

Defender Guilty! —NLRB

Chicago, Ill.—Upholding all the basic charges of the Chicago Guild against the Chicago Defender, John H. Eadie, NLRB trial examiner, has recommended that the Defender be ordered to reinstate 58 discharged Guild members with full seniority, back pay and other benefits and to fire their scab replacements.

John H. Sengstacke, publisher for the Robert S. Abbott Publishing Co., had fired the Guildsmen eight days after they struck last April 16, accusing Sengstacke of refusing to bargain.

The strike came after months of futile negotiating efforts.

The Chicago Guild has had a contract with the Defender covering editorial and business office employees since the mid-forties.

Mechanical employees, formerly represented by an independent union, voted for Guild representation in an NLRB election last Feb. 14, and the Guild was certified as bargaining agent for composing, pressroom, stereotype and mailroom employees.

In his recommendations Eadie noted that Sengstacke had violated several key provisions of the Taft-Hartley law.

"Evidence shows that (Abbott Publishing Co.) did not bargain in good faith during the negotiations for the non-mechanical unit," Eadie said.

"The (publishing company) claimed financial inability to grant wage increase, but repeatedly refused the Union's requests to make its records available to the Union's auditor or to an independent auditor upon whom the parties could agree.

"It also refused to supply the Union with a copy of a recent audit.

"In sum, the (publishing company) simply said 'no' to all of the Union's requests or suggestions of acceptable proof of the publishing company's claim, but made no effort to substantiate its claim or to find some solution agreeable to the Union."

By Sengstacke's failure to set a date for negotiations for the mechanical unit, Eadie found that Sengstacke had violated the law.

On last March 16, Eadie reported, Ken Byrd, Guild executive director, requested management

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The ANG GUILD REPORTER

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UNOFFICIAL GR REFERENDUM TALLY

Convention Upheld 2 To 1; Count Is 9,922 To 4,813



25-Year Guild Member: When Mrs. Eleanor Roosevelt visited the AFL-CIO convention at Miami Beach to receive organized labor's gift to the Cancer Research Fund which bears her name, the New York Guild embellished the occasion by presenting her with a 25-year Guild membership pin. Seen here are Wilfred E. Alexander and M. Michael

Potoker, local president and secretary-treasurer; ANG Vice President Richard Lane, Memphis; Executive Vice President William J. Farson; Secretary-Treasurer Charles A. Perlak, Jr.; Mrs. Roosevelt, and ANG President Arthur Rosenstock, also of the New York Guild, who made the presentation.

—Photo by Willard F. McIntyre, Washington Guild

25 Years In Guild, Eleanor Honored

Miami Beach, Fla.—Mrs. Eleanor Roosevelt, the Guild's most distinguished member, has received a 25-year membership pin marking her 1936 entry into the union during the year her late husband, Franklin D. Roosevelt, was completing his first term in the White House.

The presentation was by ANG President Arthur Rosenstock, before the AFL-CIO convention, to which he and three other top Guild officers were delegates.

Mrs. Roosevelt was present primarily to receive union labor's contribution toward the Cancer Foundation she has established. Checks totalling \$680,48.43 were presented as a first installment of \$1 million pledged by the labor movement.

Rosenstock told Mrs. Roosevelt that the Guild's token was a specially-designed pin, for which "we are throwing away the mold, because there is only one of you and there should be only one pin."

A rising ovation that followed was joined by the usually unresponsive working press contingent at the convention, many of whom are also Guild members.

Mrs. Roosevelt is now a member of the New York Guild, of which Rosenstock is a past president. She first joined the Washington Guild, becoming eligible through authorship of her signed column of commentary, "My Day." Her union membership status is a voluntary one, since syndicated columnists are not covered by Guild collective bargaining.

As Rosenstock put it: "She has given us much, and there is little that she has asked for and nothing adequate that we can do in return. The Guild is proud to have a dues-paying member of the majestic stature of Eleanor Roosevelt."

Concluding his presentation, Rosenstock quoted a citation which accompanied last year's humanitarian service award given Mrs. Roosevelt by the Kingston Guild.

Kissin' Cousins

Miami Beach, Fla.—Millions of people around the world love Mrs. Eleanor Roosevelt, but ANG President Arthur Rosenstock found an excuse to kiss her when he gave her a 25-year Guild membership pin.

Said he: "My name is Rosenstock, not Roosevelt. My wife's name is Eleanor. That makes kinship of some kind, and that is why I kissed her!"

