

Portland Guildsmen Become ITU Members, Draw Benefits



Vol. XXVIII, No. 24

Washington, D. C.

December 8, 1961

Authority To SFONG For Strike

San Francisco, Calif. — By a vote of 445 to 123, members employed on the Chronicle, the Examiner, the News-Call Bulletin and the Oakland Tribune have authorized the SFONG Executive Committee to call a strike at its discretion.

The vote was taken by secret ballot at a special membership meeting after thorough discussion.

In a message from the three ANG top officers—Arthur Rosentstock, president; William J. Farson, executive vice president; and Charles A. Perlik, Jr., secretary-treasurer—to Sam B. Eubanks, SFONG executive secretary, granting approval of a SFONG citywide strike, the officers said:

"Please extend to your members our wish for every success in the trying days ahead and assure them of full and vigorous co-operation and support from ANG's 31,000 officers and members."

Action by SFONG members came when negotiations were broken off after the publishers' committee stated that its original offer, submitted Oct. 16, was final.

Present as guests to hear the debate and observe the vote were representatives from the Typographical unions in San Francisco and Oakland, Web Pressmen in San Francisco and Oakland, the Mailers, Stereotypers and Teamsters. The Teamsters are also negotiating with the publishers for a new contract. Contracts of the other unions will be reopened early in 1962.

Issues in the dispute include wages—with management proposals ranging from \$2.50 to \$10.50 below Guild proposals—vacations, retirement income plan amendments and health insurance plan.

Deadline Pact Gets Washington Unit \$7

Under the spur of a "no-contract no-work" stand by members of the Washington Star unit, Guild negotiators early yesterday initiated an agreement which provides general increases of \$4 and \$3 over the two-year life of the contract. Minimums for key classifications go up \$9 the first year and \$8 the second. Included was an agreement for a job evaluation study, arbitrable as to remaining unagreed issues at the end of a year. The old contract expired last midnight.

CAL UNION		ORIGINAL ACQUISITION		WEEK ENDED	
58 MULTNOMAH PORTLAND		STRIKE FUND BENEFITS DUE		10 30 61	
Last weekly day scale as listed on Secretary's Itemized Report is \$ 128.50		WEEK 102nd		If Traveling Cards are issued to members, the date of issue on this sheet opposite name of member	
LOCAL NUMBER	NAME	CODE	REGISTER NUMBER	DAYS REPORTED NOT WORKED	AMOUNT
58	REPORTER				
58	BENNETT MARY L	3	201963	5	0
58	BLAKELY FRANCES	3	201904	0	0
58	BRENNER THORA A	7	201905	5	0
58	BRIGGS EUGENE A	5	201906	5	0
58	BUHMANN LOUISE A	7	201907	5	0
58	COUR LESTER F	7	201908	5	0
58	ROBERTS JOHN A	5	201935	5	0
58	SCOTT WAYNE A	5	201936	5	0
58	SHOWERMAN CHARLES H	3	201937	4	1
58	SOMMERS BUFORD	7	201938	5	0
58	SPANG MARGARET R	3	201939	5	0
58	SWAJA THOMAS M	5	201940	5	0
58	WEBB ROBERT D	5	201941	5	0
58	WOODS JAMES A	5	201942	5	0
58	WYKOFF J LYNN	5	201943	5	0
58	KRAUS, JOSEPH B, JR.	3	201975	5	0
	(ad. for 1/8 Oct. 16, 1961)				
58	KRAUS, JOSEPH B, JR.	3	201975	5	0
	(ad. for 1/8 Oct. 23, 1961)				
58	KRAUS, JOSEPH B, JR.	3	201975	5	0
Total 28,302					28,302.00

ITU Benefits: ITU benefit regulation form lists Portland Guild members who have joined International Typographical Union and are receiving ITU benefits. Note at bottom reads: "The above members . . . are entitled to the amounts set opposite their names on account of lockout in newspapers office." Requisition is signed by officers of the Multnomah Typographical Union, ITU local in Portland. Payments have been made retroactive to August 11.

28,302 Eligible In Referendum; Some Gains In Portland Talks

A record number of eligibles—28,302 American Newspaper Guild members in good standing—can participate in the Dec. 14-19 referendum on the Vancouver convention decision terminating benefits to Portland, Ore.

This exceeds by 534 the previous record number of referendum eligibles, the 27,768 of 1957 in an election in which six ANG vice presidents at large were chosen from a field of 10 candidates.

Lists of eligibles and ballots went out to locals after the International Election and Referendum Committee, meeting in Washington, Nov. 28, with Charles A. Perlik Jr., ANG international secretary-treasurer, had examined the membership reports.

Good standing eligibility was as of Nov. 1. The referendum ballots have been printed on a special lot of paper. The ink mixture is a random mix of various tints and shades to make duplication difficult.

Locals will hold secret ballot elections in the (Continued on Page 3)

Portland, Ore.—Efforts to improve a proposed contract between the Portland Guild and the Portland Reporter have resulted in several tentative agreements and were to be resumed here this week with ANG International Representative Loel Schrader again scheduled to act as spokesman for the Guild.

Schrader was sent to Portland after the ANG's International Executive Board in November refused the Portland local permission to sign the proposed contract and instructed that an IR be assigned. Schrader was able to work out tentative agreement on checkoff, experience definition and Guild activity clauses and agreement in principle on picket lines and advance dismissal notice clauses.

Among the many unresolved issues is the Reporter's refusal to remove from the proposed contract language giving management the right "to be the sole judge of competency."

Guildsman Robert Webb, Reporter publisher, is (Continued on Page 3)

ITU Payments Nearly Twice ANG Benefits

Portland Guild members have joined the International Typographical Union and have been paid benefits by the ITU retroactively to August 11.

ITU benefit payments are nearly twice as high, on the average, as ANG benefits paid to Portland before they were terminated August 11 by the Vancouver Convention.

ITU benefit payments range from \$11.40 to \$57.10 a week higher than the ANG payments.

"We were inducted into the ITU the first Sunday in October," Lynn Wykoff, secretary-treasurer of the Portland Guild and managing editor of the Portland Reporter, said this week when queried by ANG regarding reports that Portland Guildsmen had joined the typographical union.

"We are indulging in dual membership," Wykoff added, "but we don't consider we have abandoned ANG membership."

Asked whether—in view of next week's referendum on the question of extending ANG benefits to Portland—the Portland Local did not have an obligation to advise other Guild Locals and the ANG that Portland Guild members had joined the ITU, Wykoff replied:

"Nobody came out and asked us."

ITU headquarters in Indianapolis confirmed the fact that Portland Guild members had become members of Multnomah Typographical Union 58, the ITU local in Portland, and are receiving benefits on the same basis as other local ITU members.

After Portland Guildsmen had been accepted as members, the ITU benefits were paid retroactively for five weeks, to August 11, Wykoff explained.

The benefit payments are not loans, ITU headquarters said.

Like the ANG, the ITU has a policy requiring that other income be offset against its benefit payments.

The ITU policy provides, among other things, that "additional benefits from another source" be offset against ITU benefits to the extent that they exceed "the equivalent of one day's pay at the trade weekly."

The extension of ANG benefits to Portland retroactively by referendum action could raise the questions of payment under both these policies.

In addition to the ITU, the Stereotypers and Engravers continue to pay benefits in Portland (Continued on Page 3)

Valentine Here, New York Next

Rene Valentine, Portland strike director, was in Washington this week representing the ITU in negotiations with Washington publishers.

From here, Valentine goes to New York on a bargaining assignment there.

"CO-SIGNERS"

"All human beings are born free and equal in dignity and rights"

UNITED NATIONS UNIVERSAL DECLARATION OF HUMAN RIGHTS



HUMAN RIGHTS DAY—DECEMBER 10

Printers Awarded \$325,000 Back Pay

St. Louis, Mo. — More than \$325,000 in severance and vacation pay has been awarded by a Circuit Court jury after a trial before Judge William E. Bruder to 154 union printers formerly employed by the St. Louis Globe-Democrat of the S. I. Newhouse chain.

Members of Typographical Union 8, the printers lost their jobs in 1959 when the Globe-Democrat arranged to publish on presses owned and operated by the Post-Dispatch.

The average payment awarded the former employees \$2,200. The suit, brought by the printers as individuals, was filed after arbitration was waived on clauses of the contract covering discontinuance of employment, vacation credits, sick pay and pensions.

The waivers came, ITU officials explain, after the unions and management were unable to agree on an arbitrator.

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

Printed in U.S.A. Second-class postage paid at Washington, D. C. Issued twice monthly at 1126 Sixteenth Street, N.W., Washington 6, D. C. Subscription, \$5 per year.

Defender Personnel Practices Due For Scrutiny By Congress

Chicago, Ill. — A congressional subcommittee will investigate the Chicago Defender's personnel practices.

Adam C. Powell (D., N.Y.), chairman of the House Committee on Education and Labor, has so advised ANG officials, in answering a communication and text of the ANG's International Executive Board's statement condemning Defender Publisher John H. Sennett's denial of "basic privileges" to Defender employees (GR, Nov. 10).

Chicago Newspaper Guildmen have been on strike against the Defender since April 16.

In a letter to Charles A. Perik, Jr., ANG international secretary-treasurer, Powell said:

"I have read your statement and letter attached thereto addressed to the Chairman of the National Labor Relations Board.

"Be assured your views will certainly be considered, and since allegations of racial discrimination are contained in your statement, the matter will be reviewed by Congressman Roosevelt's subcommittee which is currently engaged in an inquiry which, I trust, will lead to our committee's reporting a Fair Labor Practices bill to Congress during the Second Session."

Rep. James Roosevelt (D., Calif.) and his subcommittee are expected to hold hearings on racial discrimination in Chicago early in 1962.

A member of Powell's committee is Rep. Roman C. Pucinski (D., Ill.), former Chicago Sun-Times reporter and long-time Chicago Guildsmen.

For the first time in 261 days, the strikers will temporarily suspend their picket line, Dec. 24 and 25, if no settlement has been reached by that time.

The strikers will celebrate Christmas Eve and Christmas Day with their families. A Guild party—complete with tree, Santa Claus and gifts for the strikers' 100 children—will open the long weekend.

Contributions to the special Christmas Fund for the strikers' children are coming in not only from Guild locals but from other unions as well.

On the 26th, however, the strikers will be back on their job of picketing the plant, as they have done continuously since April 16.

100 Cut Adrift By Curtis Pub.

About 100 Curtis Publishing Co. employees—salesmen, clerical, stenographic and public relations travel department staffers—have been fired without the benefit of Guild contracts with their severance pay and other job security provisions.

The company called the slashes "an adjustment of the work force," according to Advertising Age.

It was only about a month ago that Esquire, Inc., folded Coronet magazine, cutting adrift approximately 80 staffers, also lacking Guild contractual benefits.

The Curtis Publishing Co., which publishes the Saturday Evening Post, the Ladies Home Journal and other magazines, got a part of Coronet's 2,312,000 readership. Readers Digest got the rest.

Prospective Defender advertisers are being urged by visits and letters to withhold their Christmas advertising from the scab-published paper.

Chicago, Ill.—Initial contributions from ANG locals and other unions to the Defender Christmas Fund:

Wilkes-Barre	\$25.00
Cincinnati	25.00
Boston	50.00
St. Louis	75.00
Los Angeles	100.00
Rochester	115.00
Federation of Guild Reps	100.00
Steelworkers, Midwest Region	50.00
TOTAL	\$645.70

Chicago, Ill. — The Chicago Guild's benefit fund to aid striking Guildsmen at the Defender was upped by \$1,759.90 in the

two-week period ending December 1.

The following gifts, exclusive of contributions earmarked for the special Christmas fund for the 100 children in the strikers' families, are reported:

Previously acknowledged	\$17,875.59
Hazleton Guild	10.00
Wire Service Guild	100.00
Cincinnati Guild	25.00
Canadian Wire Service	50.00
California-Nevada District Council	250.00
St. Louis Guild	100.00
Philadelphia Guild	50.00
Federation of Guild Representatives	100.00
New York Guild	100.00
Toronto Guild	250.00
Empire State District Council	25.00
Florida Guild	100.00
Boston Guild	100.00
Seattle-Tacoma Guild	100.00
Victoria Guild	50.00
Washington Guild	25.00
Worcester Guild	25.00
Erie Guild	50.00
Los Angeles Guild	50.00
Albany Guild	50.00
Pawtucket Guild	50.00
TOTAL	\$19,635.59

Living Costs Hit New High In October, Moving Up .1%

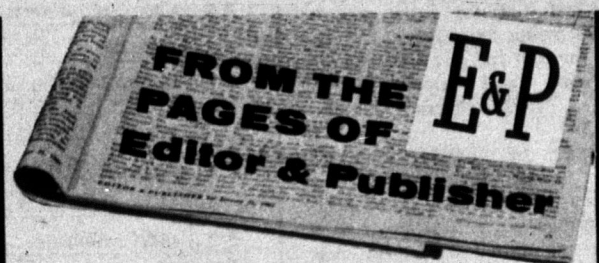
The Consumer Price Index hit a new high of 128.4 in October, rising one-tenth of 1 percent, the U.S. Department of Labor's Bureau of Labor Statistics reports.

The previous record was 128.1 in July. It uses the 1957-49 average as a base of 100.

In September, the overall index stood at 128.3. The increase brought the total rise in the cost of living from October, 1960 to October, 1961, to 0.9 percent.

Principal causes of the rise were higher prices for new cars, and a further increase in the cost of services: such as rent, medical care and transportation.

The index measures the changes in the prices of more than 300 items of goods and services for which people spend their money.



FROM E & P, DECEMBER 2nd, 1961:

HUNCH PICTURE PAGE PREDICTED PEARL HARBOR

"For the 20th anniversary of the Japanese attack on Pearl Harbor, E & P publishes a story of one of the most fantastic and successful hunches in newspaper history. Robert Davis tells how a picture page comparing U. S. and Japanese military might was made up in the old Times-Herald on the night of December 6th, 1941, on the hunch of legendary Washington newspaperman Charlie Duffie. It is a dramatic tale of newspapering. You'll enjoy it in E & P."

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

To start benefiting at once from the information in each issue of E & P, just return the coupon below for a FREE 4-week trial!

EDITOR & PUBLISHER
350 Third Avenue
New York 22, N. Y.
☐ Please rush my first copy of E & P under generous 4-week trial at no cost to me.
☐ I prefer to enter my year's subscription at once. Check for \$6.50 is enclosed entitling me to 4 additional issues at no extra cost.

NAME _____
POSITION _____
NEWSPAPER OR COMPANY _____
ADDRESS _____
Subscription rates: \$6.50 in U.S., possessions and Canada

Portland Guild Members In ITU, Drawing Benefits

(Continued from Page 1)

In lieu of wages from the Portland Reporter.

Two other unions, the Pressmen and Teamsters, demanded standard contracts with the Reporter, got them and receive full wages from the paper.

The Photo-Engravers receive partial wages from the Reporter, and supplement them with benefit payments.

A number of new employees also receive wages from the Reporter.

ITU benefits in Portland are based on a percentage of the Portland ITU scale of \$128.50 a week. Married members receive 60 per cent of scale, or \$77.10; single members receive 40 per cent of scale, or \$51.40.

For purposes of comparison, during one recent week 35 of those Guild members receiving ITU benefits had received ANG benefits for the final ANG benefit week ending Aug. 11.

All 35 received substantially larger payments from the ITU than they had from the ANG.

The average increase was \$30.17; the range was from \$11.40 to \$57.10.

Total ITU benefit payments to these 35 persons that week amounted to \$2,415.80, or an average payment of \$69.02.

Total ANG benefit payments to these 35 persons for the week ending Aug. 11 amounted to \$1,360, or an average payment of \$38.85.

\$57.10	... one person
\$47.10	... seven persons
\$37.10	... one person
\$31.40	... eight persons
\$27.10	... eight persons
\$26.40	... one person
\$21.40	... one person
\$17.10	... four persons
\$12.10	... three persons
\$11.40	... one person

During the week in question, 24 of the 35 persons received \$77.10 from the ITU, 11 received \$51.40.

During the week ending Aug. 11, ANG benefit payments to these persons ranged from \$20 to \$65.

Milwaukee \$500 Aids Mailers

Milwaukee, Wis.—Following a meeting Sunday night, Dec. 3 of the newspaper craft members employed at the Milwaukee Journal, where the ITU mailers are on strike, all but a handful of the pressmen, stereotypers and engravers have remained away from work this week.

As a result, the Journal, which normally runs from 80 to 90 pages, was reduced to 24- and 28-page papers.

The printers have honored their sister union's picket line since the strike started. Publication has been achieved largely by supervisory personnel and with the use of electric typewriters, varitypers and typesetters and photo-engraved copy.

The Sunday night meeting of craft union members followed a reaffirmation of strike support by the Milwaukee County Labor Council, AFL-CIO. Labor Council action followed, in turn, receipt by the council of a letter from the Milwaukee Newspaper Guild.

The Milwaukee Guild has voted \$500 in support of the striking mailers.

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During the discussions, members of the Portland local said that some parts of the proposed contract to which the IEB and its Contracts Committee objected had been derived intact from the previously-approved Portland contracts because of an agreement among unions involved in the Portland strike that the previous contracts would constitute the basis for reaching new contracts with the Portland Reporter.

To this statement, Charles A. Perik, Jr., ANG international secretary-treasurer and chairman of the IEB Contracts Committee, said, in Washington:

"There was no agreement among the international unions that pre-strike contracts with the Oregonian and Journal would constitute the basis for negotiations with the Reporter.

"If there was such an agreement among local union presidents, the ANG was not informed of it, nor were the two International Representatives assigned to Portland.

"The Reporter contract proposals were approved by the IEB Contracts Committee last April.

"They were submitted to the Contracts Committee in behalf of the Portland Guild by IR Loel Schrader, who drafted them at the request of the local.

