contract provides a general increase of \$5 for higher groups

and \$3 for lower groups, effective February 23, 1962, if they did not receive that much since February 22, 1961, less any increase they did receive.

The new pact—which runs for 28 months from the February 23, 1961, date—adds \$10 differential for reporter-photographer classification, deleting this classification from the minimum schedule.

Effective July 23, 1961, rewrite is upgraded one group. Editorial clerk acting as news sign man gets \$7 differential.

Severance pay is increased to 37 weeks.

A four-week vacation after 23 years, is added, beginning in 1962, while service necessary for three weeks' vacation is reduced from two years to 18 months.

Added, also, is a provision that any holiday recognized by three Toronto papers shall be treated as named holidays.

Improvements were also made in the hours clause.

Your deadline for TWA's 24th annual writing and picture competition

SEPTEMBER 1961

S M T W T F S

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17 18 19 20 21 22 23

24 25 26 27 28 29 30

Your picture, story, film or script about commercial aviation or air travel can bring you prestige and cash in one of 15 different categories in TWA's Writing and Picture Competition. Material published or broadcast between September 15, 1960 and September 15, 1961 is eligible. Entries must be postmarked by midnight September 20 and received by TWA not later than September 26, 1961. For further details, write for Competition Entry Rules, TWA, 380 Madison Avenue, New York 17, New York.

\$8 Weekly Pay Hikes Won At Union Advocate

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Robert Buck Retires From D. C. 'City Hall'

Robert M. Buck, 79 years old, a 36-year employee of the Washington Daily News and a charter member of the Washington Newspaper

Guild, ended his newsgathering career August 1, heading for retirement.

Buck, known as Bob to everyone, holds seniority over everyone else at the District Building, Washington's City Hall.

He has been undisputed chief of the ancient press room, the furnishings of which have been kept in almost Victorian style on Buck's firm stand against modernization.

It has no air-conditioning, and its outmoded globe lighting fixtures are the sole remainder of their kind in the structure, having been removed once during a Buck vacation and hastily reinstalled when on his return he roared disapproval.

It was the district news room where the Washington Guild, on a motion by Buck, came into being early in 1934. At that time, a local questionnaire established, the newsmen averaging nearly seven years of experience earned an average in Washington of \$33.69 and worked an average 48.3 hours per week.

Buck became a member of the National Executive Board of the Guild, forerunner of the present International Executive Board, and represented his local at several early ANG conventions.

Buck is now retiring under a

pension plan negotiated with the News by the Washington Guild. The News gave the Washington local its first contract, a verbal agreement from the late Lowell Mellett, whose death last year revealed he had bequeathed more than \$38,000 in Scripps-Howard stock to the ANG, with the hope that the Guild might contribute to a solution of the problem of press performance and press responsibility.

Buck served as president of the Washington Guild in 1936-38, succeeding Daniel DeSouza, its first president, who was killed in a car accident while taking gifts to the children of Newark Guild strikers.

Buck was a delegate to the Twin Cities convention of the Guild in 1934, and with the Philadelphia delegation presented a draft of the code of ethics adopted that year and continued thereafter without amendment.

An uncompromising foe of pomp and fraud wherever encountered, Buck made hosts of temporary enemies and permanent friends and admirers. Writing for a local Front Page program booklet a couple of years ago, Buck noted that money-honesty is easy, intellectual integrity something else again.

"It embraces," he wrote, "the responsibility of the reporters of news to defend to the death adherence to truth and fact. It must be the pride of dependable portrayers of events never to deviate from either of these principles—money-honesty or intellectual integrity."

Buck's closest acquaintances say that he himself was an unswerving example of the precepts he voiced.

Bogota Visitors To U.S. Federate News Unions

Bogota, Colombia—Following the return of a team of Colombian newspapermen, who studied detailed instructions, provided by the ANG, on ANG operations, programs and policies while on a visit to the United States, the unions of the Colombian newspaper industry have formed a federation.

The team, programmed through the International Cooperation Administration and the U.S. Department of Labor in April and May, also visited four ANG locals: New York, Toronto, San Francisco-Oakland and Baltimore.

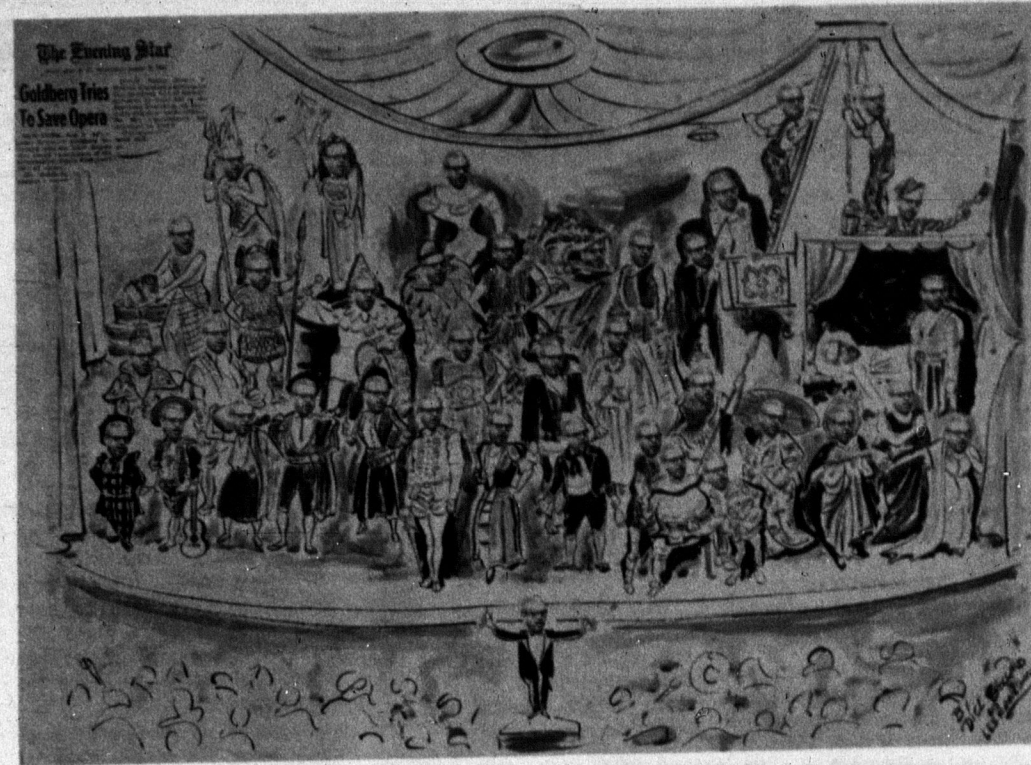
The federation brings under its protection the workers of all newspapers, weeklies and magazines in Colombia, as well as those from the various publishing houses.

The new trade union organization will be directed by an executive committee of 20 members. They will serve for a year. They have adopted a set of governing principles and a plan of action.

Basic objectives announced by the committee are: improvement of wages, better working conditions and better standards of living for all workers.

A goal for this year is the implementation of the collective bargaining system, which has, to date, never been thoroughly adopted by the Colombian newspaper industry.

Experiences of the American Newspaper Guild are serving as a model for workers in the Colombian newspaper industry.



Cultural Spoof: Labor Secretary Arthur Goldberg, who has been named arbiter of the wage dispute at New York's Metropolitan Opera House, is lightly—and delightfully—lampooned in this cartoon, presented to him during the height of the impasse, which threatened to cancel out this season's opera. Author of the

"Goldberg variations" is Les Flanagan, executive assistant to James B. Carey, IUE president, and the artwork is by Dick Belland, Guild Reporter cartoonist. Thoroughgoing research was needed to authenticate the costumes for the depicted roles, all filled—it says here—by the resourceful Secretary of Labor.

Agency Shop Gets Court Assist

By FORREST ALLEN
Cleveland Guild

The U. S. Supreme Court has now upheld the closed shop for a lawyers' association in Wisconsin, and thereby endorsed the principle in 26 other states having similar organizations.

Wisconsin had what the lawyers call an "integrated bar." That is merely their term for a closed union shop. In Wisconsin, to practice law an attorney not only had to pass the bar examinations, he had to join the state bar association.

Most importantly, he had to pay \$15 association dues every year or be denied the right to practice.

Identical requirements exist in many other states, but in Wisconsin an attorney in Madison challenged the compulsory features on several grounds.

Now the U. S. Supreme Court has held him to be in error.

It is quite all right, says the high court decision, for the Wisconsin state bar association to compel all members to pay annual dues, as a condition to practicing law in that state. It is not only all right, it is constitutional.

Guild members will be interested in some of the exact language of portions of 25,000-word opinions. They seem to answer, in many instances, arguments that are made against contracts that compel union membership as a condition of continued employment.

Those arguments—and a prevailing atmosphere of anti-union agitation—were what led Congress to outlaw the closed shop for labor unions, while leaving an open door for the Guild shop and agency shop agreements.

In his discussion of what he called "the core of the appellant's argument," Justice William J. Brennan, who wrote one of the two prevailing opinions, said:

"(The appellant argues) that he cannot constitutionally be compelled to join and give support to an organization which has among its functions the expression of opinion on legislative matters and which utilizes its property, funds and employs for purposes of influencing legislation and public

THE LAW

opinion toward legislative action.

"But his compulsory enrollment imposes only the duty to pay dues.

The Supreme Court of Wisconsin said: 'The rules of the state bar do not compel the plaintiff to associate with anyone. He is free to attend or not attend its meetings or vote in its elections as he chooses. The only compulsion to which he has been subjected is the payment of the annual dues of \$15 a year.'

Justice Brennan then goes on to discuss why the compulsory feature became necessary to make the organization effective. He again quoted the Wisconsin court:

"Too many lawyers refrained or refused to join . . . membership in the voluntary association became static . . . a substantial state are not associated with the state bar association."

As for the free speech principle, Justice Brennan said:

"We are persuaded that on this record we have no sound basis for deciding appellant's constitutional claim insofar as it rests on the assertion that his rights of free speech are violated by the use of his money for causes he opposes."