"You have been on the angels' side of more questions touching the heart of the humanities than any other personage of our day, male or female, and you are as vibrant and dynamic in the autumn of your life as most of us would wish to be in our thirties. Your example is a grand challenge, albeit frustrating for most of us. All the superlatives have been exhausted in your name. May you continue to frustrate us for a generation to come."

Mrs. Roosevelt reminded Rosenstock that she would expect the Guild to approach her for a contribution to the Cancer Foundation, for which ANG has pledged to exceed its quota of ten cents per member.

Twenty-seven international unions met their quotas, or more, in the 50 pounds of checks filling three cartons which were turned over by AFL-CIO President George Meany. The amounts ranged from 40 cents to the

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Membership of the American Newspaper Guild has voted by a margin of more than two to one to uphold the Vancouver convention in terminating ANG benefits to Portland Guildsmen as of last August 11.

Guild Reporter totals show 9,922 votes to uphold; 4,813 votes to extend Portland benefits to December 1.

The tabulation by the Guild Reporter covers 77 of 90 locals, and unreported returns would not affect the result.

Official tabulation of the returns will be made by the five-member election and referendum committee, headed by Roberta Bailey, Philadelphia, at a Washington meeting next Friday.

The referendum action came from minority delegates at Vancouver, after the convention adopted a recommendation of the International Executive Board to end benefits August 11.

Proponents of the referendum action, who sought the December 1 extension, gained second support from a score of locals, after Boston and Buffalo adopted identical motions invoking the constitutional procedure.

Returns show that at least half a dozen of the seconding locals voted against benefit extension in the referendum. They are Bakersfield, Buffalo, Knoxville, Peoria, Pueblo and Twin Cities.

Largest local among the proponents was San Francisco-Oakland which housed the headquarters of the Portland Referendum Committee.

In the referendum more than 1,000 of its 1,773 eligibles failed to vote, and the local count was 451 for the benefit extension and 312 against the proposal.

Publication in the December 8 issue of the Guild Reporter of the details of ITU membership for and ITU benefits paid retroactively to Portland Guildsmen employed on the Portland Reporter has brought protests from Portland supporters.

The Representative Assembly of the San Francisco-Oakland Guild last week adopted a motion to censure the Guild Reporter for "unfair coverage."

The SFONG assembly's action, taken December 14, followed similar criticism by the Portland Referendum Committee, headed by Barney Peterson, SFONG president. The Portland committee, in a December 11 bulletin headed "We Accuse—" called the GR story "an eleventh-hour attempt to discredit the referendum."

In reply, the Committee to Uphold the Convention, of which Robert M. Golden, Lehigh Valley Guild, is chairman, issued a bulletin headed "We Repeat—" It recited three "significant" facts which it said remain unchanged

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Lowell Sun Management Agrees To Meet Guild

Lowell, Mass.—A pledge from Lowell Sun Publisher John Costello to bargain with the Guild with a minimum of delay has halted a scheduled strike vote.

Addressing staff meetings, Dec. 12, of editorial, advertising and business office employees, Costello promised to start collective bargaining without further appeals as soon as the NLRB confirms the Guild's election victory of last Sept. 18.

The Lowell Sun Unit of the Newspaper Guild of Greater Boston by letter to Costello accepted your time of meeting in view of your agreement to begin collective bargaining.

In other developments: The Sun Unit, which was to

have considered the strike vote at an evening meeting, Dec. 12, voted to "postpone until further notice" such consideration.

NLRB Trial Examiner David London found that the Sun had violated the law in two unfair labor cases.

He ruled that Fred Dudley should be reinstated in his former post as Sunday writer and that Francis Breen should be reinstated both as sports writer and Dracut correspondent, with back pay. He decided that Breen had been, in fact, the Dracut correspondent even though checks were mailed to Mrs. Breen.

Pay raises in the editorial department were used as an anti-

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Referendum Results

Ninety Guild locals were qualified by good-standing figures to participate in the referendum on the terminal date for payment of ANG benefits to Portland, Ore.

Tallied below are returns as gathered by wire and telephone this week from local officers:

Name of Local	Number Eligible	Votes FOR	Votes AGAINST
Albany	85	5	40
Albany	244	21	75
Bakersfield	17	6	10
Baltimore	20	1	—
Battle Creek	14	—	—
Bay City	70	—	—
Boston	823	398	121
Bridgeport	13	—	—
Brockton	43	5	36
Buffalo	275	31	65
Canandaigua	182	16	27
Chattanooga	44	9	396
Chicago	311	32	201
Cincinnati	523	297	76
Cleveland	175	23	61
Columbus	3	—	—
Cumberland	1	—	—
Daytona Beach	473	78	26
Denver	520	190	81
Detroit	129	13	—
Eugene	46	23	16
Gary	75	35	22
Great Falls	18	0	10
Greensboro	38	4	31
Hammond	36	10	14
Hampton Roads	49	0	45
Harrisburg	234	34	95
Hawaii	19	1	18
Hazleton	114	0	49
Houston	40	7	30
Hudson County	201	23	65
Indianapolis	26	2	12
Kenosha	32	1	26
Kingston	50	8	37
Knoxville	97	0	1
Lake Superior	20	2	18
Lansing	66	12	40
Lehigh Valley	1,066	148	163
Lima	12	—	—
Los Angeles	38	25	7
Lynn	4	—	—
Madison	22	4	16
Manchester	250	14	199
Massillon	326	61	50
Memphis	140	15	99
Montreal	27	7	12
Newburgh-Beacon	2	—	—
New Orleans	7,803	491	3,226
New York	174	26	132
North Jersey	156	28	113
Ottawa	48	24	8
Pawtucket	76	15	18
Peoria	848	39	222
Philadelphia	325	22	182
Pittsburgh	172	82	34
Portland, Me.	71	59	0
Portland, Ore.	78	18	26
Providence	73	32	34
Pueblo	16	—	—
Reno	44	4	36
Richmond	84	5	24
Rochester	50	9	29
Rockford	201	32	21
Sacramento	972	150	501
St. Louis	39	39	0
Salem	68	15	42
San Antonio	425	41	39
San Diego	1,773	451	312
San Francisco-Oakland	259	82	24
San Jose	76	22	51
Scranton	621	333	129
Seattle-Tacoma	1	—	—
Sheboygan	43	27	12
Sioux City	99	79	11
Stockton	79	24	15
Terre Haute	355	108	136
Toledo	1,848	271	933
Toronto	487	112	145
Twin Cities	20	—	—
Utica	643	96	410
Vancouver-New Westminster	104	12	28
Victoria	817	66	104
Washington	139	13	119
Wilkes-Barre	1,608	320	222
Wire Services	22	—	—
Woonsocket	53	18	24
York	55	38	4
Youngstown	22	—	—
Armed Forces	34	—	—
Members at Large			
Totals	28,302	4,813	9,922

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Convention Upheld By 2 To 1; Defender Guilty, Unofficial Tally: 9,922 To 4,813 Verdict Of NLRB

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despite all accusations: Portland members failed to tell the rest of the Guild they had joined the ITU, that ITU benefits nearly double in amount the ANG benefit schedule, and that there is no provision for repayment.

"We regret that neither the Portland Guild nor the Portland Referendum Committee saw fit to tell the rest of the Guild what has been going on in Portland," the bulletin concluded. "We think the rest of the Guild has a right to know."

Text of the San Francisco-Oakland resolution follows:

"The Representative Assembly of SFONG takes exception to what it considers the Guild Reporter's unfair coverage of the Portland Referendum issue."

"The Representative Assembly on December 14 voted unanimously to censure the Guild Reporter for its so-called 'expose' of dual

membership of Portland Guildsmen in order to qualify for ITU benefits since August 11—the date ANG terminated the benefits.

"This four-month-old news was played by the Guild Reporter as if it were newly discovered material despite the fact the Portland Referendum Committee had consistently published the information that another union has assumed the payment of strike benefits to Portland Guildsmen."

"It is the feeling of SFONG's Representative Assembly that the Guild Reporter has exhibited bias in editorial treatment of the referendum—a professional violation of fair play—and that the December 8 issue of the Guild Reporter was, as the Referendum

Committee stated in its bulletin, an eleven-hour attempt to discredit the referendum movement."

"The very use of the Guild Reporter 'expose' at the last minute—prepared and mailed as an enclosure with a letter from the Committee Against the Referendum—gave no opportunity for the proponents to answer. This situation is underscored by the fact that the 'expose' was developed three days past the Guild Reporter news deadline."

The distribution of Guild Reporter by the Committee to Uphold the Convention was arranged and paid for by that committee, which ordered extra copies and was billed for them directly by the printer.

Richard Harnett Named Interim WiReport Editor

New York City—Publication of WiReport, monthly newspaper issued by the Wire Service Guild, is being continued under the temporary editorship of Richard M. Harnett, interim appointee of the local's executive council. Printing and distribution will be from San Francisco, as in past years.

Harnett succeeds Leonard Milliman, who resigned last month (GR, Nov. 10) in a policy difference with the EC members over editorial advocacy of the Guildwide referendum on Portland benefit extension.

The interim editor is employed by UPI in San Francisco, and has been editor of the paper for several years prior to last March,

when Milliman was designated Harnett was chosen unanimously by the six-man executive board, in spite of his statement that "by accepting . . . I do not endorse the views expressed by the EC in the November issue." He explained that since WiReport is almost the only means of communication among members, he thinks it important "that the 'supervision' of the Executive Committee over the paper be carefully limited."

The Harnett appointment is subject to review in February. A new Executive Committee is now being elected, and will meet in mid-February here with the Representative Assembly, 15-member policy-making body of the local.

Strike Settled At Milwaukee

Milwaukee, Wis.—The 27-day strike of ITU Mailers against the Milwaukee Journal has ended.

Mailers, according to the settlement terms announced, will be notified well in advance of any change in operating procedure by the company and any dispute from such matters will be processed promptly under grievance procedure.

A primary issue in the dispute had been the manning of new equipment which the Journal has acquired in connection with its current \$12 million expansion program.

The printers had refused to cross the picket lines of their sister union.

The contract coming from the strike settlement also covers working conditions for mailers at the Milwaukee Sentinel, Hearst morning paper.

The Milwaukee Guild had voted to honor the mailers' picket line if it were set up at the Sentinel. The Sentinel was not struck.

Lowell Sun

(Continued from Page 1)

Guild weapon, London found, in violation of the law.

He dismissed a National Labor Relations Board complaint involving Christine Hansen, scolded, but not discharged, for arriving at work late during a blizzard. Of this matter, he said:

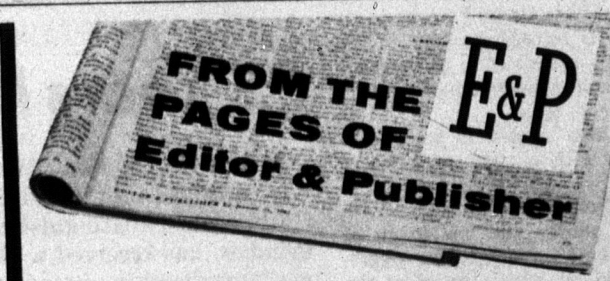
"Though the timing of the warning may be considered as a suspicious circumstance, on the entire record I find that the General Counsel has not established by a preponderance of the evidence that the reprimand was imposed" for anti-union reasons.

Mrs. Roosevelt 25-Yr. Member

(Continued from Page 1)

UAW's \$100,000. The fund will be used to build research facilities at hospitals and medical schools, and to sponsor international fellowships in the field of cancer research.

"The labor movement has always had the ideal of serving the needs of people," said Mrs. Roosevelt, in acknowledging the gift. "That is a most important thing to remember because in our country we are constantly being accused of being materialistic, thinking only of how much money we can make."



FROM EDITOR & PUBLISHER, DEC. 15, 1961, PAGE 44:

CLARKSON SURVEY REVEALS NEWS PHOTOS' PAY CLIMBING

44 Chief photographer of the Toledo (Kan.) Capital-Journal, Rich Clarkson, surveyed the photography staff of 10 newspapers throughout the nation to discover current attitudes and practices. RESULTS: Although salaries for veteran staffers have increased since 1958—beginners' pay remains at the \$7.75 overage. Recommended industry improvements ranged from increasing staffs and using modern camera and developing equipment to a plea for more creative photo-snapping. For further details of "what's going on in the newspaper industry," read E & P.

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ment to name an initial bargaining date "as soon as possible."

"Thereafter . . . the Union's representatives made a number of inquiries . . . as to when the (publishing company) intended to meet with the Union."

In each instance, the NLRB official found, management gave a vague and indefinite answer.

"It was not until after the strike had begun and the parties had been called together by Mediator Hanev that the (publishing company) agreed to meet with the Union on a definite date . . ."

"The (publishing company's) conduct clearly was dilatory, and . . . shows that it was not bargaining in good faith."

Eadie declared, "It is clear that the strike was from its very inception an unfair labor practice strike, motivated and prolonged by the (publishing company's) failure to bargain in good faith."

"I find further that the Union on April 24, 1961, made an unconditional offer to return to work on behalf of the striking employees. Therefore, the (publishing company) by failing and refusing to reinstate the strikers on and after April 24, 1961, violated . . . the Act."

In only one instance did Eadie find for the company.

Acting on Guild charges, the NLRB regional director had issued a complaint against the Defender for contracting out mechanical work.

Eadie concluded that "the sole reason for the action taken . . . was the continuation of the operation of its plant during the strike."

Guild officers commented, however, that in view of Eadie's recommendation that mechanical employees be reinstated and that the Defender should bargain in good faith, the finding is moot.

The newspaper publisher has until Dec. 28 to appeal the findings. Guild officers say they expect an appeal to be filed.

The publisher's liability for back pay will continue to grow in the event of time-consuming appeals or a refusal to comply.

Eadie stressed that all employees must be reinstated, even if it means "dismissing if necessary any person hired on or after April 16, 1961" (the date the Guild struck).

Sengstacke has continued to publish the Defender, using relatives and scab help.

Eadie urged the NLRB to order Sengstacke to "cease and desist" from these illegal labor practices:

- Discriminating against union employees.
- Refusing to bargain with the Guild.
- Refusing to substantiate a plea of financial inability to grant wage increases.

Eadie further recommended these additional "affirmative actions" which the NLRB should compel Sengstacke to follow:

- Bargain with the Guild.
- Provide NLRB agents access to company records to determine the amount of back pay due employees.
- Post for 60 days a statement agreeing to the NLRB's recommendations in the case.

Chicago, Ill.—A bounteous Christmas treat was assured this week for the approximately 100 children of Guild strikers at the Chicago Defender. Each mail was bringing additional contributions at the Guild office, and a partial tabulation made December 15 placed the total beyond \$1,200.

Strikers were to halt their picketing routine for the first time since last April 16, to observe a two-day holiday over the Christmas week end.

The contributions:

Previously listed	\$548.70
St. Louis Guild	25.00
Harrisburg Guild	25.00
Washington Guild	25.00
Rockford Guild	100.00
Albany Guild	50.00
Toledo Guild	50.00
Madison Guild	25.00
Scranton Guild	25.00
Memphis Guild	100.00
TOTAL	\$1,247.90

Chicago, Ill.—Gifts totalling \$1,350 have been received by the Chicago Guild for the supplementary benefit fund for the Defender Guildsmen on strike, in the two-week period ended December 15.

The fund standing:

Previously acknowledged	\$19,432.20
Gary Guild	25.00
Cleveland Guild	50.00
San Francisco-Oakland Guild	100.00
St. Louis Guild	25.00
Great Falls Guild	25.00
Lima Guild	25.00
Philadelphia Guild	50.00
Washington Guild	50.00
New York Guild	200.00
Rockford Guild	100.00
Rockford Guild	100.00
Toledo Guild	50.00
Wire Service Guild	50.00
Cincinnati Guild	25.00
Local 758, Shipbuilders Union	25.00
North Jersey Guild	50.00
Mid Atlantic DC	200.00
Portland, Me., Guild	50.00
Denver Guild	50.00
Scranton Guild	25.00
TOTAL	\$20,985.30

Sengstacke has continued to publish the Defender, using relatives and scab help.

1961

Brown Award

DEADLINE for entries: February 1, 1962.

SEND entries to the Brown 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 Brown," 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.

BROWN AWARD
Committee



Institute Leaders: First of the season's training institutes conducted by ANG was held at New York, with guests from neighboring locals attending. Shown from the left are Ellis T. Baker, director of research and information; Wilfred E. Alexander, New York local president, and Stephen Ripley, executive secretary of the IEB contracts committee. Theme of the season's institutes is collective bargaining procedures and problems. —Photo by Harry Gruen, NYG

Bargaining Steps Topic At Institute

More than 75 delegates from ten locals in three states attended the first 1961-62 ANG Regional Training Institute this month in New York.

The next institutes in the 1961-62 series will be held in Chicago January 20-21, sponsored by the Midwest District Council, and in Massillon January 27-28, sponsored by the POI District Council.

Theme of the institute series is "New Bargaining Problems and Procedures."

Topics discussed include new contract submission and approval procedures adopted by the Vancouver Convention, jurisdiction, struck work and picket lines, agency shop, disciplinary suspensions, seniority, wages, and hours and overtime.

The New York institute was held in the New York Guild Press Club and was sponsored by the New York Local and the Middle Atlantic and Empire State District Councils. It was conducted by Ellis T. Baker, ANG director of research and information, and Steve Ripley, executive secretary of the ANG Contracts Committee.

Other speakers included Irving Leuchter, ANG Counsel; Thomas J. Murphy, executive vice president of the New York Guild; Dave Schick, executive director of the Philadelphia Guild; and William J. Farson, ANG executive vice president.

The delegates were welcomed by Wilfred Alexander, New York Guild president, and Arthur Rosenstock, ANG president.

Alexander also introduced

Distribute Report On I-AF Seminar

A report on the seminar held by the Inter-American Federation of Working Newspapermen's Organizations in San Juan, Puerto Rico, last summer has been mailed to all ANG locals.

A Spanish version of the report is still being prepared.

The report includes a section on collective bargaining based on discussions, chiefly of ANG experience, led by J. William Blatz, ANG director of organization, and Ellis T. Baker, director of research and information. The booklet was prepared by Richard P. Davis, international affairs representative.

Says Guild Reporter Is 'Administration' Voice

OAKLAND, CALIF.

Editor: Some of us who supported Portland are wondering about the purposes of GR news columns.

I had thought they were intended to inform Guildsmen. But many recent yarns seem devoted primarily to voicing the administrative viewpoint.

For instance:

1. Pre-convention and post-convention stories on the now adopted requirement that locals must get IEB approval before ratifying contracts, failed to mention that two previous conventions rejected the idea.

2. The October 27 front page spread on a proposed Portland Reporter contract detailed all its faults. It made no mention of the major improvements over the old contract with the Oregonian and Journal, which was approved by the IEB.

3. The December 8 GR reported under a double banner, and appropriately illustrated, that Portland Guildsmen had signed ITU cards and were receiving ITU benefits, benefits larger than the Guild pays. The report came two months after the fact. It came at the most propitious time politically for the administration.

These and other instances make us wonder whether the GR tries to tell the full story. Whether it seeks to inform Guild members or tell just what the administration wants Guildsmen to read, and at the time the administration wants

LEONARD MILLIMAN
Wire Service Guild
Member, Portland
Referendum Committee

Letters shall be limited to 200 words and shall avoid libel and obscene, defamatory or abusive language. 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 election or referendum, 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.

Relies on Delegates For Informed Votes

BOSTON, MASS.

Editor: U.S. citizens elect representatives to the U.S. Congress. When Congress legislates, the minority group doesn't bring the issue to the entire nation for a vote. It doesn't deprive the representatives of the authority vested in them by election.

If we disagree with the legislation, the representative fails of our support in the next election.

Similarly, Guild members elect delegates to their conventions. Last July these delegates voted on issues as they saw them. Now a minority asks all members, countrywide, to reverse our representatives.

On what other issues may we be asked for a reversal? Why have a convention at all, if we rescind its actions?

I have voted against the Portland referendum because I believe my representatives knew far more about the issue than I. Probably a majority of Guildsmen are in my situation, reading 20 or 30 letters in the Guild Reporter, plus several thousand agate lines of type devoted editorially to the issue. Convention delegates, I am sure, had far more information available at the time of their vote.

JOHN J. O'MALLEY
Boston Guild



Thrice-Honored: Two first place awards and a certificate of merit were won by the Guild Reporter in the annual competition conducted by the International Labor Press Association, and announced at the Miami Beach convention banquet of the organization. From the left are Charles E. Crissey, editor; Secretary-Treasurer William F. Schnitzler of the AFL-CIO, who made the presentations, and Willard Shelton, whose column merited one of the first place awards. —Photo by Willard F. McIntyre, Washington Guild

Guild Reporter Takes 3 Awards

Miami Beach, Fla.—The Guild Reporter won three awards in the annual competition conducted by the International Labor Press Association, announced at the 50th convention of that body, preceding the biennial meeting of the AFL-CIO.

Competing in a field of 32 entries, the Guild publication won first place in the category of best original cartoon, and among 16 entries for the best regular special column, the Guild Reporter also took first place. A fourth-place citation was awarded for general editorial excellence, among 31 entries. The Guild entries were in the group of newspaper format publications of international labor unions.

Judges for the awards were the 1961 class of Nieman Fellows at Harvard University, and Joseph A. