

Referendum Campaign On; Second Committee Formed



Vol. XXVIII, No. 22

Washington, D. C.

November 10, 1961

NLRB Hits Memphis Publisher

Memphis, Tenn. — Upholding a trial examiner on one point and reversing him on another, the National Labor Relations Board has found the Memphis Publishing Company, a Scripps-Howard firm, guilty on two counts of violating Section 8 (a) (1) of the National Labor Relations Act. The company's unfair labor practices had been aimed at the Memphis Newspaper Guild.

The board decision and order were dated October 26, and last week Roger T. Hildenbrand, employee relations manager who had been involved in the unfair practices, notified the regional office of the NLRB that the company would comply.

The company, publishers of the morning Commercial Appeal and afternoon Press-Scimitar, was directed to cease and desist from: "Soliciting employees to withdraw from union membership, promising economic and other benefits conditioned on abstention from union activities, or coercively interrogating employees concerning union membership and activities."

"Promulgating or enforcing a rule prohibiting union activity on company time in retaliation to the

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Honor Eleanor — Support Cancer Fund, IEB Urges

The Eleanor Roosevelt Cancer Foundation campaign — which bears the name of the American Newspaper Guild's most illustrious member — is off to an excellent start.

The ANG International Executive Board at its October meeting voted unanimously to sponsor ANG participation in labor's March on Cancer by endorsing an appeal to all locals for contributions.

The appeal was launched by the AFL-CIO Executive Council and has at its goal a 10-cent contribution from every union member. Labor hopes to subscribe, or over-subscribe, its \$1,000,000 goal in time to present a check for the entire subscription to Mrs. Roosevelt on December 7, opening day of the AFL-CIO convention.

Chicago Defender Guildsmen, who have been on strike since April 16, have been deprived of "the basic rights and privileges enjoyed by persons who work in the same industry," declares a resolution passed unanimously by the ANG International Executive

Board at its October meeting.

Presented by Vice President Robert J. Hickey, chairman of the IEB Human Rights Committee, the resolution reads:

"The color of a person's skin is no reason for him to be deprived of the basic rights and privileges enjoyed by persons who work in the same industry."

"These rights include a union contract, with security of employment, satisfactory working conditions and sufficient wages to allow the employee to live with dignity."

"The publisher of the Chicago Defender, himself a Negro, would deny these rights to his employees, all Negroes. Newspapermen of the Chicago Defender, members of the Chicago Newspaper Guild, have been on strike since April, 1961, in an effort to protect their right to bargain collectively."

"Wages are not at issue in this

Bulletin

Pittsburgh, Pa. — The Post-Gazette will discontinue its Sunday issue and advertising, circulation and production of the six-day morning daily will be handled by the Scripps-Howard Press, it was announced yesterday, effective next Monday.

About 185 in the Guild jurisdiction will be severed. Only editorial workers and a small administrative staff will be retained.

1961 OFFICIAL REFERENDUM BALLOT

American Newspaper Guild
(AFL-CIO, CLC)

Official Voting Period
December 14 through December 19, 1961

ORIGINAL TEXT OF THE CONVENTION POLICY SOUGHT TO BE CHANGED

"Following lengthy and full debate, the International Executive Board's recommendation to the convention that international benefits to Portland be extended to August 11, 1961, and that they be terminated on that date was adopted on a roll call vote, 233-1/30 in favor and 150-29/30 opposed."

TEXT OF PROPOSED CHANGES

"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."

FOR the proposed changes ☐

AGAINST the proposed changes ☐

Defender Strikers Denied Rights Accorded Others, Guild Charges

strike, even though journeymen newspapermen at the Defender before the strike were paid lower salaries than those on any other daily newspaper which had a contract with any Guild local. The issue is whether the publisher should obey the law by providing financial information to his own employees so they would be enabled to bargain with him.

"The publisher has accused the Chicago Newspaper Guild of a racist policy of discrimination, and proclaims himself the cham-

(Continued on Page 4)

Policy Dispute Brings Resignation Of Milliman

The Executive Committee of the Wire Service Guild has criticized WiReport Editor Leonard Milliman for "one-sided" treatment of the Portland benefits issue in WiReport, official organ of the WSG, and Milliman has resigned.

Milliman, who is employed in the San Francisco AP bureau, is a member of the Portland Referendum Steering Committee which is sponsoring the referendum motion to reverse the Vancouver convention and extend ANG benefits to Portland to December 1.

"It is the opinion of the EC," the WSG Executive Committee

IERC Readies Official Text For Ballot

Quickened tempo characterized preparations for Guildwide balloting, December 14-19, on the Vancouver convention decision terminating benefits to Portland, Ore.

Completion of the Committee to Uphold the Convention, which supports termination of benefits as of August 11, 1961, was announced by Robert M. Golden, president of the Lehigh Valley Newspaper Guild and the Middle Atlantic District Council. The committee consists of 44 Guildsmen from 34 Locals.

Barney Peterson, SFONG, who heads the Portland Referendum Committee, which is backing international benefits extension to Dec. 1, said the committee had completed and forwarded to the New York Local material to appear in the November issue of its publication, Frontpage. Frontpage offered "equal space" for a statement of views, Peterson said.

In another development, WiReport, monthly publication of the Wire Service Guild, reported that the WSG Executive Committee had "censured" WiReport Editor Leonard Milliman, a member of the Portland Referendum Steering Committee, for "one-sided" treatment of the Portland benefits issue in the WSG paper, and that Milliman has resigned. (See story below.)

Meanwhile, the official text of the ballot has been completed by the International Election and Referendum Committee, of which Roberta Bailey, Philadelphia, is chairman. The ballot, a sample of which appears elsewhere on this page, follows constitutional provisions and lists both the text of the Vancouver convention action and the text of the matter sought to be changed.

A vote for the proposed change would extend international benefits to December 1; a vote against

(Continued on Page 3)

said in a 650-word statement, "that in the Portland benefits extension issue, the personal opinion of the editor and his personal interpretation of Wire Service Guild policy and wire service members' wishes are an insufficient basis for the taking of a one-sided editorial stand and a one-sided news treatment contrary to what elected officers of the WSG have decided is in the best interest of the Local."

The Executive Committee noted that it had voted, 4-1, to end WSG contributions to Portland as of August 11. This action was taken August 6, after the Vancouver convention.

Triggered by editorials on the Portland situation in recent issues of WiReport, the differences

(Continued on Page 3)

Referendum Stirs Flood Of Letters Pro And Con

Says Portland Benefits 'Least ANG Can Do'
CLEVELAND, OHIO
 Editor: Labor unions must develop new techniques to counter and overcome new union-busting tactics. It is short-sighted and narrow-minded to insist that old "traditional" strikes be conducted to the bitter end in the same old ways (and the Portland end would be bitter defeat).

The Newspaper Guild must meet imagination with imagination.

One of the new techniques developed by the Guild is represented in strike papers—that is, newspapers serving the public by filling a news void.

This was not sufficient in the Portland case. I suspect it will not be enough in other cases, either. The Portland local went a step further by helping create a permanent paper, as Lima also did.

I agree ANG can't afford to finance such papers. But the least the ANG can do is to assist the strikers with standard benefits while they continue the fight for good unionism.

I call for approval of the amendment that will continue such support.

ROBERT C. STAFFORD
 Cleveland Guild

He Defends Portland's '35 Guild Publishers'

PORTLAND, ORE.
 Editor: Mr. Farson visited us last year and told us he remembered picket lines where heads were cracked, implying we were "soft" on our picket lines.

Now Jim Gallagher, Albany Guild president, justifying his support of the Albany-Wilkes-Barre proposal (GR, Oct. 13) claims "some Portland union members chose to become publishers." What is he talking about? What is left of this orphan appendage of the great ANG, the Portland Guild, may never be able to repay the ex-ports writer who sparked to life the only newspaper that still gives Sam Newhouse's Journal and Oregonian a daily headache by continuing to appear on Portland streets—the Portland Daily Reporter.

This "publisher" who is the target of Mr. Gallagher's sarcasm, with 34 other Guild people who form the news core of this "commercial enterprise," continues to work for benefits (ITU, not ANG). Try feeding your family beans for a two-year stretch.

Pickets still tramp in front of the Journal and Oregonian. Mr. Newhouse's boys fervently wish that was all. What jars them up, amazed and dismayed each day, is the appearance of the Daily Reporter, to which 35 "Guild publishers" still contribute their services on benefit scale.

HARRY DUTTON
 Portland Guild

Allen Says He Spoke His Own Convictions
BOSTON, MASS.

Editor: Jack Broddy knows me better than he would to get away with a remark to the effect that I

took the floor against the Boston referendum in order to present "the administration view" (GR, October 27).