Justice John H. Harlan, who wrote the second of the two prevailing opinions, leveled his main batteries on the argument that the enforced or compulsory membership plan "drowns out" the voice of dissent. Justice Harlan said:

"The dissenter is not being made to contribute funds to the furtherance of views he opposes, but is rather being made to contribute funds to a group expenditure about which he will have something to say."

"To the extent that his voice of dissent can convince his lawyer associates, it will later be heard by the State Legislature with a magnified voice."

"Beyond all this, the argument under discussion is contradicted in the every-day operation of our society. Of course it is disagreeable to see a group, to which one has been required to contribute, decide to spend its money for purposes the contributor opposes."

"But the Constitution does not protect against the mere play of personal emotions."

"A federal taxpayer obtains no refund if he is offended by what is put out by the United States Information office."

Court Allows Jobless Pay, Plus Severance

Trenton, N. J.—The State Supreme Court has ruled that severance pay to laid-off employees is not a bar to receiving state unemployment compensation benefits.

In a test case involving 139 installation workers laid off by the Western Electric Company, the high court reversed the administrator of the State Unemployment Compensation Commission. The latter official had ruled that termination pay received in accordance with the contract the company had with Communications Workers Union served to disqualify the discharged employees for UC benefits.

Management counsel had argued against the payment, asserting that severance pay was to be deemed wages.

Said the Supreme Court: "The lay-off allowance granted the claimant herein was dismissal wages, regardless of the descriptive terms used. It was not wages . . . The claimant was not continued in employment . . . His claim was valid . . . He was eligible for unemployment benefits."

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Cleveland Pension Fund Passes Million Mark

Cleveland, Ohio—The pension plan negotiated by the Cleveland Guild for employees at the Press and Plain Dealer has a net worth of more than \$1 million, a report to the Guild membership indicates.

The fund went into effect January 1, 1960, and has paid death benefits in eight instances during a 19-month period and has 27 pensioners on its monthly benefit schedule. Twenty employees entered retirement during the first year of the plan's operation. As of August 1 the fund held \$1,018,969.06.

HOW TO BUY:

Some Pointers On Rising Food Costs

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

Storm signals are warning that working families are in for a spell of high food prices. The Dun & Bradstreet wholesale index recently hit a four-months' peak. The BLS wholesale food index has bounced up almost 2 percent in one month.

Rising meat prices are the special problem. Meat takes 25 percent of your food money. But milk and eggs have gone up too, and now the bread manufacturers say they may have to boost their prices again.

How much should it cost you to feed your family? Based on BLS estimates updated for current prices, a family of four, with a boy of 13 and a girl of 8, can have nourishing meals for about \$34 a week or \$147 a month (figure 4 and 1/2 weeks in a month). These won't be the most luxurious meals, but not the lowest-cost possible either. A family that makes a point of careful meal planning and shopping can beat even these moderate figures.

In general, you can figure that if you can feed a family of these ages for about \$1.20 a day per person you're doing reasonably well. However, costs vary sharply with children's ages. "Food and Home Notes," distributed by the U. S. Agriculture Department, estimates these moderate food costs for children: 1-3 years, \$4.60; 4-6, \$5.70; 7-9, \$6.80; 10-12, \$8.20; teen-age girls, \$8.70; boys, 13-15, \$9.60; and 16-19, \$11.20.

A typical (Type A) lunch is usually a complete meal consisting of a half-pint of milk plus meat or other protein food, fruits and vegetables, bread or rolls and butter or margarine.

The special milk program is

operated by State agencies. It supplies extra milk for children whether they use the school lunch program or not, at special low prices.

Use These Low-Cost High-Value Foods Often: Several reasonably-priced foods are especially high in nourishment.

One is non-fat milk powder. In baking and cooking, add extra dry milk to improve nutrition. Cakes and cookies supplemented this way also have better flavor and texture.

You can also add extra milk powder to make high-protein soups, chowders, stews, patties, omelets, custards and other desserts.

One of the easiest ways to use dry skim milk is simply to mix it into regular milk for a drink that has excellent flavor, and gives you more protein, minerals, and vitamins than regular milk.

Another cost cutter is evaporated milk for cooking.

Other low-cost, high-value foods include canned corned beef and canned beef hash; variety meats; dried fruits (rich in iron too); peas, lentils and beans. Oatmeal is not only a high-nourishment, low-cost cereal but also a money-saving meat extender. Vegetables generally inexpensive for their high food value include carrots, kale, collards, spinach, green cabbage.

Broilers have become quite a food bargain because of heavy supply, and also because they have become the supermarkets' favorite price leader, often offered at or near wholesale prices. Broilers are especially cheap in the Fall.

In meats in general, Carlton Wright, Marketing Specialist at Cornell University, reports that beef prices decline through the fall and winter and usually reach their seasonal low in March; pork reaches its low price for the year in December or January; lamb prices usually are lowest in December through February, and

veal prices often decline in the Spring.

Buy Larger Meat Cuts: This department recently pointed out that you can save an average of 14 percent by buying stores' own brands, and another 17 percent, on the average, by buying larger sizes of packaged foods.

This saving applies to meat and poultry too. The whole ham often sells for less than the total of its parts. The New York State Extension Marketing Service points out. The whole broiler generally costs less per edible pound than chicken by the parts. A whole leg of lamb is more economical than parts and can be prepared by the butcher so you'll have three meals out of it (lamb steaks, center roast and lamb stew or curry from the shank). Other major cuts also save money and can be packaged for separate meals.