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District Mgrs. Up To \$134

Wilmington, Del.—Minimums are increased \$2.25 to \$8 the first year, \$1.75 to \$4 the second as the result of a two-year pact negotiated with the Wilmington News and Journal by the Philadelphia Guild.

The contract, effective as of September 1, last, provides: supervisors up \$5 to \$157; road-

men up \$8, to \$138; district managers up \$4, to \$134; secretaries, \$3.50, to \$85.50. These all go up \$4 in the second year.

The contract provides for maintenance of differentials.

Other improvements include: fourth week of vacation after 20 years, was 25; amendment to maternity leave clause providing employee may terminate with severance pay at the end, rather than the beginning of the leave.

28,302 Referendum Eligibles

(Continued from Page 1)

period between Dec. 14 through Dec. 19. All ballots are to be opened and counted Dec. 19.

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

All returns will be opened and tabulated Dec. 29.

Letters presenting differing views on the referendum issue make up most of two pages in this edition of the Guild Reporter.

Ads—occupying the unused remainder of the 18 inches of unpaid space allotted each side by the International Executive Board

—appear also. All paid political advertising was prohibited by the IEB.

Robert M. Golden, Lehigh Valley, is chairman of the Committee to Uphold the Convention which is supporting convention decision terminating the benefits as of August 11, 1961.

Barney Peterson, SFONG, heads the Portland Referendum Committee, which is seeking extension of the benefits until Dec. 1.

IERC committee members are: Roberta Bailey, Philadelphia, chairman; Helen Minear, Pittsburgh; Thomas Fay, New York; Charles Tiano, Kingston; and Tony Ingrassia, Milwaukee.

INTERNATIONAL Typographical Union

WILLIAM B. CLOUD, Secretary-Treasurer
1010 Loyalty Building,
Portland 4, Oregon.

P. O. BOX 715 • MERIDIAN AT TWENTY-EIGHTH
INDIANAPOLIS 6, INDIANA
WALNUT 3-3173

September 20, 1961

Mr. A. G. Bennis, Secretary
International Typographical Union No. 58
1010 Loyalty Building,
Portland 4, Oregon.

Dear Mr. Bennis:

This will inform you, the new related trades numbers of your union have been assigned register numbers as follows:

201904 Blahely, Frances	201924 McBride, Robert Gene
201905 Brenner, Thomas Alice	201925 McCarty, Lawrence
201906 Briggs, Eugene Allen	201926 McGee, James Hugh
201907 Bohannon, Louise Aaron	201927 MacMillan, Mary I.
201908 Court, Lester F.	201928 Mackay, Carl
201909 Cowling, Freda G.	201929 Mattila, Walter
201910 Craig, Paul H. (Jr.)	201930 Milley, Gloria S.
201911 Dutton, Harry K.	201931 Morford, Joan
201912 Evans, Thomas H.	201932 Moyes, William
201913 Flori, Frank Charles	201933 Muir, Stanley E.
201914 Fox, Hector Leonard	201934 Pillebury, Almer May
201915 Gardiner, Llewellyn H.	201935 Roberts, John Albert
201916 Gavin, Nancy C.	201936 Scott, Wayne A.
201917 Hamstreet, Harold	201937 Showman, Charles H.
201918 Hahn, Allen H.	201938 Somers, Buford
201919 Holley, Robert A.	201939 Spang, Margaret Kay
201920 Hulen, Robert Morris	201940 Sueja, Thomas Michael
201921 Lachman, Helen K.	201941 Webb, Robert Donahue
201922 Larson, Herbert L.	201942 Woods, James Ajib
201923 Lindsey, Daniel H.	201943 Wyckoff, J. Lynn

It is assumed that ITU registration fees as well as local initiation fees were waived for these new members. However, your next remittance should include 40 payments of \$3.75 for Trade Unionism Unit VI—

201975 Kraus, Joseph B. -- Admission 10/19/61
201963 Bennett, Mary Lawrence -- 10/27/61

ITU Members: In this letter to its Portland local, ITU headquarters assign register numbers to Portland Guild members who joined the printers union early in October.

Some Gains In Portland Talks

(Continued from Page 1)

a member of the three-man management bargaining team.

Both the Portland Reporter and the Portland Guild are represented in negotiations by Attorney Don Willner, who is counsel for both the paper and the local.

During the discussions, members of the Portland local said that some parts of the proposed contract to which the IEB and its Contracts Committee objected had been derived intact from the previously-approved Portland contracts because of an agreement among unions involved in the Portland strike that the previous contracts would constitute the basis for reaching new contracts with the Portland Reporter.

To this statement, Charles A. Perik, Jr., ANG international secretary-treasurer and chairman of the IEB Contracts Committee, said, in Washington:

"There was no agreement among the international unions that pre-strike contracts with the Oregonian and Journal would constitute the basis for negotiations with the Reporter.

"If there was such an agreement among local union presidents, the ANG was not informed of it, nor were the two International Representatives assigned to Portland.

"The Reporter contract proposals were approved by the IEB Contracts Committee last April.

"They were submitted to the Contracts Committee in behalf of the Portland Guild by IR Loel Schrader, who drafted them at the request of the local.

"(Schrader drafted the proposals while in Washington, and did not return to Portland until last month.)

"The Contracts Committee was not told of any agreement that pre-strike contracts would serve as the basis of negotiations.

"Neither was the other IR assigned to Portland, Charles Dale. He couldn't have been, for he left Portland permanently in June, 1960, and was reassigned elsewhere.

"On the contrary, ANG assumed that—as in other locals—the Portland proposals had been submitted in good faith and that negotiations were proceeding on the basis of those proposals.

"It now appears that this was not the case."

Other unresolved issues include: Lack of coverage for employees of under 20 hours; failure to guarantee a five-day week; equal time off for overtime by individual consent; inadequate holiday pay; lack of guaranteed third week vacation; six-month probation period; no seniority on economic discharge; excessively qualified severance pay; 7½-cent mileage rate; permissive reporter-photographer combinations; and inadequate dual job clause.

An "Addendum Agreement" attached to the proposed contract renders inoperative for the entire term of the contract all clauses which have anything to do with money, and some others.

Rendered inoperative by the "addendum agreement" are: Un-

ion security, checkoff, minimum salaries, night differential, pension contributions, dual work, overtime, bonus, callback, holiday and out-of-town differential premium rates, vacation and severance pay, and regulation of reporter-photographer combinations.

Portland Contributions

Portland, Ore. — Contributions totalling \$2,189.20 have been received by the Portland Guild during the three weeks ending November 25, according to J. Lynn Wyckoff, secretary-treasurer.

The standing of the benefit fund:

Previously acknowledged	\$155,532.51
AFL-CIO-CTU, San Francisco	50.00
San Francisco-Oakland Guild	1,050.00
Jane and James Goodell	50.00
Ed Allen	17.50
Stockton Guild	122.00
Denver Guild	65.00
Calif.-Nevada District Council	250.00
Milwaukee Guild	100.00
Buffalo Guild	50.00
Seattle-Tacoma Guild	500.00
TOTAL	\$167,727.51

Fewer Strike Days

For the first nine months of 1961, there were fewer man-days of strike activity than in any corresponding period since World War II.

U.S. Department of Labor's Bureau of Labor Statistics put the total at 12.9 million, well below the 16.4 million of a year ago.

UPHOLD the Convention; Vote AGAINST
Subsidies for Commercial Newspapers
Millions for Defense, Not 1c for Publishers

Opposing Ideas Presented In Referendum Letters



Paper Work: Mountains of ballots and record sheets were leveled by the International Elections and Referendum Committee last week, in preparation for this month's Guildwide voting on the issue of Portland benefit extension. From the left are ANG Secretary-Treasurer Charles A. Perlik, Jr., Roberta

Bailey, Philadelphia, who is chairman; Tony Ingrasso, Milwaukee; Helen Miner, Pittsburgh, and Thomas Fay, New York. Charles J. Tiano, Kingston, fifth committee member, was absent. The committee meets again December 29 for official tabulation of returns, including those from members at large and armed services personnel.

Sees Portland Benefits 'Most Legitimate' Action

CLEVELAND, OHIO

Editor: I would like to reply to Ken Byrd's letter which appeared in the Nov. 10 issue. Like Ken, I too, have been on a few strikes, and we both know that there are many kinds of strike activity, and none that is productive of good results should be neglected. Local conditions, plus the degree of sister union support, determine which activity should be emphasized.

Ken mentions the lack of "wailing" when ANG gave up the ghost in earlier strikes. Perhaps there was no protest because the membership felt that the IEB action was the proper one. When the IEB takes what I consider proper action I will do my utmost to support it, just as I will oppose with vigor any decision I deem wrong.

I'm glad that my old friend Ken referred to our brothers and sisters in Portland as striking Guildsmen. So they are, and we must do all we can to help them, as well as the Chicago Defender strikers, or any other Guildsmen on strike.

Ken questions the legitimacy of continued benefits to Portland. The most legitimate thing we can do, is for the ANG to set a good example, and encourage other unions to do likewise in establishing an anchor chain of liberalism—in print—and unionism in the Northwest.