Jack complains about Ron Martin's sloppily-written reference to a unit meeting, which might be mistaken for a meeting of the local. His own remark is no less careless.

I told Jack on two occasions that if anyone tried to nudge my elbow in the matter I would let him know. No one tried.

They didn't have to. I presented Ed Allen's deep-felt personal conviction that the convention majority was right at Chicago and Vancouver. My record of individual support to the Portland strikers is in no way inconsistent with my feeling that the Boston referendum would do more harm than good. It has already.

ED ALLEN
 Boston Guild

Holds Picket Duty A Strike Regular
CHICAGO, ILL.

Editor: My experience in strikes is limited to the fledgling Peoria local's initial contract strike and now at the Chicago Defender.

But I know a little about what makes one successful.

With the single exception of a member with heart trouble, every Peoria Guildman pulled his turn on the picket line during the 24-hour schedule. They published a strike paper in their spare time, too.

At the Defender we attempted to exempt one man—a member who must walk with a cane. He refused to be exempted and walks two hours daily with his co-workers.

In neither strike did I lose members during management's return-to-work movements. I don't remember walls when the IEB terminated the Little Rock strike; nor do I remember protests when the Nashua, Reno or Pittsburgh strikes were ended by IEB action; neither do I recall a referendum to determine whether Lima Guildmen should continue to receive benefits after they went to work on the newly-established Citizen.

I feel as badly as anyone about Portland. But I hope my emotional attachment to striking Guildsmen will never make me forget my responsibility to 30,000 other Guildmen who someday might, legitimately, need access to ANG's defense fund.

KEN BYRD
 Chicago Guild

Calls Portland Subsidy Poor Business, Unionism
CINCINNATI, OHIO

Editor: I can see only one issue in the referendum on the Portland benefits. Do we or do we not subsidize commercial newspapers? The Chicago convention said NO—and I think they are right.

There is no doubt in my mind that the Portland Reporter is a commercial newspaper. The stock prospectus says so. I am equally convinced that it is, wrong for a union, especially a newspaper union.

... As To Letters

For those wishing to comment by letter on the upcoming referendum, it should be noted that there must be strict observance of the rules, as cited atop Column 3 on this page.

The ballot distribution will be on November 28. The Guild Reporter prior to that date will be published November 24, with a letter-distribution of November 17, at this office.

Letters intended for that issue are "confined to rebuttal" of material already published, under the directive adopted by the 1946 Scranton convention and intended to permit full and fair expression of opposing membership views.—Ed.

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

During elections or referenda, letters on the question to appear in the edition immediately preceding the distribution of ballots shall be confined to rebuttal of material appearing in the preceding edition.

The Guild has no control over policies or operations of the Portland Reporter. Should it receive subsidy, and make a million dollars, the Guild wouldn't even get its money back. Equally true, the Guild can't even get a decent contract with them.

I am against subsidizing it any longer.

LEO BARON
 Cincinnati Guild

Says Portland Contract Bars Further Support
TOLEDO, OHIO

Editor: I have just read the Guild Reporter story on the proposed Portland Reporter contract. No wonder the Contracts Committee denied permission to sign! The publisher is the sole judge of competency.

Employees may work a six-day week.

There is no experience definition.

No severance pay is provided if a discharge is for insubordination.

Dues check-off and all money items are inoperative for the full term of the contract.

The union shop will not be fully operative until a year after the last craft union contract becomes fully effective. Thus, if the Typos, for example, decide to pay benefits to Portland for an indefinite period, the Guild's union shop will not be fully operative until this arrangement expires.

To me this contract demonstrates that neither the Portland Reporter nor the Portland Guild is nearly as interested in maintaining a union in Portland, as in publishing a newspaper there.

This being the case, I find that I do not have much interest in continuing benefits to Portland and I am voting against the proposal which would do this.

JAMES RICHARDSON
 Toledo Guild

Subsidy Or No Subsidy Is Referendum Issue
PHILADELPHIA, PA.

Editor: It was fortunate in a way that John Cort wrote his letter in which he charged President Arthur Rosenstock with "schizophrenia" because Arthur both attacks newspaper monopoly and doesn't want the Defense Fund used to support the Portland Reporter.

Cort's letter inadvertently but clearly reveals the true issue in this referendum. It is a recurrence of the old theme: Shall the Guild try to cure the industry's sickness by going into the publishing business? Shall the Defense Fund be used to subsidize a commercial newspaper?

GLADYS G. FISHER
 Philadelphia Guild

Would List Strike Gifts On Per-Member Basis
ST. LOUIS, MO.

Editor: I was pleased to read in a broadside to all locals from Mr. Michael Potok, New York Guild secretary-treasurer, that his local has pledged weekly contributions to our embattled Chicago Defender members.

I am sure it was in all modesty and only, as he said, to inspire locals throughout ANG, that Potok publicized the action.

Concerned lest my own local might have lagged, I inquired into St. Louis contributions.

With pleasure I learned that we have been contributing since the outset of the strike, as have various other smaller locals, some perhaps even more generously than St. Louis.

Contributions from our slightly less than 1,000 dues-paying members were \$1,150, or \$1.15 per member. New York with over 7,600 dues-paying members, has contributed \$2,000, or 29 cents per member. St. Louis has been contributing \$50 weekly, or five cents a member, for many weeks; and New York pledges \$100 weekly, or 1.3 cents a member.

BOB PATTON
 Wilkes-Barre Guild

Says Shelton's Democracy Consistent With Realism
WASHINGTON, D. C.

Editor: To suggest—as George Holcomb does in his letter (GR, Oct. 27)—that Willard Shelton is peddling "defeatism" or "neutrality" or "appeasement" is about as silly as to accuse Harry Truman of practicing Zen Buddhism or to name Chou En Lai as a secret circulation agent for Henry Lucie.

Mr. Shelton has made his militant faith in democracy pretty clear in hundreds of columns for the Guild Reporter and other labor papers. In indicating that the problem of China and the United Nations should be realistically faced, he is carrying out his responsibility to trade union readers. Realism and appeasement, it should be noted, are scarcely synonymous.

HENRY C. FLEISHER
 Washington Guild

Proposed Portland Pact Lacks Basic Union Clause
WILKES-BARRE, PA.

Editor: In the newspaper business you meet such interesting people, but none so interesting as those who would have the Guild continue to dip into its Defense Fund to subsidize the Portland Reporter.

For the Portland Reporter is a newspaper whose proposed contract with the Guild doesn't have a picket line or struck work clause.

Admittedly it is a study in

schizophrenia for union members who are employees to bargain with union members who are employers. But the last thing we expected was a contract that could invite erstwhile strikers to be scabs should the Portland Reporter find itself in a labor dispute.

The Portland Reporter was born of a strike, and its existence is justified (to unions) by the claim that it is the only weapon against the union-busting of Newhouse. Yet the Reporter won't sign a picket line or struck work clause.

To me this is proof that the IEB and the Vancouver convention knew what they were doing when they voted to terminate Portland benefits. I'm in favor of upholding the convention decision.

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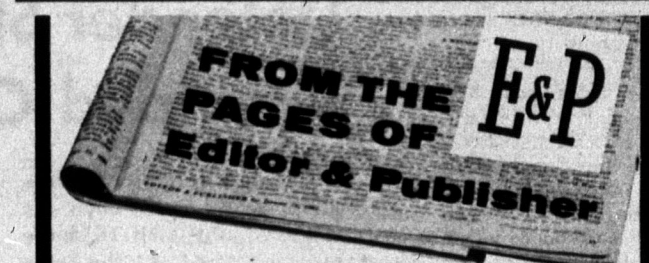
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FROM EDITOR & PUBLISHER, OCTOBER 28, 1961, PAGE 13:

RX FOR RISING NEWSPAPER COSTS: 11 SAVING AREAS

"Burgeoning newspaper production costs received expert attention at the 14th Annual Meeting of the Institute of Newspaper Controllers & Finance Officers in Philadelphia. Eleven small, unglamorous but effective cost-savers were recommended to the industry for active consideration. E & P's detailed report includes suggestions from John Riley, assistant business manager, Toronto (Ont.) Star, and other members."

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Milliman Resigns In Policy Dispute

(Continued from Page 1)

reached a climax at an Executive Committee meeting in New York City, Oct. 28-29.

At that meeting, the Executive Committee, voting 5 to 1, adopted the policy statement and requested that the statement be published on the editorial page of the November WiReport.

The statement emphasized that WiReport is still the official organ of the Wire Service Guild, financed from the dues of Wire Service Guild members, and that it is not a private commercial publishing enterprise.

Editorially, Milliman had taken the position in support of his views that WiReport was "at least a quasi-independent organ" and had noted that official organ designation had "long since dropped from identification of WiReport."