If you've got teen-agers, especially boys, you've got a special food bill problem. Even a 14-year-old boy eats as much as his dad.

If you estimate a food budget for your family on this basis, you also should adjust it for the number of people in a family. For a family of only three people, add five percent per person. For a family of five, subtract 5 percent per person, and for six, subtract 10. That's because large families have a chance to save through buying in quantity and having less waste.

Here are several points we'd like to suggest for keeping down

your food bills in this period of high prices:

Use The School Lunch Program: Parents who have compared costs say they can't prepare comparable lunches for the price—typically 30-35 cents—charged for lunches served by many schools. If your own school isn't participating in this program (partly financed by surplus foods contributed by the Federal Government) it's worth asking school authorities about the possibilities, or at least the likelihood of joining the

special milk program, if it doesn't have even this.

The school lunch program has grown to the point where nearly one-third of all school children now use it. It's been especially popular in the South and Midwest, but has been used less in the Northeast and Far West. It's used heavily in distressed areas where people must save on food, like West Virginia. There two out of five children get the school lunch and some of the kids are said to bring some of the lunch home too.

SOUP TO NONSENSE

Summer Sneezes

By JANE GOODSELL, Portland, Ore., Guild

The summer skies are cloudless blue,
The days a golden haze,
And summer nights are heavenly,
But I am in a daze.

I wander lonely as a cloud
In summer's blue and gold.
I'm making faces at the flowers
Because I've got a cold.

While other folks are frolicking
On boats and water skis,
I languish on the davenport
And sneeze and sneeze and sneeze.

While others go a-partying
In pretty summer clothes,

I'm swaddled in my bathrobe,
Spraying sulfa in my nose.

Now, winter colds are wretched
But they sometimes go away.
Summer colds are worse because
They stay and stay and stay.

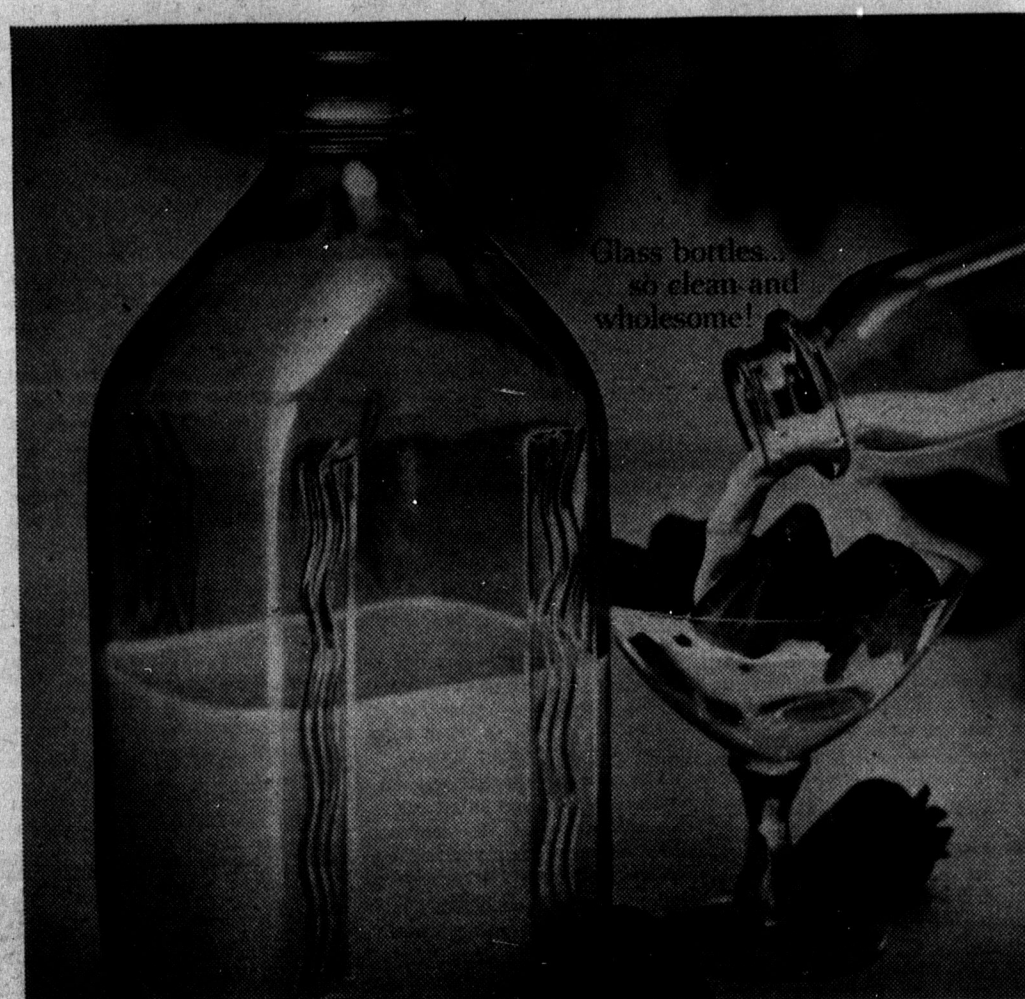
Summer's time for butterflies
But not for bacilli.
They've got no business thriving
In the middle of July.