BILL DAVY
Cleveland Guild

Would Give Portland Benefit Of The Doubt

SAN JOSE, CALIF.

Editor: Much is being made of the picket line issue in the Portland referendum.

In the San Jose strike of 1959, everyone who collected benefits walked the line. There were no exceptions.

But because it was done here, or in Peoria, or Chicago, or other places, it doesn't necessarily follow that it is a necessity in Portland.

What is needed in any strike is flexibility. Let those on the scene decide what is best in any given situation. Calling the shots from three thousand miles away isn't always the best way to conduct a strike.

Maybe I have more faith in the intelligence and integrity of the

average Guild member than others. I like to think that most, given the facts, can decide what is best. I like to think that Portland Guildsmen know what they're doing.

At least, they deserve the benefit of the doubt. Two years is a helluva long time to be without a regular paycheck.

ROBERT J. HICKEY
San Jose Guild

Says Waiver Cancels Gains In Portland Reporter Pact

MEMPHIS, TENN.

Editor: Writing from Portland (GR, Nov. 24) both Bob Webb and Jack Roberts make much of the fact that the Portland Reporter contract contains some improvements over the old Oregonian and Journal contract.

That may be. But what good are "improvements" when they are made inoperative by an addendum agreement waiving the implementation of all cost items for the life of the contract?

LOUIS SILVERS
Memphis Guild

NY Guild Carries Its Share, Says Potokor, Citing Record

NEW YORK CITY

Editor: "Damn New York" letters have made the Guild Reporter famous. Latest barrage was apparently caused by New York's announcement that it would conduct a drive for funds to aid the Defender strikers for Christmas. Not that anti-New Yorkers require an excuse.

We have never sought credit for our deeds, which we are ready to perform as good trade unionists.

Is New York contributing its share? Let's look at the record of its contributions for the last 12 years:

- About 30 percent of the ANG's defense fund.
- \$2,500 to the Eleanor Roosevelt Cancer Foundation.
- \$1,000 to the Runyon Cancer Fund.
- About \$20,000 annually to the Greater New York Fund.
- \$10,000 to the Deborah Hospital.
- \$7,500 to the Steelworkers.
- \$25,000 to Auto Workers.
- \$15,000 to Portland strikers.

Cites Guild Constitution As Referendum Vote Guide

PEORIA, ILL.

Editor: Let us all pay heed to Article I of our constitution: "The purpose of the American Newspaper Guild shall be to advance the economic interests of its members, to guarantee, as far as it is able, constant honesty in the news, to raise the standards of journalism and ethics of the industry, to foster friendly cooperation with all other workers, and to promote industrial unionism in the newspaper industry."

Let's keep the American Newspaper Guild out of the publishing business, retain strike benefits for picketing strikers, and keep working effectively to bargain better contracts.

Vote against subsidies for commercial newspapers.

DANIEL D. SHEA
Peoria Guild

Finds 'Indirection' Evident In Portland Benefit Appeals

ELIZABETH, N. J.

Editor: For two years now I have been reading mailings out of Portland—and the more I read, the more I'm convinced most of the Portland mailings are masterpieces of indirection.

None of the mailings reveals that the Portland Guild has refused to share common headquarters with the other unions.

While the mailings emphasize that "picketing continues," they don't say that it isn't Guild picketing.

When soliciting support from other locals, Portland describes the Reporter as a "strike weapon"; when soliciting stock purchases from the public, the Reporter describes itself (in its prospectus) as "a permanent afternoon daily newspaper," unconnected with the strike.

And when Jack Roberts boasts (GR, November 24) that the Reporter contract contains a Guild shop and checkoff, he doesn't say that an addendum to the agreement renders both clauses inoperative, in whole or in part, for the full term of the contract.

Portland can't forever have it both ways. Unfortunately, there comes a time in all sort strikes when benefits must be terminated in the interest of the Guild as a whole. The Vancouver convention decided that time has come for Portland. I think any Guild member who looks at the question objectively will have to agree.

JOAN B. HAGGERTY
North Jersey Guild

Strike Director's Absence Lifts Eyebrows In Canada

HULL, QUE.

Editor: Try as I will I can't help thinking that there can't be much strike activity—or strike direction—in Portland when the "strike director" turns up 2,000 miles away in Tennessee on an organizing assignment for the ITU, as reported in the November 24 Guild Reporter.

BERNIE NELLIS
Ottawa Guild

'Labor Stigma' Hurts Lima, Would Also Harm Portland

LIMA, OHIO

Editor: I think our experience in Lima throws some light on the Portland situation.

The Citizen, to which the Guild and craft unions moved after striking the Holmes News, has, we feel, had an Achilles heel; the "labor paper" stigma attached to us by the opposition.

Nothing is further from the

truth: You have only to sit in on our sessions to know that this is a true labor-management set-up—as it should be. But you can't shake such a label by merely denying it.

Citizen progress has been hampered for this reason. In Portland, I'm sure the conservative merchants are no less antagonistic toward labor. That's why we'd say it would be to Portland's benefit to disassociate itself from any Guild subsidy.

And whether it's strike benefits to Guildsmen or payment to the company, that's what any dolt to Portland is—a subsidy.

No management is going to offer any more than it has to, if the employees are "getting theirs" through the back door.

We'll admit ANG was consulted before the Citizen was launched, but we're eternally grateful the international had no part in our paper other than seeing that the Lima Guild obeys the constitution and pays its dues.

GENE PERINE
Lima Guild

Cites IEB And Convention Roles In Portland Contract

ST. LOUIS, MO.

Editor: Although an opponent in the forthcoming referendum, I have strongly supported Portland in its difficulties and I believe the members there will agree.

But statements by Robert Webb, publisher of the Reporter (GR, Nov. 24), require some reply. Webb tries to explain away the Reporter contract on the grounds the local union presidents had agreed that pre-strike contracts with the Oregonian and Journal would be the basis of negotiations, and that ANG international representatives in Portland were so informed.

Of this, of course, I have no personal knowledge.

As chairman of the IEB collective bargaining committee, I do know this:

1. The Portland Reporter contract proposals submitted to the IEB were based on the Model Contract, not the old Portland contract.

2. The proposals were submitted on behalf of the Portland Guild by IR Loel Schrader, who helped draft them at the local's request.

What happened in Portland after that I have no way of knowing.

In any event, Webb's explanation wasn't new. Portland's convention delegates sought to justify the inferior contract on the same grounds. But after lengthy debate and consideration the convention still voted to terminate benefits as of August 11. Let's allow things to remain that way and safeguard the future.

JIM WOODS
St. Louis Guild

Milliman On Milliman: 'Surprised, Fascinated'

OAKLAND, CALIF.

Editor: I am surprised and fascinated by the views of Leonard Milliman on editorial freedom as recounted in the November 24 Guild Reporter by David J. Eisen of the North Jersey Guild.

LEONARD MILLIMAN
Wire Service Guild

Clash Of Opinions In Letters On Referendum Issue

ITU Dropped Million In Subsidy Venture

HAMMOND, IND.

Editor: While conceding reluctance to use ANG strike benefits to subsidize commercial newspapers, some Portland referendum supporters still say we should try it just this once and see what happens.

They can save their money—and ours, too.

For union-subsidized papers like the Portland Reporter have been tried before, by a much larger and wealthier union than ours.

Well, ten years ago in Pasco, Wash., 200 miles from Portland, the ITU subsidized a new daily during its strike against the Tri-City Herald. In 10 years, said court testimony reported in Editor & Publisher, the ITU has put more than \$1 million into the new paper; the new paper has lost more than \$1 million, and the struck paper continues to publish as an open shop.

That's just one example. In the late forties and early fifties, the ITU started or otherwise subsidized a score of similar papers in strike situations through its controversial Unitop operation.

It found, as Portland now finds, that regardless of subsidy size, "no daily newspaper can exist without reasonable support from advertisers." ITU's Unitop operation, as President Elmer Brown told his August convention, is no where liquidated.

FRED KRECKER
Hammond Guild

Believes Strike Aid Must 'Go All The Way'

TERRE HAUTE, IND.

Editor: I have been a member of the American Newspaper Guild since 1936 whenever I was in Guild jurisdiction. I was a charter member of the Chicago Guild and chairman of the committee that drew up the first Guild contract proposal that was negotiated in Chicago in the spring of 1937. It cost me my job as night editor of the Chicago Times.

I was a member of the St. Louis Guild four years and I have been a member of the Terre

Eisen Joins ANG Staff

David J. Eisen will join the ANG staff on January 2 as assistant director of research and information, filling the vacancy caused by the transfer of Maxwell E. H. Pyle to assistant editorship of the Guild Reporter (GR, Oct. 27).

Eisen is secretary of the North Jersey Guild, and was last year's winner of the Wilbur E. Bade memorial award, which provided attendance at a 10-weeks residential study institute at Cornell University, centering on labor problems.

His newspaper experience includes six years employment on the Staten Island Advance, a Newhouse paper, and six years at the Daily Journal in Elizabeth, where he is City Hall reporter and political columnist.

For the North Jersey Guild, he has been a member of the local executive board, a unit treasurer and for two years has edited the Bulletin, monthly publication of the local. He also edited several issues of the local's Page One

Haute Guild 13 Years. Never Before Have I Written to the Letters-Column of the Guild Reporter.

To me the Portland issue is simple.

When the IEB sanctions a strike, does it go all the way or not?

In my book, when you go, you go all the way or you don't go.

Abe Lincoln or someone of equal calibre once said it: "You don't change Volkswagens in the middle of the freeway."

NED A. BUSH, SR.
Terre Haute Guild

Says Guild Has No Option But To Stop Portland Aid

TORONTO, ONT.

Editor: As one of those who voted to end Portland benefits on August 11, I'm getting a little weary of letters and appeals urging us to continue support to those in that local "who have not given up the fight." I don't think that the Guild, the convention or I can be called quitters.

It is precisely the opposite reason why the Vancouver convention stopped benefits.

The facts of the situation reported to us then made it clear that it was Portland which had ceased to fight. Because they had stopped the battle, to go into a commercial enterprise, the Guild had no option. It had to deny further support from funds maintained by all of us to assist only those who are willing to keep up the battle.

NADA BOZINOFF
Toronto Guild

Asks Less Arsenic, More Old Lace

SEATTLE, WASH.

Editor: Agree if you wish with all that's been said against Portland. Maybe they were the original Peck's bad boys, the world's most unsuccessful strikers. But as we reside at their wake let's salute courage and determination with eulogies instead of vitriol.

Admit neither side is all black nor all white—weigh it.

We will agree with proponents of principle, precedents and down-rat-holes pounding. Convention gave control of strike purstrings to IEB—in future, no picket, no eat; also no subsidizing of commercial press. These things no one proposes to repeal.

Sees Conflicting Loyalties In Portland Bargaining

INDIANAPOLIS, IND.

Editor: When unions get into the publishing business, it surely does make for strange bed fellows.

First we have Guild members sitting at both sides of the bargaining table at the Portland Reporter.

Now I hear that both the Reporter and the Portland Guild are represented in their negotiations by the same attorney.

Which side of the table he sits on, I'll be damned if I know. Probably on the management side during the first half and on the Guild's side during the second half.

Just as I said—strange bed fellows.

ERVIN FREUDENBURG
Indianapolis Guild

Says Guild Principles Rule In Portland Issue

PITTSBURGH, PA.

Editor: Principle, Portland tells us, is more important than technicalities—and principle, they suggest, is all on their side.

Nuts. By convention mandate, ANG strike benefits may be paid only to Guild members who are "affected by a labor dispute at their principal place of employment."

Portland Guild members had a dispute, all right, with the Oregonian and Journal, but that is no longer their place of employment. They long ago took regular full-time jobs with the Portland Daily Reporter.

This is not a technicality, but a matter of principle, Guild principle.

By convention mandate, every able-bodied striker is required to picket as a condition of receiving ANG strike benefits.

Portland Guild members do not picket.

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, 283-130 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 ☐

Principles, precedents—protected. Portland is not on strike, it is said—has not been for a long time. Words, words—two years existing on nearly nothing, prospects of much more of the same. Still willing. Still straining at the bit.

We will quickly deplete our resources, some say. Not so. All we seek is 80¢ per Yes vote—finis. Your Yes vote is your final salute to these valiant, beleaguered, now cast-adrift souls.

To what end? Who knows?

GEORGE W. LAMBERT
Seattle-Tacoma Guild

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By convention mandate, every able-bodied striker is required to picket as a condition of receiving ANG strike benefits.

Portland Guild members do not picket.

This is not a technicality, but a matter of Guild principle. Actually, it is Portland itself which bases its case on a technicality, namely, that although the Portland strike was long ago and there is nothing much left to direct, the strike has not been formally terminated and the strike director has not been publicly repudiated. (They never are, of course.)

Were it not for this technicality—and that is exactly what it is—Portland couldn't even begin to claim our sympathy, much less our support.

BEATRICE ROBINSON
Pittsburgh Guild

Calls Benefit Extension ANG's 'Minimum Assistance'

GREAT FALLS, MONTANA

Editor: The Portland Reporter-Guild contract has been attacked as being evidence that the Reporter and the Portland Guild care more about publishing a newspaper than maintaining a union.

It would be unnatural if there weren't interest in Portland in continuing the Reporter. It's the one strike weapon against S. I. Newhouse.

The Portland Guildsmen's interest in maintaining unionism—the basic reason for founding the Reporter—hasn't been dulled by their effort to get this newspaper going.

ELAINE FRIEDEL, of the Baltimore Sun mail composing department, is acting president of the Baltimore Newspaper Guild. Formerly vice president of the local, she is filling the vacancy caused by the departure of Lynn N. Bailey for a newspaper job in another city.

New Owner In Hollywood

Hollywood, Calif.—The Hollywood Citizen-News has been sold for an unspecified sum to the Beverly Hills Citizen, but for the time being, according to David B. Heyler, its new owner, it will be operated independently.

The Los Angeles Guild has had a contract with the Citizen-News since 1949, covering the editorial department. The contract also covers the Hollywood Advertiser, shopping news.

With the Citizen-News, Heyler acquired seven affiliated weeklies. The Hollywood paper is 61 years old. It was bought in 1911 by the late Judge Harlan Palmer and was the property of the Pal-

mer family until its sale to Heyler. It has a circulation of 37,000. The Beverly Hills Citizen has 8,200.

Another sale in the Los Angeles area involves the acquisition by the Times-Mirror Company of the Orange Coast Daily Pilot, an organization whose sales total \$1.5 million annually.

The new Times-Mirror subsidiary publishes five-day, afternoon editions of the Daily Pilot at Costa Mesa, Newport Harbor and Huntington Beach. The combined Orange Coast Daily pilot operation includes the throwaway weekly Harbor Mailer and another weekly, the Marina News.

Vote FOR Portland

HOW TO BUY: Consumer Tips For Christmas Purchasing

By **SIDNEY MARGOLIS**
Guild Reporter
Consumer Expert

Christmas is usually one of the heaviest installment-buying and borrowing periods. This year the public finally seems to be getting wiser about the high cost of credit buying, and is tending to do more buying for cash, less on credit.

One large furniture chain reports that installment buying actually has receded a little, and attributes this trend to a consumer rebellion against steep finance charges. An official explained that the public has become aware that too many stores have been more interested in financing than selling merchandise.

"Some of the larger furniture chains reportedly make a better profit on installment credit than on sales of merchandise," Home Furnishings Daily, a trade paper, recently reported.

If you need financing for Christmas shopping, our advice is to borrow the cash from a credit union or commercial bank. Your finance cost will be 12 percent or less, compared to 18-22 frequently charged for "revolving credit," "budget accounts" and similar installment plans.

This holiday season you'll find especially good buys for Christmas giving in electric appliances and wearing apparel. Appliances have

been selling at cut-rate prices all year, with both manufacturers and dealers chopping tags to stimulate business. Now some appliances are threatening to go up as 1962 models are introduced.

Here are some tips on these and other Christmas buying opportunities:

IRONS: Combination steam and dry irons have become the most sought type, with General Electric's combination iron the most popular make.

MIXERS: In these days of prepared cake mixes and other processed foods, portable electric mixers have replaced the big stationary type in housewife popularity. Hand mixers are a versatile, convenient and reasonable appliance (as little as \$10). In buying a hand mixer, look for such good features as large beaters; a button which you press to pop out the beaters for washing, and three speeds for various mixing jobs.

Sunbeam hand mixer is considered good value and a well-made model. Other highly-rated makes, include GE, Hamilton Beach and Dometex.

ELECTRIC FRY PANS are another popular gift, with prices this year the lowest yet. A good-quality electric pan or skillet has a heavy aluminum cover and pan (with the pan preferably of heavy cast aluminum), and a plug completely removable from the pan so the pan can be immersed for washing. Also compare wattage. Better-quality electric skil-

lets are 1,000 to 1,200 watts. Another good feature on some electric skillets, although more expensive, is a special leg which can tilt the pan so the fat drains off for fat-free frying.

SHIRTS, BLOUSES: In buying wash-and-wear shirts and blouses, note that there are really three types: automatic wash-and-wear, just plain wash-and-wear, and drip-dry. Those labeled automatic wash-and-wear are usually a blend of 65 percent polyester fiber (Dacron or Kodol), and 35 percent cotton. They are the most work-saving type since they can go through the whole washing cycle, but are more expensive—\$6 up. The drip-dry type is usually all cotton treated with a wrinkle-resistant finish, but needs to be removed from the machine while still wet. Such shirts and women's blouses are available for as little as \$3 this year.

In flannel shirts, always popular for gift giving, the more dependable wash-and-wear types usually are a blend of acrylic fiber (Orlon or Acrilan) and wool, or nylon and wool.

Actually a percentage of synthetic fiber in a wool fabric will help a garment resist soil and also wear longer. Also look for a tightly-woven fabric, and a shrinkage guarantee of no more than 1 percent. Some of the cheaper shirts and blouses sold for Christmas giving do not have such a shrinkage guarantee, including some of the inexpensive imported shirts.

SWEATERS: Synthetic fibers also have helped improve both the durability and washability of sweaters—once one of the most tedious washing chores. This year, a new type of automatic wash-and-wear sweater is a blend of wool (65 percent) and polyester (35).

FOOD BUYING CALENDAR: Your food bills will ease up this winter due to larger supplies of meat and poultry. Turkey supplies are at a record high with

prices the lowest in 20 years. Broiler-fryers also are still cheap, with some markets offering them for as little as 25-29 cents. Pork is another good buy this winter as supplies become more abundant, except for bacon which remains expensive and a poorer food value even than usual.

Apples are still in heavy supply, and cheap this year. Other currently bargain-priced foods which can help you keep down bills are grapefruit, peanut butter and eggs.



ANG Spokesmen: Executive Vice President William J. Farson and ANG President Arthur Roosenstock were the Guild delegates at the conference in Washington of the Industrial Union Department of the AFL-CIO last month. The IUD is composed largely of international unions which were affiliated with the Congress of Industrial Organizations prior to the 1955 merger.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

1962 Totals In Ad Outlays Expected To Go Up 5 To 10%

A 5 percent to 10 percent increase in advertising outlays for 1962 over 1961 is in the offing, as are increased advertising rates, a survey reported in the Wall Street Journal indicates.

And a total advertising volume for 1961 of \$11,950,000,000, up 2 percent from 1960's \$11,931,700,000, is forecast based primarily on data for the first six months of 1961 compiled for Printers' Ink by McCann-Erickson Inc.

Unless there is an unforeseen change in the currently improving economic structure, the magazine predicts, "it would seem evident" that advertising volume in 1962 will exceed the \$12.5-billion mark—which would be a new record high—"by a good margin."

Confidence that 1962 will show an increase in lineage was likewise voiced by Charles T. Lipscomb Jr., president of the Bureau of Advertising, American Newspaper Publishers Association, in talk to the Southern Newspaper Publishers Association at Boca Raton, Fla.

With budgets for 1962 national advertising campaigns in newspapers, magazines, radio, television and other media already completed, or being drawn up by most companies, three dozen advertising directors of sizable United States corporations were interviewed by Journal representatives.

Eighteen of the executives are increasing their budgets, 13 look for no change, while only five said their companies would spend less on ads.

Indicative of the general nature of the ad rate boosts was the statement of one advertising manager of a midwestern firm that he has been notified by 50 newspapers and magazines that their ad rates will be higher in 1962.

National advertising includes almost all advertising other than that placed directly by local businessmen. National ad spending this year, according to the Journal, is reflecting the impact of the recession; though many ad men

argue against it, corporations tend to cut ad outlays along with other costs as sales decline.

This situation is reflected in Lipscomb's prediction that newspapers will be down 5 percent in national lineage for the year.

Advertising Age, trade publication, estimates that national advertisers this year will spend \$3,937,000,000 on television, radio, newspaper, magazine and outdoor advertising, as against a total of \$3,959,906,683 in 1960.

Direct mail advertising is expected to reach \$2,225,000,000 this year, up from \$2,093,731,000 last year.

Average advertising rates of daily newspapers were 5 percent higher in August than a year earlier, according to Standard Rate & Data Service, Inc., New York firm which specializes in checking ad charges.

In the same period, advertising rates of consumer magazines—those of general interest—averaged 9 percent higher, while business publications were up 4 percent. Time and talent charges of television networks for the current season, which began in September, are up 3 percent to 5 percent from last season.

A 10.53 percent increase in national advertising in Canadian daily newspapers for the first nine months of 1961, as compared with the similar period last year, is reported in the advertising lineage audits of Elliott-Haynes Ltd., Toronto research firm.

National advertising in Canadian dailies amounted to \$39,890,798 in the January-September 1961 period.

With a 3.2 percent increase in September over September, 1960, and a 6.7 percent gain for the year to date, total ROP color advertising for 1961 was 8,546,523 lines to a 135,946,574 total.

A net increase of about 11 million lines by the end of 1961, is predicted.

Figures compiled by Media Records, Inc., for R. Hoe & Company, showed a September lineage of 16,710,520, a gain of 521,251 lines over the same month a year ago.

Day Book

LABOR BOARD PROCEEDINGS

National Labor Relations Board's regional office at Atlanta considering appeal of labor practice charges filed by the Knoxville Guild against the Knoxville News-Sentinel in the firing of Gordon Lewis, circulation district manager. Houston Guild withdraws (Nov. 27) unfair labor practice charges against Houston Chronicle in dismissal of Gordon Adkins, at Adkins' request. NLRB dismisses complaint Nov. 22. NLRB regional director overrules, Nov. 22, Guild's challenge to six votes in the Oct. 25 certification election in the editorial department of the Daytona Beach, Fla. News and Journal.

OTHER PROCEEDINGS

Durham, N. C. police magistrate dismisses on Nov. 26—Vancouver-New Westminster Guild case involving firing of Paul Fritz-Nemeth by CHAN-TV. British Columbia Supreme Court dismisses protest by CHAN-TV management of certification of Vancouver-New Westminster Guild and two other unions as bargaining agents for station employees. Vancouver, Nov. 24, plus appeal to B. C. Appeals Court.

CONTRACTS

Vancouver, B. C.: B. C. Director, Ltd.: Wage responder: Approval of settlement.

withheld because of low increase and failure to add general increase fully to the minimum. Permission to sign. And Dixie C&M, Union and Tribune: Contract approval withheld because of lack of permanent clause and inadequate experience credit. Approval of temporary employee clause withheld because of lack of limit of duration of such assignments. Permission to sign. Rite, Pa. Times, News & Times-News: Pension plan approved. Philadelphia: Wilmington, Del. News & Journal: Contract renewal approved. Honolulu: Advertiser: Contract renewal. Permission to sign.

ACTIVITIES

Regional Weekend Institute, Chicago, Jan. 28-31, 1962, sponsored by the Midwest District Council. Regional Weekend Institute, Houston, Jan. 27-29, 1962, sponsored by the POI District Council. Regional Weekend Institute, San Diego, Feb. 18, sponsored by the California-Nevada District Council. Council session to last through Feb. 11.

ANG International Executive Board meeting, Washington, D. C., Feb. 19-22, 1962. ANG International Executive Board meeting, Washington, D. C., May 21-23, 1962. Twenty-fifth Annual Convention, American Newspaper Guild, Statler-Hilton Hotel, Buffalo, N. Y., July 9-13, 1962.

Stewards Give Newcomer Hand

THE NEW EMPLOYEE

The high rate of turnover in our industry makes the new employee especially important to the Guild.

He can be tomorrow's free rider, or—where there is a Guild shop—tomorrow's reluctant, disgruntled member.

It depends, to a large extent, on his first impressions of the Guild. More than likely, he'll get that first impression from you, his steward.

Management, of course, sees the new employee before you do. Often he comes away from his first talk with the boss, with the impression that his salary and other benefits stem solely from the goodness of the employer's heart. You'll have to correct that impression quickly.

Make it a point to greet him on his first day at work. Introduce yourself and welcome him on behalf of the Guild and the other employees. Tell him about the Guild and ask him to join.

You'll find it easier to sign up a new employee when he first comes to work than after he becomes settled. He may become so settled that he becomes "set"—in his ways, that is—and decide that since he's come this far without joining the Guild, there's no reason to join at all.

But if he resists at first, don't press too hard. You can lose him that way, too.

Make him feel at home. Show him around. Be of service.

Go over office procedure with him and help him break into his job. Give him copies of your local or unit publications.

Many locals follow the steward's first approach to the new employee with a letter—from the local president—explaining the history and operation of the Guild, describing its achievements and extending a personal invitation to join. Others provide special kits for distribution to new employees. In any case, it's your job to follow up—and follow through.

The New Member

When the new employee signs a membership application card, make sure it bears his home address and phone number and is legible. If your contract provides for a dues checkoff, get the checkoff authorization signed at the same time; it's easier then than later.

Once his application is approved, arrange for personal welcome into the Guild by the local president or the unit chairman and yourself. If the Local has a formal induction ceremony for new members, you may have the responsibility of accompanying him to the first meeting. If not, do it anyway, and introduce him around before the meeting starts.

From here on, you have a lot to do with whether the new member becomes a good member.

Don't lose all interest in him once he's signed. Take him under your wing until he gets adjusted to his job and to the Guild. Fill him in on the Guild's history and objectives, and continue to be of service in every way you can.

Communications

The channels of communication in a membership organization such as the Guild, must work both ways.

They must provide local officers with the means of communicating with the members, and the members with the means of communicating with their officers.

Both are equally important.

A Local has three channels of communication available to it: the written word (publications), the

spoken word (membership meetings) and personal contact. All have their uses.

But a publication can be effective only if the member reads it... and it offers him no chance to express himself except, perhaps, in a letter to the editor.

And a membership meeting can be effective only if the member attends it.

Only personal contact offers immediate, continuous two-way communication between the Local and its members.

Again, as a steward, you are in the best position to establish this personal contact. You work with the member. Unlike a meeting, you can go to him. Unlike a publication, you can make him listen—and listen to him.

Thus, you are an indispensable part of your Local's system of communications, and how well that system functions depends in large measure on how well you function.

First, make sure that every member in your department receives the Guild Reporter, your local and shop papers, and all bulletins and leaflets. (Your Local may want to distribute them to non-members, too.) Discuss them and encourage your members to read them.

If a member reports that he isn't getting the Guild Reporter, for example, turn his name and address over to the local treasurer, the officer responsible for reporting address changes and additions to ANG headquarters.

Second, do everything you can to encourage your members to attend meetings; take them by the hand if necessary.

Third, talk "Guild" at every opportunity. Pass the word along about new programs, bargaining developments, grievances, elections, meetings. And listen. The members themselves will have information, ideas and opinions you will want to take back to your local officers.

Fourth, make full use of the Guild bulletin board. Properly used, your bulletin board does a full-time job for the Guild even while you're engaged in your regular work.

Virtually all Guild contracts contain clauses providing for the suitable placement of bulletin boards for the use of the Guild. If your department doesn't have one, arrange to get one.

The bulletin board has been described as a "patch of Guild ground on management property," in plain view of members, non-members and management alike. Accordingly, it should be promotional as well as informative. This calls for a neat, orderly appearance and fresh material.

In some Locals, the unit chairman is responsible for the bulletin board; in others, the steward is. Either way, part of your job is furnish suitable material for posting.

Your name, and those of other stewards, should be posted prominently, for example, with addresses and phone numbers. So should a list of your local and unit officers and a schedule of regular local and unit meetings.

Copies of local and unit announcements and publications should be posted, of course, as

well as reports of negotiations, grievances and other union business. And don't forget ANG materials.

Beyond this, the supply of suitable items is limited only by your imagination and industry. Three examples:

• Pro-Guild comment by editors, publishers, famous members.

• Comparative wage data.

• News of professional interest to your members, whether their jobs are writing, selling, keeping books or taking pictures.

No need to hunt too hard. You'll find a wealth of material if you keep the bulletin board in mind as you read the daily papers, magazines, the Guild Reporter and other labor and industry publications.

Encourage your members to keep an eye out for suitable material, too, but have them submit it to you (or the unit chairman) before posting. They'll take more interest in the bulletin board that way.

Participation

The strength of the Guild lies in its members and can be measured by their participation in its affairs. But as two university researchers recently reported:

"Membership participation in a union does not just grow; it must be cultivated. It must be desired by the membership and fostered by the leaders."

The key person in the cultivation of membership participation, the researchers found, is the steward.

Participation and communication go hand in hand, of course. You can hardly expect a member to support union policies he doesn't know about or understand.

So your first step in cultivating membership participation is to keep your members informed.

The second is to help them with their problems.

The third is to get them involved in some kind of Guild activity, however minor. From there they can go to more important things.

Again, with new members, the best time to do this is in the beginning, when they first join the Guild. The standard membership application card has a place on the back to check which of a dozen Guild activities he'd like to take part in.

Get him to check one when he signs the card, and put him to work.

There are a number of other things you can do to stimulate interest and participation in Guild activities.

Remind your members of Guild meetings. Tell them what's coming up. Round up a group and take them with you.

After the meeting, discuss what happened with those who didn't attend. If you let them know they missed something, they may come next time.

Build a team in your department. If some members have held local office in the past, seek advice from them when you have a problem. Enlist the aid of younger members in carrying out your steward's duties.

Draw on the special talents and experiences of your members. One person, for example, may be an expert on pension matters. Another may be an artist whose work will brighten your bulletin board. You'll find that members tend to become more active in Guild affairs when they are given even a small job to do.

You'll find, too, that the more active your members are, the lighter your burden as a steward will be. Active members stick together, and work together.

SOUP TO NONSENSE

Self-Improvement?

By **JANE GOODSELL**, Portland, Ore., Guild

Reading a magazine is like being sent to the principal's office. I know I'm in for a good brisk lecture on how to improve myself.

Never before have there been so many articles telling me how to correct my faults: How To Develop Tact; How To Cure Scaly Elbows; How To Sit Down Gracefully; How To Improve Your Handwriting; How To Succeed; How To Accept Failure; How To Relax.

If they aren't telling me to stop doing something (Quit Worrying; Don't Overeat; Don't Slump Like That; Don't Be Afraid Of Fear) they're urging me to start doing something: Knit Yourself A Coat; Investigate Your School's Dental Program; Raise Your Child's I.Q.; Learn To Cook The French Way; Start A Neighborhood Lost And Found; Try A New Side-swept Hairdo.

I realize that all these articles are written to help me, and I'm grateful. I know I'm not perfect. But I do wish the experts could agree on how I should go about making myself into a better person. I'm a born follower, and everyone is giving me a different set of directions. I hardly know which way to turn.

Should I follow the advice in the article telling me How To Control Your Temper? Or the one that cautions me Don't Be Afraid To Get Mad? Which diet should I follow? The Magic Hollywood Formula? Or the Seven-day Grapefruit and Sauerkraut Reducing Plan? Or should I forget them both and listen to the dietician who asks: Why Not Bake A Chocolate Whipped Cream Delight For Dinner Tonight?

One afternoon I read an article

purporting to be A Lesson In Love From Brigitte Bardot. The author accused me (the Modern American Woman) of being cold, ambitious, over-aggressive type, who had a cash register instead of a heart, and who drove her husband to ulcers. The article urged me to become More Appealingly Feminine, to buy myself a chiffon peignoir and a bottle of sexy perfume.

But before I had time to put this program into effect I ran across another article titled: Common Stocks Are A Woman's Best Buy.

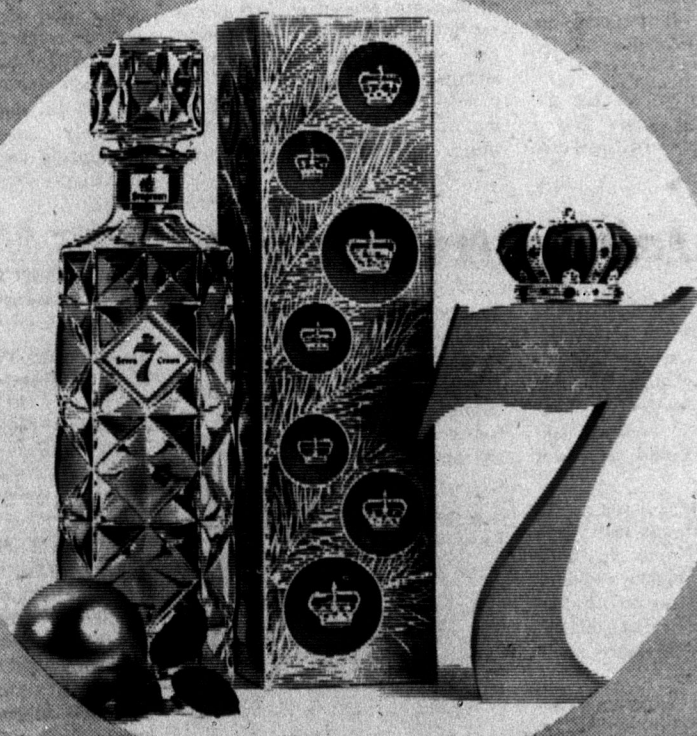
This article scolded me (the Modern American Woman) for failing to live up to my obligations as a family financial expert and for wasting money on frivolous fripperies (like chiffon peignoirs, maybe?). The article stated flatly that I should be able to discuss price-earnings ratios and corporate dividends intelligently with my husband. It was an important part of my duty as a wife.

You can see why I'm so confused. What am I supposed to do? Douse myself with My Sin and curl up on my husband's lap for a nice cozy session with The Wall Street Journal?

And what about all those other things I'm supposed to do? Brush up on my bridge, learn six new eye makeup tricks, be more sincere, get more exercise, get more sleep, quit worrying about insomnia, learn to make crepe suzettes, diet off six pounds, plan now for my husband's retirement, pamper my feet, check up on my horoscope, put more dazzle into my smile, learn how to apply rouge, and stop thinking about myself all the time.

There's only one article that hasn't been written: How To Stop Reading Self-Improvement Articles.

THE GIFT THAT SAYS SO WELL WHAT YOU WANT A GIFT TO SAY



A diamond-cut decanter of Seagram's 7 Crown encased in glittering foil. What better way to express your season's greetings than with this gift of America's great whiskey. **GIVE SEAGRAM'S AND BE SURE**

SEAGRAM DISTILLERS COMPANY, NEW YORK CITY. BLENDED WHISKY. 80 PROOF. 65% GRAIN NEUTRAL SPIRITS.

EDITORIAL

Teeth For Enforcement

As part of its announced aim of taking the profit out of employers' violations of the labor laws, the National Labor Relations Board is considering adding a 6 percent interest penalty to the amount of back pay an employee may collect on reinstatement after an illegal discharge.

Any deterrent which makes it more expensive to flout the law is commendable, but 6 percent seems a woefully small penalty.

The unscrupulous or short-sighted employer still has a choice of paying that extra 6 percent, and he may still take the calculated risk. He can interfere with union organization by firing union leaders, and a year or so later—the average case length is 400 days—be required to make amends, plus 6 percent. It may seem to him good economy, in the long run, to pay that penalty rather than face union negotiators and meet the increased payroll which usually follows an initial contract.

But compliance with the law should not hinge on the estimates of a company cost accountant. And enforcement of the labor law will be difficult and time-consuming until stiff enough penalties follow on infractions.

About three-fourths of the unfair labor practice cases before the NLRB involve discharges. To the individual employee, discharge is the ultimate, 100 percent penalty. Respect for the law will follow only on the imposition of equally devastating penalties for intractable managements.

... the General Welfare

Halfway between Thanksgiving and Christmas, and thus coming at a time of the year when diversions and distractions tend to siphon off the attention of most of us, occurs an anniversary which, in all justice, should rank in importance with either of those major observances.

It is Human Rights Day, December 10, marking the date which in the first year of the existence of the United Nations, that world body framed the Universal Bill of Rights.

As the Declaration of Independence and the U.S. Constitution are to the American people, so is, and should be, the Universal Bill of Rights to millions of people in the rising group of new nations, seeking a better mode of existence than they have known.

Since organized labor's fundamental purpose is to promote human welfare, labor's kinship with the Universal Bill of Rights is clear. Labor's efforts in this country have resulted in a level of general welfare which is without precedent in civilization. The labor movement is committed to continue not only its domestic program, but to extend the benefit of its experience and aid to any freedom-seeking group anywhere in the world.

The Universal Bill of Rights is the credo which voices the convictions under which organized labor may proceed, in concert with all like-minded groups everywhere, toward achievement of mankind's deepest desires.

Crusades Of Suspicion

"The discordant voices of extremism are heard once again in the land. Men who are unwilling to face up to the danger from without are convinced that the real danger comes from within. They look suspiciously at their neighbors and their leaders.

"Let us not heed these counsels of fear and suspicion. Let our patriotism be reflected in the creation of confidence rather than crusades of suspicion."

—President John F. Kennedy

The Guild Reporter

CHARLES E. CRISSEY, Editor

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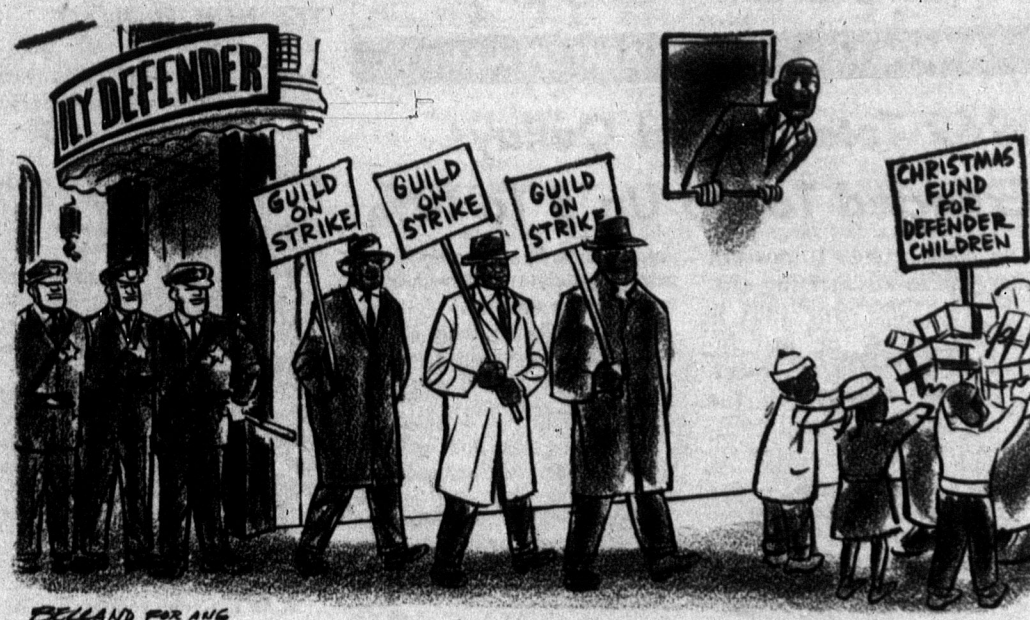
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'Yes, John, There IS A Santa Claus'



BELLARD FOR ANG

Columbus Guild Files For 47 From Dispatch Delivery Group

Columbus, Ohio—A petition to represent the 47 employees in the delivery department of the Columbus Dispatch has been filed with the National Labor Relations Board by the Columbus Newspaper Guild.

Currently the Guild has under contract the 120-man Dispatch circulation department.

Included in the new group sought by the Guild are employees in the reel room, warehouse and garage (truck drivers and mechanics).

The drivers have been covered by a Teamster contract which expired in September.

Vancouver Plea Renewed

Vancouver, B. C.—Defeated in its attempt to challenge the Canada Labor Relations Board ruling which gave the Vancouver-New Westminister Newspaper Guild and two other unions certification at CHAN-TV, when the British Columbia Supreme Court dismissed its protest, management has decided to appeal to B. C. Appeals Court.

Meanwhile, the Guild has renewed its request to the CLRB for permission to prosecute the company for refusing to bargain. The other unions involved in management's protest are the Broadcast Employees and Technicians and the Theatrical and Stage Employees.

The Supreme Court decision was not reached on consideration of the merits of the case.

Mr. Justice Brown said he was dismissing the action because, in his opinion, the B. C. courts have no jurisdiction to interfere with a decision of the CLRB.

The Vancouver-New Westminister Guild was certified in June by the Canada board as bargaining agent for a group of 30 employees of the privately owned television outlet. The Guild received bargaining rights for employees in the news, production and administrative, and general departments.

The company appealed the certification to the federal board. The board reiterated that the certification stands. Management then turned to the federal courts.

Alex B. Macdonald, Guild attorney, is acting for all three of the unions in the case.

In nearby Burnaby police court, Magistrate C. C. Bell has dismissed a firing case involving the Vancouver-New Westminister Guild. The Guild is considering an appeal.

Central figure is Paul Fritz-Nemeth. He was key witness for the Guild's case in the CHAN-TV certification hearing. He was discharged by the station.

Since all broadcasting media in Canada are under federal regulation, rather than provincial, the Guild received permission from federal authorities in Ottawa to prosecute, and the case was brought in the police court as a civil action.

CHAN-TV facilities are located in the Burnaby area.

In his decision, the magistrate said he could find nothing in the evidence that suggested that Fritz-Nemeth was discharged for his membership or activity in the Guild.

Knoxville Files Charges

Knoxville, Tenn.—Unfair labor charges are in the hands of the National Labor Relations Board's regional office at Atlanta, filed by the Knoxville Newspaper Guild in the dismissal by the News-Sentinel of Gordon Lewis, a circulation district manager.

Management gave as its reason that Lewis had given "false information" on a report, the proper response to which meant a cash bonus.

The Guild explains that Lewis misinterpreted one series of questions and answered accordingly.

The real reason for the firing, it insists, is that Lewis was a leader in the sign-up campaign the Guild has staged in the News-Sentinel-Journal circulation department. Lewis has worked intermittently for the News-Sentinel since 1946.

Reconsideration Denied

Norfolk, Va.—The National Labor Relations Board has declined to reconsider its dismissal of a petition by the Hampton Roads Newspaper Guild for bargaining rights for the photographic department serving the jointly-owned Virginian-Pilot and Ledger-Dispatch & Star.

The NLRB held that the contract of the Norfolk Ledger-Dispatch News Department Association

was a bar to the Guild's petition.

Editorial employees, including photographers, of the Virginian-Pilot are covered by Guild contract.

The two newspapers' photographic departments were merged 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.

In a brief in which the ANG joined the Hampton Roads local, ANG General Counsel Irving Leuchter declared that the NLRB "has allowed a contract which covers only half the employees in a unit to bar selection of a representative of the whole unit."

OK's Challenged Votes

Daytona Beach, Fla.—The Guild's six challenges to voters in the Oct. 25 decertification election in the editorial department of the Daytona Beach News and Journal have been overruled by the NLRB regional director.

The election resulted in 21 votes for the Guild, 23 against. One ballot was void, and six were challenged.

John T. McManus

New York City—John T. McManus, president of the New York Guild from 1943 to 1947 and an ANG vice president from November, 1944, to June, 1948, died November 22 at his home at Montrose, of a heart attack. He was 57 years old.

McManus began a 40-year newspaper career at the age of 17, as a copyboy for the New York Times. He became a reporter, contract bridge editor and movie reviewer before going to Time Magazine in 1937 as film and radio critic, following that with service at PM, the experimental no-advertising daily. At the time of his death he was general manager of The National Guardian, left wing weekly. He was three times nominated for the governorship of New York, in 1950 and 1954 by the American Labor Party and in 1958 by the Independent Socialists.

There will be a memorial meeting for McManus at the Hotel Commodore, Dec. 12, at 8 p.m.

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