WiReport feels free to say editorially what it believes to be right, even if its view may be in conflict with the view of its publishers—the Executive Committee.

The EC statement was "a reply to your (Milliman's) October WiReport editorial 'A Free Press for WSG' and your Oct. 23 letter to us asking 'So what does supervision mean?' in regard to by-laws provisions that the Executive Committee shall have supervision over WiReport."

"First, when a Guild issue arises over which there is wide division of opinion, the function of WiReport is to report both sides accurately and objectively so the members can make up their minds. This is especially important in matters which are at a stage where the membership will be called upon to vote one way or the other."

"It is the opinion of the EC that WiReport did not do such a reporting job on the issue of continuing benefits to Portland."

"Second, when there arises a controversial issue on which no clearcut WSG policy has been established and WiReport's editorial board believes news treatment should be supplemented with opinion and argument, it is incumbent on the WiReport editor to see that opposing membership factions are given equal opportunity to set forth their views."

"The EC feels WiReport failed to do this on the Portland issue."

The statement points out that

"The WSG by-laws define WiReport as the official organ of our union."

Present in the October EC meeting were: President Joe Wilson, San Francisco; secretary-treasurer, Robert M. Crocker, Augusta, Maine; vice presidents: AP, Richard H. Smith, Cleveland; UPI, Gene Meakins, Denver; delegates, Wes Cook, Kansas City; and George Muldowney, N.Y.

President Wilson cast the sole dissenting vote against adoption of the policy statement.

In explanation he said: "I opposed taking the action in haste... the orderly approach would have been to submit the issue... to the Representative Assembly, our policy-making body."

The EC statement discredited the editor's professional ability and integrity. I consider this unnecessary and unfortunate.

"I opposed so much emphasis on the... referendum on... Portland... The controversial and emotional Portland referendum... dominated the EC discussion and helped produce a hasty... decision which could create new problems directly affecting WSG operations."

Milliman was not present; nor was he contacted. A telephone conference between EC members and Milliman, after the editor said he intended to resign, afforded no resolution of the dispute.

Milliman agreed to edit the November issue of WiReport, then submit his resignation.

"The Executive Committee and I don't even agree on facts, let alone principle," Milliman told Wilson. "I'm not backtracking on anything I've said editorially."

A successor is being voted on by mail by the EC, according to WSG President Wilson.

The choice of the editor, he indicated, would determine whether or not the paper would remain in San Francisco, present publication site. Steps are being taken, he said, to insure continuity of publication.

The matter will undoubtedly be before Representative Assembly when it meets next February, Wilson predicted.

Milliman had been editor of the Wire Service Guild publication since his appointment by the RA last February.

1961 Broun Award



DEADLINE for entries: February 1, 1962.

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

PRIZE is \$500 in cash and a Guild citation to be awarded for the outstanding journalistic work "in the spirit of Heywood Broun," done or completed between January 1, 1961 and December 31, 1961.

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

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

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

BROUN AWARD
 Committee



Honored: Recipients of Page One Awards from the Newspaper Guild of Greater Philadelphia are outstanding personalities in their special fields. Left to right: Roberta Bailey, Philadelphia Guild president; Dr. I. M. Levitt, internationally acclaimed scientist; Dr. Margaret Mead, leading woman anthropologist; Louis I. Kahn, regarded as the logical successor to the late architect Frank Lloyd Wright; and Jacqueline Huver, Inquirer fashion writer, chosen as Queen

Referendum Campaign On; Second Committee Formed

(Continued from Page 1)

would uphold the convention action terminating them Aug. 11.

The Committee, to Uphold the Convention includes 13 of the 15 members of the International Executive Board. It includes, also, the presidents of all locals except Portland, Ore., having Newhouse units: New York, Hudson County, Harrisburg and St. Louis and additionally Newhouse unit officers.

Three who have walked the picket lines in front of Newhouse plants are committee members: Barney Wippold and Norma Stallings (St. Louis Globe-Democrat strikers and members of the strike steering committee); Wilfred Alexander (Long Island striker).

This group includes members from five locals which seconded the Boston (Portland) referendum motion: SFONG, Peoria, Milwaukee, Knoxville and Buffalo, together with a member of the Boston local.

Members from all locals which seconded the Albany motion and Albany itself are on the committee.

The committee also includes a member from Lima which also started a commercial daily paper after an unsuccessful strike.

Chairman Golden, who is president of the Council of Councils, announced the following as members of the committee:

Bob Pope, president, Los Angeles Guild; Bruce Smilie, president, Vancouver-New Westminster; Roy Kruse, president, Hawaii; Ed Mahoney, past president, San Francisco-Oakland; Charles Sherman, president, St. Louis; Norma Stallings, first vice president, St. Louis; Barney Wippold, Globe-Democrat unit delegate, executive committee, St. Louis; Wilfred Alexander, president, New York; Frank McMaster, chairman, Long Island Press & Star-Journal unit, New York; Jack Hinton, treasurer, Long Island Press & Star-Journal unit, New York; Milton Kerzner, president, Hudson County; Haig Anlian, chairman, Jersey Journal unit, Hudson County; Clem Sweet, president, Harrisburg; Marshall Schiewe, president, Chicago; Tom Officer, executive vice president, Milwaukee; Dan Shea, president, Peoria; Willard Yarbrough, past president, Knoxville; Tom Kelly, past secretary, Buffalo; James Gallagher, president, Albany; Frank Deutsch, president, Pittsburgh; Ron Martin, executive committee, Boston; Gordon Adkins, president, Houston; Ray Parmer, treasurer, Houston; Bob Os-

Timetable

As of November 1: Good standing date. Members paid through October (dues and assessments) and for whom remittances to the ANG are postmarked not later than November 15.

Members joining and approved in October and before November 15, and for whom initiation fee and November dues are remitted to ANG by November 15.

November 28—Lists of eligible voters and ballots go to locals.

December 14 through 19—Locals hold secret ballot elections.

December 19—All ballots opened and counted.

December 20—All returns sent to the International Election and Referendum Committee in care of ANG headquarters, postmarked no later than midnight, December 20.

December 29—All ballots opened and tabulated.

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Bob Pope, president, Los Angeles Guild; Bruce Smilie, president, Vancouver-New Westminster; Roy Kruse, president, Hawaii; Ed Mahoney, past president, San Francisco-Oakland; Charles Sherman, president, St. Louis; Norma Stallings, first vice president, St. Louis; Barney Wippold, Globe-Democrat unit delegate, executive committee, St. Louis; Wilfred Alexander, president, New York; Frank McMaster, chairman, Long Island Press & Star-Journal unit, New York; Jack Hinton, treasurer, Long Island Press & Star-Journal unit, New York; Milton Kerzner, president, Hudson County; Haig Anlian, chairman, Jersey Journal unit, Hudson County; Clem Sweet, president, Harrisburg; Marshall Schiewe, president, Chicago; Tom Officer, executive vice president, Milwaukee; Dan Shea, president, Peoria; Willard Yarbrough, past president, Knoxville; Tom Kelly, past secretary, Buffalo; James Gallagher, president, Albany; Frank Deutsch, president, Pittsburgh; Ron Martin, executive committee, Boston; Gordon Adkins, president, Houston; Ray Parmer, treasurer, Houston; Bob Os-

trum, president, San Antonio; Jack Lemmon, president, Washington; Ervin Freudenberg, president, Indianapolis; Fred Kroecker, president, Hammond; John Nelson, president, Rockford; Ray Bancroft, president, Hampton Roads; Walter Golden, president, Scranton; Tom Brunk, president, Lima; and the following members of the International Executive Board: Eric R. I. Cawdon, Ottawa; Joseph F. Collis, Wilkes-Barre; Jack Dobson, Toronto; James B. Egan, New York; Richard Lane, Memphis; Michael Mastrullo, Cincinnati; Daniel A. McLaughlin, North Jersey; George M. Muldowney, Wire Service Guild; Kenneth E. Rieger, Toledo; James B. Woods, St. Louis; Arthur Rosenstock, New York; William J. Parson, Philadelphia; Charles A. Perlik, Jr., Buffalo.

Portland Contributions

Portland, Ore.—Since the October 13 report, the Portland Guild has received contributions totaling \$2,778.75, according to J. Lynn Wykoff, secretary-treasurer.

The strike benefit fund's standing:

Previously acknowledged \$182,789.58
 San Jose Guild 1,400.00
 Seattle Guild 25.00
 San Francisco-Oakland Guild 1,000.00
 Dwight E. Mitchell 100.00
 Houston Guild 100.00
 Portland, Me. Guild 100.00
 Milwaukee Guild 25.00
 Terre Haute Guild 100.00
 Seattle-Tacoma Guild 600.00
 Denver Guild 25.00
 Boston Guild 50.00
 William T. Ross 5.75
 Shubogyan Guild 25.00
 POI District Council 200.00
 Peoria Guild 25.00
 Total \$185,588.31

Peace Corps Leave

New York City—First Peace Corps leave has been granted by Time, Inc.