It's no disgrace to have a cold
In rain and snow and sleet,
But in watermelon weather
Sneezing's terribly effete.

The bees are buzzing busily,
And bird songs fill the air,
And I've a horrid, stuffy nose,
And I don't think it's fair!

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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Merged Papers' Refugees
Get No Jobs Automatically

Detroit, Mich.—When a newspaper is folded by its publishers, most outsiders assume that the staffers automatically go to work on the newspaper or newspapers remaining in the community.

This has not been the case in Detroit.

Such is a conclusion of Don Morris, education writer on the Detroit Times when it folded last November, and now a public relations staffer at Wayne State University.

In a recent study, covering the period from the demise of the Times to May 6, which Guildman Morris did for a Journalism course: "The Detroit Times Editorial Personnel — Where Are They Six Months After the Sale?" he finds that:

"At this writing, six months after the close of the Times... the (Detroit) News hired 14 of the 157. The (Detroit) Free Press hired 25 editorial personnel, let 13 of them go and recently rehired one of them.

"The net score at this point is that only 27 of the 157 are employed at the News and Free Press.

"That is less than 17 percent." To the Guild members affected by the death of the Detroit Times—there were 400 in the Guild's jurisdiction—the presence of a good Guild contract meant nearly \$1,600,000 in severance pay, two weeks pay in lieu of discharge notice, pay in lieu of earned vacation credits, and disbursement of funds in the pension system that had been set up only ten months earlier.

Morris' survey reveals: "In addition to the 27 persons at the News and Free Press, there are 23 others employed on newspapers ranging from Washington, D. C., and Philadelphia to Phoenix and Fresno, Calif.

"There are also eight other staffers working full-time on house organs or magazines. "There are 23 others doing pub-

lic relations of one kind or another. Two staffers... are working for Hearst Headline Service.

"It is interesting to note that not one of the 157 staffers is working on either the Associated Press or United Press International.

"No one has transferred to any other Hearst papers, either."

Sixty-six percent of the ex-Times people are working full-time, Morris notes.

Another nine percent are in part-time or temporary jobs.

The remaining 25 percent are unemployed.

"Only 40 percent of the Times editorial employees are still working for newspapers either full or part-time," he reports. "The other 35 percent who have jobs have turned to other fields, some of them closely related to the jobs they had, such as public relations, but others have been forced to take jobs far removed from the communications field.

"There are several salesmen, for instance, and one man owns a restaurant and another is practicing law.

"One copy boy is an apprentice engraver, a rewrite man is writing a tax booklet, a police reporter is now working as a bank investigator and a sports writer fulfilled his ambition to become a baseball umpire."

Copy readers made out best in finding new jobs and the photographers are having the hardest time, his report shows.

Of the Times' 19 general photographers, seven are working full-time, five have part-time or temporary work and seven others are jobless.

Of the 20 who worked on the copy desk and/or had related duties on the Times, on the other hand, sixteen are working full-time, one part-time and three are unemployed.

Twenty-three of the 31 reporters are working full-time, one has a temporary job and the other seven are out of work.

Coronet Folded Without
Guild Contract Benefits

Without benefit of a Guild contract and its severance pay provisions, about 80 employees of Coronet magazine are losing their jobs in the wake of the announcement that the little monthly is being folded with its twenty-fifth anniversary issue in October.

Despite its having reached a record circulation of 3,120,000 in the last year, no organization inside or outside the publishing business has been found willing to take over the publication, according to A. L. Blinder, president of Esquire, Inc., which publishes Coronet.

"The continued rise of operating costs in the mass magazine field has resulted in increasing losses," Blinder said. "The decision to discontinue publication offers the only remaining solution to this problem. We will concentrate our publishing activities in the specialized field, represented by Esquire and Gentlemen's Quarterly, both of which are operated at a profit."

In addition to its publications, Esquire owns a radio station, an educational film company and a company that makes floodlights, as well as other enterprises.

About a fourth of the displaced employees have already been placed elsewhere, Esquire officials said.

Earlier closings in the mass magazine field occurred in 1956 when the American Magazine, Collier's and the Woman's Home Companion all were discontinued by the Crowell-Collier publishing concern.

Coronet's current 2,312,000 readership will be divided—although the detailed formula has not yet been revealed—between the Curtis Publishing Co., publishers of The Saturday Evening Post, The Ladies Home Journal and other magazines, and Readers Digest. They have paid an undisclosed sum for Coronet's subscription list. Another 800,000 copies are sold monthly on newsstands.

Local Contract Enforcement
Begins With Guild StewardCONTRACT
ENFORCEMENT

Your first duty as a steward is contract enforcement.

Contract enforcement is the process by which your Local seeks to make sure that your contract is interpreted and applied as the Local understands it should be. Under most Guild contracts, if the Guild and management cannot agree, this procedure ends in arbitration.

It begins with you.

Regular and systematic contract enforcement is of first importance to you, and to your Local, for these seven reasons:

1. It guarantees your members their "money's worth." It insures that the full value of the benefits and protections written into your contract at the bargaining table is extended to everyone covered by the contract, without stint or favor.

2. It gives meaning to the contract. No matter how carefully written, no contract can anticipate every question that arises under it. Its application—and its enforcement—in these unforeseen circumstances gives added meaning to the contract, puts flesh on the skeleton.

3. It protects your ability to arbitrate. If your contract is not enforced regularly and promptly, your Local may discover that when it does try to enforce the contract it is too late to arbitrate or to arbitrate successfully, as explained below.

4. It helps improve your contract. Contract enforcement reveals both the strengths and weaknesses of your contract. The grievances your Local loses point up the contract's deficiencies and, when properly publicized, can be used to build membership support for improvement, in future negotiations.

5. It helps organize your department. More often than you might think, free riders refuse to join the Guild (or withdraw from it) because the contract is not being enforced. One local organized an entire department of free riders when it began enforcing the contract.

6. It gains the respect of management. When management knows that your Local is determined to enforce its contract, it thinks twice before violating it, gains new respect for the Local as an organization.

7. It maintains the loyalty of your members. Even the best contract is only a promise of things to come. If your Local is to command the support of its members in other things, it first must make certain that promise is fulfilled.

Contract enforcement cannot achieve these results unless it is regular and systematic. For, as noted above, if you do not enforce your contract promptly and uniformly, when you do try to enforce the contract it may be too late.

The deadline for acting under the contract may have passed, for example.

Or the arbitrator may rule that your delay in acting justified management in proceeding on the assumption that you had no complaint, and rule against you.

Or the arbitrator may find that your failure to act in the past has permitted management to establish a practice which now is binding on the Guild and arbitrator alike.

This is the second 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.

ing on the Guild and arbitrator alike.

Said one arbitrator in a recent case:

"The Guild members by their consistent and continuous practice of going along with this position of the company officials have created a binding past practice which resolves the ambiguity of the contract."

"The parties by their day-to-day relations have, in effect, delineated, finalized and crystallized a portion of their collective bargaining agreement."

As a general rule, arbitrators will accept past practice as binding only in those situations where the contract is silent, deliberately indefinite (as in the phrase "just and sufficient cause") or otherwise unclear.

But you can never be sure that an arbitrator, rightly or wrongly, will not turn to past practice in other circumstances... or suddenly find the contract unclear when you least expect it. Contract language that seems clear enough to you may not be clear at all to him.

Every contract violation that goes unnoticed or unchallenged is a potential threat to your contract and its continued observance by employees and employer alike. (Like most evils, contract violation is habit-forming.)

It makes no difference whether the violation is innocent or deliberate, or whether it involves a member or a non-member, or even whether the person concerned wants the Guild to do anything about it or not. All are potentially harmful and all must be processed if the meaning of your contract is to be preserved.

This means that no Local can afford to stand idly by and wait for contract violations to be reported to it.

They may not be reported in time.

They may not be reported at all. Instead, every Local must take the initiative in enforcing its contract.

It can do this only by actively policing its contract every day, in every department.

That's where you come in. A Guild contract may be

Laramie, Wyoming—Acting on the elementary premise that "the thing that blocks many young men from going into journalism is the starting salary," the journalism department, University of Wyoming, has attempted to do something about it.

With a formula known as the Wyoming Newspaper Plan, the school has attempted to get Wyoming publishers to accept \$80-\$85 starting salaries—as minimums—for University of Wyoming journalism graduates.

The Guild's collective bargaining program calls for a \$100 minimum for starting newspaper reporters. Highest such minimum

thought of as the law governing the employment relationship between employer and employee. Like any law, it must be policed if it is to be effective.

The law obligates every citizen to report crimes, but we still need policemen. The ANG Constitution obligates every member to report contract violations, but we still need stewards.

You are the "policeman" on the Guild's beat.

The Steward's Role
As a steward, your role in contract enforcement is to police your contract.

By doing so, you help prevent grievances as well as help correct them.

Specifically, how you go about this depends on the grievance procedure in your contract and the enforcement procedure established by your Local within the framework of the ANG Constitution.

Generally, you should:

• Patrol your beat. Take the initiative; don't wait for grievances to be brought to you.

• Investigate every complaint fully; get all the facts.

• Consult with your grievance committee or contract enforcement officer and confirm the existence of a dispute.

• Submit a written report to your grievance committee or contract enforcement officer for their use in settling the dispute.

• Follow through. Keep the employee informed and, once a settlement is reached, check to see that it's put into effect.

• Do not attempt to settle a dispute yourself.

Like negotiating the contract itself, that's best done by a committee. Remember: only the Local makes the contract. And under the ANG Constitution only the Local can enforce it.

While investigating a complaint, of course, you may check with management to determine whether there is, in fact, a dispute or only a misunderstanding. But if you find there is a dispute, let the committee take it from there.

There are good reasons for this.

First, two heads are better than one.

Second, your contract must be enforced uniformly in all departments. This can only be done if all disputes are channeled through your grievance committee or contract enforcement officer. This can't be done if each steward goes riding off on his own.

Third, it protects you against pressure, suspicion and costly mistakes.

Wyoming Tries Realism
In Starting Pay Rates

Laramie, Wyoming—Acting on the elementary premise that "the thing that blocks many young men from going into journalism is the starting salary," the journalism department, University of Wyoming, has attempted to do something about it.

With a formula known as the Wyoming Newspaper Plan, the school has attempted to get Wyoming publishers to accept \$80-\$85 starting salaries—as minimums—for University of Wyoming journalism graduates.

The Guild's collective bargaining program calls for a \$100 minimum for starting newspaper reporters. Highest such minimum

in a Guild contract is that with the Wall Street Journal edition published in Chicago. It provides for \$104 for beginners. A similar minimum in the Guild contract with the New York Times is for \$101.55.

Between one-third and one-half of the Wyoming newspapers had agreed to the proposal, as of July, according to Wallace Biggs, journalism department head.

For summer work, the school proposed \$75 weekly salary.

"Unless a student earns this much—he'll get a job in highway construction or elsewhere, but not on a newspaper," Biggs observes.

EDITORIAL

Automation

On first thought, it would not occur to the average member of the Guild that automation, the application of technological advances to mechanisms that can do man's work faster, and hence cheaper, would make any serious inroads into Guild membership.

On second thought, there is no doubt that even the more familiar pieces of office machinery, including the typewriter and the adding machine, constitute a beginning of automation, in a form to which all are accustomed.

But this week automation as a harsh and stubborn fact of life, a clear and present danger, arrived in the consciousness of 57 employees of the Associated Press in New York City. They were told that in a matter of 16 months, new automated devices would take over the intricate and painstaking work of tabulating and making ready for wire transmission the daily reports of fluctuations in the Stock Exchange, which they had handled, some of them, for more than 30 years.

The new machines, they learned, would require four tabulators instead of 30, and would take over the complete punching of transmission tape and other details connected with the work, now performed mentally and manually by humans.

The new output, it was said, would be faster, completely accurate and—obviously—less expensive.

No one can quarrel with economic progress, only with the maladjustments which result from its inexorable push.

And the maladjustments, in the case of the 57 individuals who see their life work dissolving at the New York AP offices, are slightly cushioned for them by the length of advance notice given.

A contrasting set of circumstances springs instantly to mind, for anyone whose acquaintance with the newspaper industry goes back to 1958. In early June of that year, long-circulated rumors of impending change in the International News Service broke through the barriers of constant and official denials. Overnight, with the sale by the Hearst interests of their INS holdings to the United Press Association, more than 400 able and experienced employees found themselves floundering in the jobless whirlpool.

It was a shattering experience, one which will be spared to the AP employees in the New York move, however painful other aspects of the reduction in force may seem. Management of the Associated Press wins admiration for its humane handling of a human relations problem, and for avoiding the cold brutality which marked the inglorious end of the Hearst wire service.

Salary, Plus

"General Motors paid in 1960 to its executives \$88.5 million in bonuses, which is \$11.5 million more than the \$77 million paid in wage increases to its 337,000 hourly rated employees."

—From a statement by the Auto Workers union's executive board, Aug. 29, 1961.

Obligation

"As a means of preserving the health of our democratic institutions, labor and management have a patriotic obligation to strengthen and not weaken the collective bargaining process."

—U.S. Senator Wayne Morse (Dem., Ore.) to the Newspaper Personnel Relations Association conference in Washington

The Guild Reporter

CHARLES E. CRISSEY, Editor

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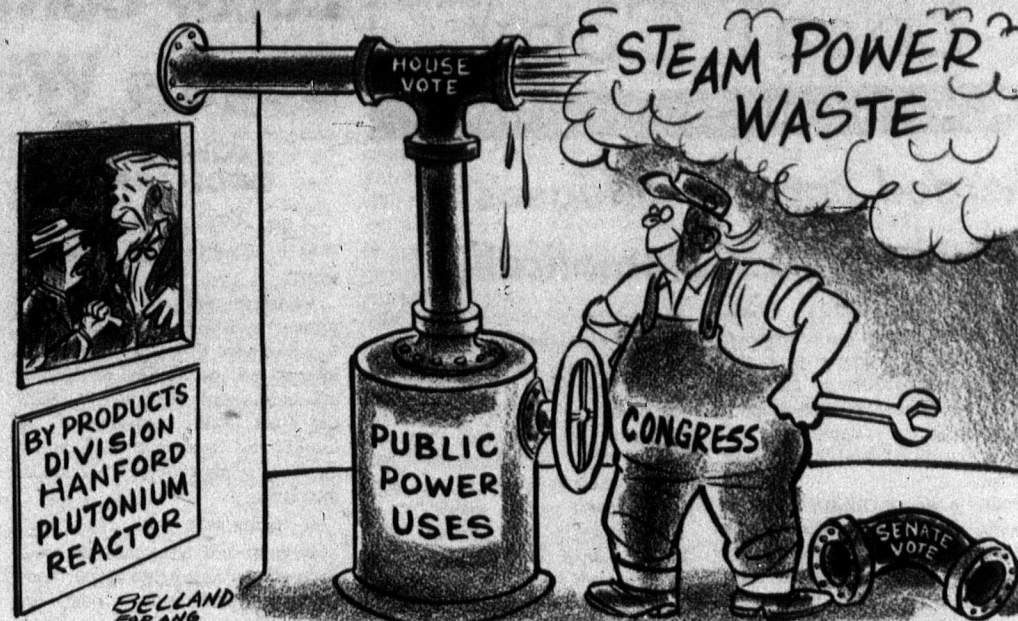
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'He Doesn't Seem to Know His Tee From His Elbow'



DATeline: WASHINGTON

House Repairs Its Fences, Slightly, In Foreign Aid

By WILLARD SHELTON, Washington Guild



The House of Representatives, with the declining authority as well as the physical presence of the ailing Speaker Sam Rayburn departed, managed to haul itself together to reverse some of the deep cuts voted in the foreign aid money bill by its crossgrained Appropriations Committee. It was the first affirmative action of key importance in many weeks.

The reversal was sparked by Republicans and it was signaled by the impressive sponsorship of GOP Rep. Gerald R. Ford, Jr. of Michigan's 5th District, a 48-year-old veteran now in his seventh term. What Ford sponsors may generally be interpreted as Republican policy in the House. He is a rising power.

The additional funds voted by the House, however, were wholly in the field of military appropriations—not economic aid, which is still the major issue. And the House upheld total slashes of nearly \$600 million from the foreign aid authorization bill cleared just a few days earlier.

The Appropriations Committee had proposed a cut of nearly \$900 million—which shows what was behind the uproar about so-called "backdoor" financing, in which the Appropriations units would be "bypassed." The committee apparently was determined to prove that Cuba's Ernesto (Che) Guevara was correct in ridiculing recent Kennedy Administration pledges of economic aid to Latin America, on the ground that Congress would never really appropriate the promised money.

The Senate might be counted upon to save the foreign aid bill by voting adequate economic funds, subject to willingness of the House to accept the proposals from a conference committee of the two chambers. The position of the Kennedy Administration in the House remained parlous.

The conservative coalition run by Republican Floor Leader Haleck and Democratic Rules Committee Chairman Howard W.

Smith has regained substantial control. The Administration has suffered repeated defeats since winning a stunning minimum wage victory.

The brave and upright Speaker Rayburn, honored and deserving of every honor that has come to him, has not had overmastering prestige to dominate the House for several years. He is not comfortable in dealing with a slashing partisan such as Haleck, and Haleck has a driving urge to check events on the New Frontier.

The 1962 session, the possible choice of a new Speaker and the November 1962 congressional elections are problems for the Administration as the end of the 1961 Congress grows near. There are other problems, of course, such as the Bomb and the Soviet Union.

In southern cities ranging from Georgia to Texas to Arkansas "token" desegregation of the public schools became a reality as this school year began—and there was no "trouble." In North Carolina, Indians from a reservation entered a "white" school from which they had previously been barred—and there was no "trouble."

Governor Vandiver of Georgia, who does not sympathize with desegregation, warned potential trouble makers in Atlanta schools scheduled for integration that he would tolerate no lawlessness. In Little Rock, where the paratroopers stood guard a few years ago, more schools were integrated but this time peacefully.

In New Rochelle, N. Y., Negro Americans got changes in a school districting system which they charged had the effect of segregation without the form. The changes were taken on appeal to the courts but there was no "trouble." In Chicago there were peaceful protests against school districts segregated through the concentrated residence of Negroes in Chicago's South Side "Iron Ring."

Seven years have passed since the original Supreme Court decision decreeing the outlawry of racial segregation in the public schools. We have been slow in our "deliberate speed" in applying the decree, but decency, honor

and intelligence are scoring victories.

The business world, shocked by the jail sentences handed out to electrical industry executives in a criminal antitrust case, is beginning to show fringe signs of disenchantment with the Kennedy Administration. The antitrust case was prosecuted by Mr. Eisenhower's former Justice Department, of course, but professional business association spokesmen from the Chamber of Commerce can make much of the fact that President Kennedy failed to accept an invitation to address the chamber's annual meeting last spring.

The substantive reason for growing business unease about Mr. Kennedy is partly taxes. We have more millionaires, more wealthy people, more upper middle-class incomes, more middle class incomes, than would have been dreamed of a generation ago—but the organization men who profess to speak for business complain that everyone is being ruined by taxes, and that nobody has a chance to make an old-fashioned killing any more.

Another explanation of discomfort in the top echelons of business may be the Kennedy Administration's enforcement of bills to raise and stiffen the penalties for antitrust law violations.

Lee Loevinger, assistant attorney general in charge of the Antitrust Division, endorsed a bill by Senator Kefauver to raise fines for criminal violation from \$50,000 to \$100,000 and to \$500,000 for a second offense. He endorsed bills to provide jail sentences for top corporation executives shown to have reason to know of price-fixing violations by subordinates.

Loevinger pointed out in a statement that General Electric, for example, suffered no severe blow to its pocketbook through conviction of 19 cases of criminal antitrust law breaches. The levied fines of \$437,500 amounted to less than one one-thousandth of 1 percent of GE's revenues and to slightly more than two one-thousandths of 1 percent of the company's 1960 net profits. Some companies, Loevinger commented, might well consider such penalties merely a "normal business risk."