Recipient is Dennis Furbush, employed for a month in Time Magazine's Marketing Services. He is to be returned to his present job, or if that no longer exists, an equal or better job, the publisher has promised.

Although management stated the leave was granted on an "individual basis," it came a few months after the Newspaper Guild of New York had asked the publishers of the city to grant Peace Corps leaves of absence, with rights under the Guild contracts protected.



Induction: Accustomed to large numbers in its local affairs, the New York Guild this month greeted nearly 50 new members with a special program at the Guild clubhouse, the biggest group welcomed in the local's history.

They received Guild lapel pins and heard talks by ANG President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr. M. Michael Potoker, local secretary-treasurer, presided at the meeting.

Memphis Publisher Found Guilty Of Unfair Labor Charges by NLRB

(Continued from Page 1)

filing of unfair labor practice charges. Just a year earlier Austin Hoffman, retail advertising manager, had solicited employees in his department to quit the Guild and had promised economic reward if they did so. Early last November the Guild filed an unfair labor practice charge. When Hilbrand learned of it, he upbraided Guild leaders for their action at a negotiating session, and declared no further Guild activity on company time would be permitted.

In issuing a complaint against

the company, the NLRB counsel charged the company not only with the acts cited by the Guild—i.e., Hoffman's activities—but also of promulgating a discriminatory rule against Guild activity because the Guild had filed its charges.

On the first count—solicitation of employees to withdraw from the Guild—the trial examiner, John P. von Rohr, found that the evidence "fully supported" the allegations of the complaint.

On the second count—promulgation of the rule banning union activities—the trial examiner found that announcement of the

rule was a direct retaliation for the filing of the unfair labor practice charge and a "literal" violation of the law. But he concluded that the announcement was not a substantive type of unfair labor practice which would warrant a remedial order, and he recommended dismissal of that allegation.

The NLRB upheld von Rohr's findings on the first count, but on the second overruled him, stating: "We agree that as respondent's announcement concerning the rule was intended as a retaliation for filing unfair labor practice charges, the announcement was to this extent unlawful, and a violation of Section 8(a)(1) of the Act. We shall order respondent to cease and desist from this conduct, and that the notice to be posted shall include an appropriate reference."

Von Rohr had termed the charge about the rule "much ado about nothing," and when his report was issued last June, the company ran news stories quoting this.

This time it was different. In a special bulletin on the NLRB action overruling the trial examiner, the Memphis Guild reported that "word from the front office down that if a wire story about the case came in it was not to be used in the paper."

Hoffman's activities against the Guild reached a climax on Oct. 7, 1960, just three days before bargaining began. Negotiations were not concluded until a week after von Rohr issued his intermediate report on June 3, 1961.

Twin Cities Guild Presents Civic Awards At P-I Ball

Twin Cities, Minn.—Two women were winners of the public service awards at the 1961 Page One Ball of the Twin Cities Guild.

Recipients of the honors were Mrs. Eugene Gould, chairman of

rector of the Hallie Q. Brown House, St. Paul community center. Both received engraved plaques.

Mrs. Gould lobbied actively for the recently passed State housing legislation which prohibits discrimination because of race, creed or color. Mrs. Taylor has been active in many community programs.

Angelo Cohn, local Guild president, made the presentations. John Finnegan was master of ceremonies at the ball, held at a St. Paul hotel. Dorothy Lewis was general arrangements, chairman.

Karen Grabowski, of the St. Paul Dispatch & Pioneer Press, was chosen Miss Page One. The Page One Book, edited by Dan Sullivan and Dave Mazze, was distributed at the affair.



MRS. TAYLOR MRS. GOULD
the Mayor's Human Relations Commission in Minneapolis, and Mrs. James Taylor, program di-

Union Security Clauses Bettered

Improved union security has been negotiated, overall, in Guild contracts during the last two years, a study shows.

Latest tabulation of Guild shop clauses (as of August 1) prepared and distributed by the ANG research and information department, shows union security provisions in 167 of 221 contracts, or 75.5 percent as compared with 160 in 215 contracts, or 74.4 percent in 1959.

The breakdown:

	1961	1959
Full Guild Shop	76	71
Modified Guild Shop	59	58
Varied Guild Shop	8	7
Full Agency Shop	2	2
Compulsory Checkoff	1	1
Maintenance of Membership	21	21

167 160

Improvements included: Boston Herald & Traveler: from maintenance of membership for present employees and 9 out of 10 Guild shop for new ones.

East St. Louis Journal: from maintenance of membership to full Guild shop.

Honolulu Advertiser: from non-contractual language on security to Guild shop for present members and 4 out of 5 new employees.

Honolulu Star-Bulletin: from Guild shop for present and future members and 9 out of 10 new employees to Guild shop for present and future members and 9 out of 10 new employees with agency shop for the tenth.

New York Times: from Guild shop for present members and all new employees in commercial and restaurant departments; with maintenance of membership for top editorial to Guild shop for present members and all new employees with maintenance of membership for top minimum groups in all departments.

New checkoffs have been negotiated in the St. Paul Dispatch and Pioneer Press contract, and with the one covering the San Jose Mercury and News.

Initial contracts—and their union security provisions—negotiated included: Daytona Beach, Fla., News and Journal. (None.)

Oakland, Calif., Tribune: Guild shop for present members and 9 out of 10 new employees; checkoff.

Ottawa Journal: Guild shop for present members and 3 out of 5 new employees.

Perth Amboy, N. J., Evening News: maintenance of membership.

Providence, R. I., Journal & Bulletin. (None.)

Victoria, B. C., Colonist & Times: Guild shop for 80 percent of editorial employees; maintenance of membership; Guild shop for all new employees in other departments; checkoff.

Waltham, Mass., News-Tribune: Guild shop for present members and 3 out of 5 new employees.

October Unemployment Dips Below 4 Million

Despite its drop below the 4,000,000 mark during October for the first time in a year, Secretary of Labor Arthur J. Goldberg finds the 6.8 percent seasonal unemployment rate "disturbing."

Preliminary October figures showed the number of jobless down by 150,000 over the month to 3,900,000 while total employment at 67,800,000 was a new record for the month.

CONTRACTS

Honolulu: Hawaiian Reporter: full Guild shop; checkoff.

New York: Atlantis: full Guild shop; checkoff.

New York: Masters, Mates & Pilots Local 88 Bulletin: full Guild shop; checkoff.

New York: NMU Pilot: full Guild shop; checkoff.

Increases Up To \$10 Won In San Diego

San Diego, Calif.—General and minimum wage increases of \$5 to \$10 are embodied in a new two-year agreement negotiated between the San Diego Newspaper Guild and the San Diego Union & Tribune.

The increases are \$2.50 to \$4.50 as of June 5, 1961; \$1.50 to \$3 on June 4, 1962; \$1 to \$2.50 on Jan. 7, 1963.

Reporters and similar categories and display advertising salesmen go up by the top amounts to \$143, \$146 and \$148.50.

Stenographers go up \$3, \$2 and \$1.50 to \$80.30, \$82.50 and \$83.80, on the basis of the general increase, but upgrading brings the first year increase of \$7.10, the total for two years to \$14.10.

Relief district managers get an extra \$2. Some improvements were also negotiated in the district manager bonus system.

Other improvements include: 13 out of 15 Guild shop (was 8 out of 10); upping sub-editor and slot differentials 50 cents; third week's vacation after two years (was three); and gains in sick, leave and holidays clauses.

\$3.75 Across The Board At Cumberland Times

Cumberland, Maryland—A new two-year contract negotiated by the Cumberland Newspaper Guild with the Cumberland Times provides general and minimum wage increases of \$3.75 across the board in each year.

The reporter top (after four and one-half years) goes to \$108, then to \$111.75.

Contracts Committee Upheld By IEB

The IEB upheld the actions of the Contracts Committee on these contracts which were before the board for review:

Washington: American Federation State, County and Municipal Employees; Washington: IUE Publicity Department; Bakersfield Californian; Chattanooga Times; Chicago: Slovene National Benefit Society; Twin Cities: Minneapolis Star & Tribune; Twin Cities: Minnesota Union Advocate; New York: Saturday Review; Pittsburgh Courier; Washington: Merkle Press, Inc.; St. Louis: Globe-Democrat and St. Louis Post-Dispatch; and Kenosha Labor.

Wide Shifts Underway In Industry

Changes—some of them of a far-reaching nature—are under way in the newspaper industry.

Among them are: Preparations by the Wall Street Journal (Dow Jones & Co. is the parent firm) for the publication early next year in Washington of the country's first national Sunday newspaper. The National Observer.

Planned publication in the latter part of 1962 in Los Angeles by The New York Times of a western edition appearing six days weekly, but with no Sunday issue.

Disappearance of Hearst's American Weekly, effective next Jan. 7, as a Sunday supplement from 21 newspapers—since last January it has been pulled from the Sundays in five cities—and its limitation to nine Hearst newspapers and Chicago's American, a former Hearst paper.

Suspension of the Los Angeles Mirror's Saturday editions. Discontinuance of the Saturday edition and the combination of the Saturday and Sunday editions into a weekend edition by the Newhouse St. Louis Globe-Democrat.

While no price tag has been put on the new Dow Jones Sunday venture, William Kerby, executive vice president, is quoted by Newsweek Magazine as saying "Anybody in publishing will tell you you'd better not experiment with a new paper unless you have

at least a couple of million dollars."

The Wall Street Journal's growth is characterized by Newsweek as "amazing." It reports that during the decade 1959-60 WSJ's circulation quadrupled to 707,000 "while the total circulation of all U.S. dailies rose . . . 9.2 percent."

Revenue, it says, kept pace with growth, "the capital stock of its owner Dow Jones & Co., Inc. is worth some \$235 million; or more than the stock of any other publishing company in the world."

In the last 10 years, it states, "a share of Dow Jones common stock has increased from less than \$100 to more than \$1,500."

The new paper—it already has a nucleus staff of about 12—will specialize in interpretive articles.

The Journal has these regional publishing plants: Eastern: New York City and Chicopee Falls, Mass., in addition to Washington; Midwest: Chicago and Cleveland; Southwest: Dallas; and Pacific Coast: San Francisco. Another plant, printing part of the Pacific Coast edition, will be opened early in 1962 in Riverside, Calif.

The New York Times' western edition, according to Orvil E. Dryfoos, Times' publisher, will be published simultaneously with the Times' New York edition, will carry nearly all the news printed in the New York edition, will enable advertisers to place ads in either or both editions, and will reach most subscribers by air on the date of publication.

For 1960, the New York Times Company reported a new record high in operating revenue of \$112,149,302.

Created in 1896 as the "American Sunday Magazine, Popular Periodical of the New York Journal," the American Weekly, reputedly a favorite of William Randolph Hearst, long specialized in science, crime and sex.

In recent years, however, it has changed in format and in content. It has been competing directly with This Week and Parade, among others.

In announcing suspension of its Saturday editions, Arthur Laro, Los Angeles Mirror publisher, said that subscribers would be given the option of having an early edition of the Sunday Los Angeles Times delivered to their homes on Saturday afternoons or of subscribing to the Mirror on a Monday-through-Friday basis.

The morning Times and the afternoon Mirror are published by the same firm, The Times Mirror Co.

In 1960, the Times Mirror Company reported revenue of \$112,560,118.

The recently-established weekend edition of the St. Louis Globe-Democrat consists of the Sunday comics, Sunday magazine supplements, special sections, news, sports and features. (GR, Oct. 13.)

Early in 1961, a survey indicated that newspaper publishers anticipated spending \$110,378,300 in plant expansion alone this year. This is 10 percent more than they spent last year.



Carries The Mail: Bernard J. Connolly, right, of the Letter Carriers, Oakland, Calif., starts soon to carry 250,000 letters to 13 Far Eastern countries as an American good will gesture. Russ James, photographer, is going along to record the trip in pictures.

Photo by Joe Rosenthal, SPONG

Telegram Promotion, Art Certified At Toronto

ORGANIZING

Toronto, Ontario—Twenty-two employees of the production and art department of the Toronto Telegram have moved into the bargaining jurisdiction of the Toronto Guild by certification from the Ontario Labor Relations Board.

Excluding five supervisory and confidential employees, by agreement with Telegram management, the Guild had submitted the required majority of signed membership application cards to the labor board late in September, to obtain recognition and bargaining rights without the need for an election.

The certification, dated October 31, cites the appropriateness of the proposed bargaining unit, and opens the way to negotiation of a supplementary agreement. The existing contract covers employees in editorial, advertising, circulation, and maintenance and building departments.

Circulation Men Seek Guild At San Juan Star

San Juan, Puerto Rico—Employees of another department at the San Juan Star—seven district managers in outside circulation—have sought Guild representation and are the subject of a petition filed with the National Labor Relations Board office here, by the American Newspaper Guild. Four departments are now in Guild bargaining jurisdiction, by reason of an election held October 5, in which the Guild was chosen, 35 to 14. Voting were employees of the editorial, advertising, inside circulation, and general and administrative departments.

Regional NLRB Findings Appealed By Lowell Sun

Lowell, Mass.—Management of the Lowell Sun, seeking further means of delaying the negotiation of a first contract with the Boston Guild covering editorial, advertising and business office employees, has appealed from the findings of the regional office of the National Labor Relations Board, that management's objections to the September elections were without merit.

The regional office findings are subject to review by the Wash-

ington labor board, and the appeal is also directed to the central body.

Basis of the appeal is that paper used in the election as ballots was so thin that election choices—the vote was for the Guild or "no union"—could be detected by the impression of the voter's pencil. Also, said the management appeal, an irregularity occurred when the ballots were folded lengthwise, instead of across.

The Lowell unit of the Guild has printed circulars setting forth the chronology of the organizing effort, which started last January, and asks readers of the Sun to protest the continuing delays.

NLRB Dismisses Petition For Norfolk Photos

Norfolk, Va.—The National Labor Relations Board has dismissed a petition by the Hampton Roads Newspaper Guild seeking bargaining rights for the photo department staff serving the jointly-owned Virginian-Pilot and Ledger-Dispatch & Star.

The NLRB, in a November 1 ruling held that the contract of the Norfolk Ledger-Dispatch News Department Association is a bar to the Guild's petition.

The Guild plans to appeal the ruling.

The Hampton Roads local covers editorial employees, including photographers, of the Virginian-Pilot. When management merged the two newspapers' photographic departments last spring, the Guild acted to represent the entire new department, including a number of former Ledger-Star photographers who had been covered by the Association (an independent) contract.

Investigate Challenges In Daytona Beach Poll

Daytona Beach, Fla.—A supervising attorney was scheduled to visit Daytona Beach this week to start investigation of the issues involved in six challenges of voters in the NLRB election October 25. (GR, Oct. 27)

Disposition of the challenges will be determinative of the election outcome.

HOW TO BUY:

Big Family Problem: To Get \$50 Worth Of Food For \$35

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

Mothers of large families have handed us a real problem in recent letters—how to feed these families on a workingman's modest pay. Sometimes the problem causes misunderstandings, with the husband urging that food bills be kept within limits that won't bankrupt the family, literally, and the wife trying to point out the genuine difficulties.

Mrs. E. W. P. says she doesn't know whether to laugh or cry about our earlier statement that a family is doing reasonably well if it can feed itself for \$1.25 a day per person. With her nine, that much would mean a total of \$78.75 a week.

Since the average industrial worker earns about \$92 a week, if he works all year, we share her indecision whether to laugh or cry.

Surveys have found large families spending as much as 45 percent of income for food, compared to the more usual 30.

Another reader, Mrs. M. J., says her husband gives her \$35 a week to buy food and soaps for six. She says it really takes \$50, particularly because her children like to eat well. She used to spend \$3-\$4 a week just for fruit for them. She has two girls, 8 and 11, a boy of 12 and another 21.

But her husband, with equal realism, points out that if they don't keep down their food bills they can't meet their other bills.

Here are figures from the U. S. Agriculture Department showing how you can estimate food costs for families of different sizes and ages. Note how costs jump as children get older.

	Low-cost plan	Moderate-cost plan
Children:		
Under 1	\$3.00	\$ 3.80
1-3	3.70	4.60
4-6	4.40	5.70
7-9	5.20	6.80
10-12	6.10	8.20
Girls:		
13-15	6.40	8.70
16-19	6.50	8.70
Boys:		
13-15	7.00	9.60
16-19	8.30	11.20

Women:
20-34 — 5.50 7.60
35-54 — 5.30 7.40
Men:
20-34 — 7.20 9.70
35-54 — 6.70 9.10

But there's more to the story. These costs hold only if there are four in the family. Larger families usually can eat for less per person than small families because they can buy in quantity, and have less waste and spoilage. Government home economists estimate that for a family of two, you need to add about 10 percent for each person; for a family of three, add 5 percent; for a family of five, subtract 10 percent.

Thus, for Mrs. M. J.'s family of six, she would have to go on a low-cost plan, which would cost \$33.40, and leave her just \$1.60 a week for cleaning supplies—which is a tight squeeze.

If it were possible for Mrs. M. J. to have a couple of dollars more, she could make it on a low-cost plan. She already is using one good cost-cutter—watching for specials on meat and produce. But to feed her family on \$35 or a little more, she will have to use low-cost food-stretchers.

This does not mean that the family need be denied adequate nutrition and attractive meals. The real answer is the knowledgeable selection of low-cost food stretchers or extenders.

Sometimes families trying to keep down food bills rely on bacon as their chief meat, which is a mistake. Bacon gives you less protein for your money than any other meat. In fact, nutritionists consider it a fat, not a meat.

The real answer is the economical use of "good" grade beef, usually the lowest-cost grade generally sold at retail, and stretching this beef with other high-protein foods.

The best extender is non-fat milk powder. Dr. Michael J. Walsh, a nutritional expert, says that milk powder gives you more high-quality protein for your money than any other food. He says it's preferable to add milk powder to ground meat than the potatoes or bread crumbs housewives more usually use, but which actually "dilute" the protein in the meat.

Other protein foods which give you a lot of nutrition for the money include evaporated and whole milk, halibut, cheddar cheese, beef and pork liver, fowl, kidneys, and, especially during the flush spring season, eggs.

Produce often low in cost for the nourishment provided, includes carrots, turnips, potatoes, canned tomato juice, squash, cabbage, pea beans, dried prunes and canned applesauce.

A Canadian reader says his family has found home baking one of the best cost cutters. R. F. D., of Toronto, reports his wife bakes 24 loaves at a cost of \$2.25 for the ingredients—about 9½ cents a loaf.



Trophy Winner: This photograph by New York Guildsman Leonard Victor took first place in the photo-journalism competitions conducted by the Photographic Society of America, at the Brooklyn Academy of Music. The picture appeared in the Long Island Press last May, and is of a foster mother "in conversation" with her 7-year-old foster son, who is blind and deaf.

SOUP TO NONSENSE

Perfect Housekeeper

By JANE GOODSELL, Portland, Ore., Guild

Housekeeping is a cinch these days. Thanks to all the modern conveniences, any woman can manage her home with smooth and effortless efficiency. I, myself, keep my house in perfect order at all times. Any day you drop in, you'll find the brass polished, the table tops gleaming, the kitchen spick and span, and the house filled with fresh flowers.

Except, of course, in summer. Naturally, you can't expect the house to look its best in the summer because the children are home from school. You know how it is. They drop popsicle sticks and bubblegum wrappers all over the place, and they leave wet footprints on their way to the bathroom.

And, of course, they throw their wet bathing suits and towels on the sofa.

The kitchen isn't exactly immaculate either, because they're constantly fixing themselves snacks. Besides, summer is when I make jelly and put up pickles, so naturally I don't have time to throw out the dead flowers in the living room.

Nothing is normal in the summer.

Any other time of year, though, I'd be happy to have you inspect my house. You can run your fingers across my windowsills and you won't find a speck of dust. Any time at all—except in the fall.

Fall is such a busy time of year that there isn't much time for housework. All those nine o'clock meetings, for one thing. When I have to be out and dressed by nine, I don't have time to do much except empty the ash trays. I have to take the children shopping for school clothes, too, so the ironing piles up. Then, too, there are the dead leaves that people track into the house, and the children leave their books on the stairs, and drape their sweaters

over chairs. Things are a bit of a mess in the fall, I'll admit it. But fall is an unusual season.

The rest of the year, though, our household runs on schedule. I defrost the refrigerator and change the beds every Monday morning, regular as clockwork. Oh, not in the winter, naturally. Goodness, you can't expect me to stick to a schedule in the winter. I have to get ready for Christmas, and you know how much work that is. And the mess!

It's impossible to keep a house clean at Christmas time. Or after Christmas, either, for that matter. The weather's so terrible, it's hardly worthwhile trying to keep the house clean. The front hall is littered with galoshes, and streaked with mud.

You'd better not drop in on us unexpectedly in the winter. But do feel free to come any other time. Any time at all.

Naturally, I'm assuming you wouldn't come in the spring. Surely you'd know better than that. Our household is at sixes and sevens in the spring. I have to plant all those petunias, and that keeps me so busy that I don't have much time to polish silver.

To tell you the truth, I don't always make the beds until late in the day. Besides, three of us have birthdays in the spring, and you know how messy birthday parties are. Then, too, it rains a lot in the spring so the house is filled with little children, coloring and cutting out paper dolls.

I'll be frank and admit that you wouldn't want to eat off my kitchen floor in the spring. Not unless you like to eat crumbled crayons and scraps of paper. You know as well as I do that spring is a difficult time of year.

Barring the aforementioned exceptions, our house always looks perfectly lovely.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Legal Protection Plan Implemented At Toronto

Toronto, Ont.—A Guild-sponsored plan to give participants legal counsel if driving privileges are threatened went into effect October 1.

More than 160 Toronto Newspaper Guild members were covered on that date. It is expected that this will go beyond 200 when all eligible members have been made aware of its details.

To participate in the plan, a Toronto member must hold a job in which continued driving privileges form part of the requirements to carry out his work.

This would include truck drivers and some classifications in other departments—some photographers, salesmen, travellers.

An applicant pays a \$5 fee to come under coverage, after his application has been accepted by the Guild's executive.

This is the only payment called for until and unless the plan's funds are depleted to a figure deemed too low by the executive.

At that stage, the executive can cancel the plan or call for a vote

among its participants on the question of further payments to restore the fund to health. If two-thirds of its members favor that plan, it will continue with the additional payment required to maintain membership in it.

Any TNG member working in a job which requires him to have driving rights is urged to check his steward or the Guild office for full details of the plan. Application forms are available.

Each member of the plan receives a wallet-sized card which gives him directions on what to do in the event of accident or arrest.

Here is the fifth installment in a series on "Building A Strong Union," taken from a manual published by the ANG Research and Information Department for the guidance of stewards and local committee members. Other excerpts will follow.

Publicizing Grievances Is Helpful Whether They Are Won Or Lost

PUBLICIZING GRIEVANCES

Grievances have a value beyond the correction of immediate injustice. Grievances your Local wins show its members (and non-members) the value of both the contract and the union. Grievances your Local loses dramatize the need for contract improvement.

But won or lost, a grievance means nothing to the person who doesn't know about it.

Publicize grievances at all stages.

Don't wait for your Local publication to carry a report. See that an account of the dispute is posted on the bulletin board. Not only will this show the Guild in action, it may turn up witnesses who can help win the case—and encourage other employees to report their grievances, too.

See that grievance settlements and arbitration decisions are posted, too, and that grievances are reported in your shop paper and at unit meetings.

Spread the word yourself in conversation with other employees, and make sure your Local doesn't forget to inform the ANG and The Guild Reporter.

Some Do's and Don'ts

Act quickly, but don't jump to conclusions. Check, doublecheck and consult.

Be fair, but don't play favorites or politics.

Be sympathetic, but impersonal.

Be patient, but persistent.

Be objective, but not neutral.

Give the employee the benefit of the doubt, but don't promise more than you can deliver.

Plan to win, but follow the rules—of your Local, your contract and the ANG.

Steward as Organizer

Free riders are so dangerous to Guild bargaining strength that the ANG Convention has given them first priority in the Guild's organizing program.

As a steward, you're in the best position to sign up the free rider (and to see that new employees don't become free riders in the first place).

You have occasion to talk to him, or can make one. You can observe his personality and habits. You may have helped with a grievance involving him.

He sees what you are doing as a Guild steward in behalf of all employees in the department. He knows you as a fellow worker, not as a stranger.

In short, you have one foot in the door.

Perhaps you found several free riders, long-time hold-outs, when you took over as steward. How do you approach them?

You might start by asking why they haven't joined the Guild. You'd be surprised how many times the answer is: "Nobody ever asked me." Even if they have been asked, and have refused, their reasons will give you an idea of what you're up against.

Does one of them object to unions as "a matter of principle"? If so, he should be willing to forego his Guild-negotiated salary increases.

Does he object to paying dues? It's a simple matter of arithmetic to demonstrate how the net gain in wage increases under Guild contracts far exceeds the small amount of monthly dues he will have to pay.

He is concerned about assessments? Tell him that if he had paid every ANG assessment from the time the Guild was founded in 1933 through 1960, it would have cost him at most 6¼ cents a week—or even less, depending on his salary.

About strikes? Explain that under the ANG Constitution there can be no strike in your unit unless the members of the unit themselves vote for it.

Is he frank enough to admit that he thinks he stands a better chance of promotion if he stays out of the Guild? Show him that's not so.

There are countless examples in ANG files—and undoubtedly many in your own Local—to show that managements promote not only Guild members, but also Guild leaders, to executive positions. The company is looking for leadership qualities, too.

But arguments alone will not convince many free riders. You may have to go back several times. Keep after them. Cajoled them. Shame them, if necessary. Enlist the aid of other stewards and other employees in the same department. Perhaps they can succeed where you can't.

Organizing is the first step in

Local Elections

Sheboygan

Sheboygan, Wis.—Vern Fox, one of the founders of the Sheboygan Newspaper Guild in 1944, has been re-elected to his 14th consecutive term as president of Local 179, ANG.

Fox, a display advertising salesman at the Sheboygan Press, and former president of the Midwest District Council, won out over Chuck Fisher, a reporter, 21 to 14, in the October election.

Two new vice presidents were chosen. They are Milton Freimuth, a classified advertising salesman, and Hans Petermann, a display salesman. Donn Reed, display copywriter and layout man, was elected treasurer.

Re-elected to his 10th term as secretary was Charles Kelley, of the news staff.

Washington

Walter Bassford, Post accountant, is the new vice president of the Washington Newspaper Guild and Bob Cooney, AFL-CIO News, has been named secretary in interim elections to fill vacancies.

Bassford succeeds Mitzi Bales, Post, who resigned to accept a two-year fellowship in international labor relations at Cornell University, while Cooney takes over for Gene Zack, Labor Press Unit, now with the Area Redevelopment Administration.

Providence

Providence, R. I.—Robert C. Frederiksen has been reelected president of the Providence Guild. Others chosen for office are: Vice president, John F. Burns; secretary, William H. Young; treasurer, Donald B. Smith; executive committee members, Davis W. Griffith, James M. McMullen, George Popkin, John N. Rippey, Jack Thompson and Thomas D. Stevens.

Cincinnati

Cincinnati, Ohio—Harry C. Reckner is the new president of the Cincinnati Newspaper Guild. Other officers who will serve with him are: Vice president, Bernie Wischer; secretary, Helen Kelley; and treasurer, John F. Metz.

Newly-elected executive board members are: ANG Vice President Mike Mastrullo, Irwin Bauer, Jack Wessling, Phil Carrino, Jack Klump, Jim Miner, John Bischoff and Ben Schilmeister.

The Guild will hold its annual installation party and dance at the Retail Clerks' Hall, Saturday, November 18.

Akron

Akron, Ohio—Al Fitzpatrick, a copy editor on the state desk of the Beacon Journal, has been elected president of the Akron Newspaper Guild, succeeding Arnold Miller, who became a vice president.

Other new vice presidents are Bob Feldkamp and Roger Lockwood. Also chosen: Hal Crago, recording secretary; Craig Wilson, corresponding secretary; Don Kirkman, treasurer, and Dick Bailey, Bob Henretty, Dan Warner and Nancy Yockey, board members.

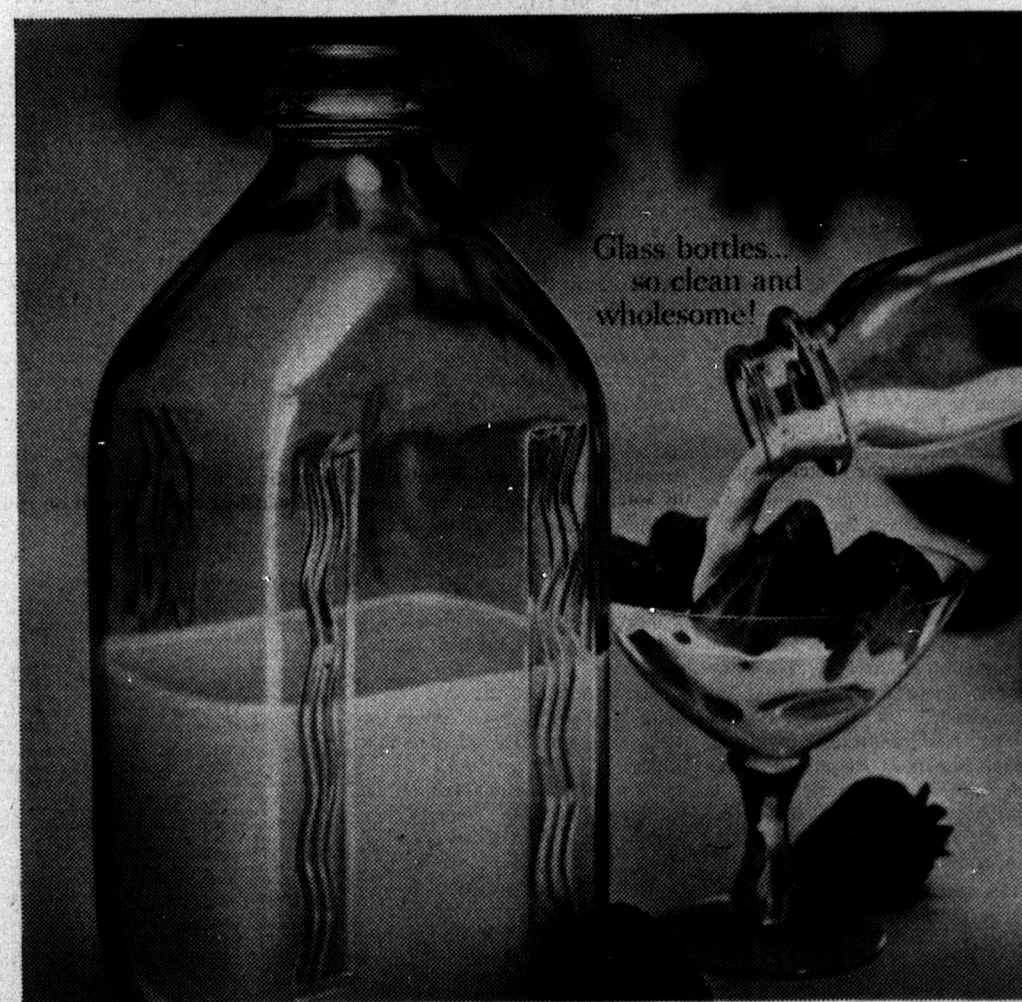
Twin Cities

Twin Cities, Minn.—Mercer Cross, Minneapolis Tribune reporter, has been elected secretary of the Newspaper Guild of the Twin Cities. He succeeds Leon Carr, who resigned to take a public relations job with Minnesota Mining and Manufacturing Co.

Eugene Nolan, St. Paul Dispatch advertising salesman, was elected commercial vice president. Newly-elected directors are: Ruth Mellenkamp and Bill Hennessy, both of St. Paul.

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GLASS CONTAINERS HAVE BEEN UNION PRODUCED IN THE U.S.A.



Shining glass bottles keep milk and cream wholesome and farm-fresh. Glass is clean and pure, never alters original flavors. That's why so many foods are packed in glass!

GLASS CONTAINER MANUFACTURERS INSTITUTE, 99 PARK AVENUE, NEW YORK 16

EDITORIAL

Speed The Day

There are small but unmistakable indications that unions may once again look to the National Labor Relations Board for prompt and equitable administration of the Act which that regulatory agency is empowered to enforce.

The NLRB occupies a vital role in the organizing efforts of the trade labor movement. It is the body through which representation elections are conducted, leading to the attainment of bargaining status and the writing of contracts which unions are committed to police, protect, and improve.

The Labor Board is the court of first resort when the unions encounter management resistance to the lawful right of employees to organize and bargain collectively.

The Guild has had some unhappy experiences with the NLRB, most of them based on the delays which the law itself provides to employers bent on breaking the new union move by frustrations and discouragements.

Fortunately, the new chairman of the Labor Board, Frank McCulloch—first nominee to the agency by President Kennedy—has voiced awareness of the dangers involved, and seems on the way to reduce those dangers. He wants, he says, to "take the profit out of violating" the labor law.

It means money in the pocket of the non-Guild publisher for every week that he can postpone the time when he must meet Guild negotiators at a contract bargaining session.

The recent report by a House committee headed by former Chicago Guildsman Roman Pucinski notes that some employers have followed advice of their own counsel in deliberately violating the federal labor laws. They rest on the knowledge that even though after long extended hearings and appeals they are found guilty, the penalties invoked under existing law consist merely of being obliged to promise to sin no more.

It will take untold effort to revise the labor laws to provide heavier penalties for those who scoff at the statutes. Meantime Chairman McCulloch has started the process of expediting the handling of cases by extending to regional directors some functions which formerly had to encounter the monstrous bottle-neck of the central office at Washington.

Recent statistics show that the backlog of cases is being steadily cut down by a determined attack and what seems to be new vigor, instilled at the Washington headquarters and now finding a response in the score of regional locations through which the Board covers its field.

Memory goes back to the earliest days of the NLRB operations, when the Guild was concentrating heavily on organizing. In that era, there was an awareness of the purpose of the law—to achieve a near-equality between management and labor in the bargaining field—which lent the Board a forward-looking aspect.

It will be gratifying if, under the leadership of Chairman McCulloch, the NLRB again becomes a meaningful arm of government.

Advancement

"Membership in the Guild has never been a bar to advancement in Time, Inc., and never will be."

—Time V. P. Bernard Barnes, in a memorandum to the magazine staff, after a Guild contract settlement.

The Guild Reporter

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Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month at 1126 16th St., N.W., Washington 6, D. C. \$5 per year. Single copies 15¢.

Guild Reporter deadline at 1126 16th St., N.W., Washington 6, D. C.: letters, advertising and features the Friday preceding publication date; news, Monday preceding publication.

Vol. XXVIII, No. 22

November 10, 1961

American Newspaper Guild

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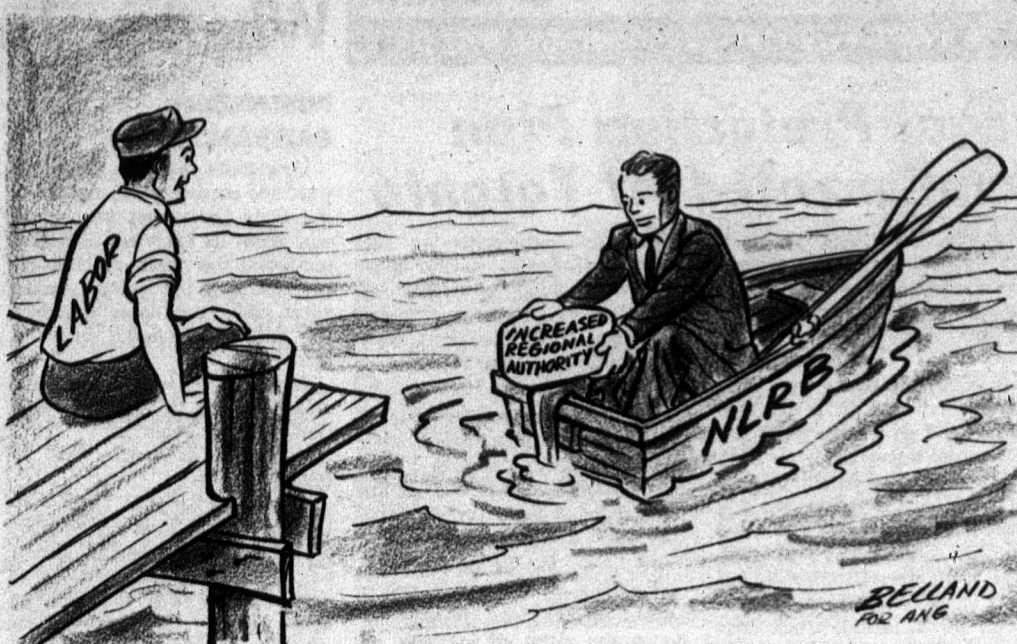
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'This Ought To Speed Things Up'



Refusal-To-Bargain Charges Bear On Hearst Memo Status

Seattle, Wash. — Unfair labor practice charges of refusal to bargain have been filed with the National Labor Relations Board by the Seattle-Tacoma Newspaper Guild against Hearst's Seattle Post-Intelligencer.

The reasons:

- 1—Management refuses to bargain on 14 major segments of the contract—those previously covered by the Hearst Memorandum, and
- 2—Management refuses to furnish payroll information to the Guild.

The 14 items are: Guild Shop, job security, normal work, no discrimination, severance pay, overtime, sick leave, transfers, adjustment of disputes, leaves of absence, military service, dues check-off, alternate benefits and term of the contract.

Memorandum provisions negotiated nationally in the past, were recommendations to the participating locals and became operative when incorporated into local contracts.

When the Guild's Hearst Chain Council met in Vancouver at the time of the ANG Convention last July, it abandoned the Memorandum and dissolved the council.

Noting, in the adopted report of its collective bargaining committee that the Memo was "now incorporated in only four contracts," the convention declared that the Memorandum "has outlived its usefulness and should be abandoned."

The four contracts involved Hearst papers in Albany, Boston, San Antonio and Seattle.

Management insists, however, that the Memo is still in effect and is operative contractually.

George W. Lambert is the Seattle-Tacoma Guild's administrative secretary.

It was an aftermath of the bitter Guild strike against Hearst in Chicago, 1938-40, that the Hearst Peace Formula, which preceded the memorandum, was signed in September, 1940, by representatives of the International Executive Board and of Hearst general management.

It provided for a modified Guild Shop and other standards. Its terms had been agreed to in late

June after weeks of negotiations. It was approved by the Guild's Hearst Chain Advisory Council at Memphis in July, 1940, and later by the Hearst board of directors. Ratification then followed by Guild units and local Hearst managements. It was for two years.

The peace formula was renewed as the Hearst Memorandum in parleys that were concluded by ratification of the revised agreement Jan. 26, 1943. The renewal brought the addition of a uniform national emergency clause, a leave of absence clause and an improved severance pay schedule.

By 1945, the memorandum terms were incorporated in Guild contracts with 13 Hearst newspapers covering about 3,500 employees. Additionally the same terms had been accepted in the San Francisco city-wide contract which covered the Scripps-Howard News and the independent Chronicle while the Pittsburgh Post-Gazette contract of that period was modeled in major part after that of the Hearst Pittsburgh Sun-Telegraph.

The managements of three Hearst papers which had contracts with AFL or independent editorial and commercial department unions, also offered the Hearst Memorandum terms in most respects to these bargaining agents.

In 1951, however, the New York Journal-American and the New York Mirror Guildsmen withdrew from Memorandum negotiations and bargained independently.

Future of the 12-year-old agreement was definitely in doubt in 1952 when the IEB adopted this policy:

"If within a reasonable time, to be determined by the Hearst Committee, there is no renewal of the Hearst Memorandum, the Memorandum shall be considered terminated and authority is hereby granted individual locals to negotiate contracts."

By 1955, SFONG had withdrawn, and in the ensuing years more and more Hearst units withdrew from participation in Memorandum negotiations.

Early in 1959, the Milwaukee Guild dropped out. In April 1960, the Pittsburgh Sun-Telegraph was sold and suspended, followed by the sudden sale and folding of the Detroit Times in November of that year. The Los Angeles

Guild's Hearst unit members voted in January, 1961, not to participate further in the Memorandum.

At its spring meeting in 1958, the IEB adopted this report of its collective bargaining committee:

"The IEB believes that the Hearst Memo has outlived its usefulness... We believe the Locals presently covered can be more effective in bargaining for their members by negotiating full contracts at the local level, and recommend that they do so."

And the ANG's Convention meeting in San Jose in August, 1958, adopted a collective bargaining committee report which said:

"In the field of chain bargaining, the IEB should be relieved of its present liability to conduct negotiations at the request of the various locals having units in a chain. Instead, a group of units in a chain of newspapers should be permitted to undertake chain negotiations on their own initiative. The only chain negotiations now are conducted with some of the Hearst newspapers."

Finally, some two decades after the memorandum's inception, came the Vancouver declaration: "That the Hearst Memo, now incorporated in only four contracts, has outlived its usefulness and should be abandoned."

DAY BOOK

LABOR BOARD PROCEEDINGS
Refusal to bargain charges filed with the NLRB by Seattle-Tacoma Newspaper Guild against the Seattle Post-Intelligencer division of Hearst Publishing Co., Inc.

Petition of the Hampton Roads Newspaper Guild to become bargaining agent of merged photographic department of the Norfolk-Portsmouth Virginian-Pilot and Ledger-Star dismissed Nov. 1 by NLRB.

NLRB (Oct. 26) finds Memphis Publishing Co. guilty of unfair labor practices as charged by the Memphis Newspaper Guild in soliciting employees to withdraw from Guild and in announcing retaliatory ban on union activity on company time and orders publishing firm to cease and desist.

Toronto Telegram promotes and art department employees (22 in group) certified, Oct. 21, by Ontario Labor Relations Board as within the bargaining jurisdiction of the Toronto Newspaper Guild. NLRB begins investigation of the issues raised by the six challenged ballots in certification election in the editorial department at Daytona Beach News and Journal. The vote: for Guild, 11; against, 23; challenged by Guild, 6; void, 1.

Lowell Sun management appeals, Oct. 26, to full National Labor Relations Board in Washington, D. C., from regional decision of the Boston area director in management's objections to 26 to 25 election by which Sun employees chose Newspaper Guild of Greater Boston as their bargaining agent.

Representation petition filed Nov. 3 by Guild for bargaining rights certification for seven employees in the outside circulation department (district managers) of the San Juan, Puerto Rico, Star.

ACTIVITIES
American Newspaper Guild Staff Meeting, ANG headquarters, Washington, D. C., Nov. 15-16.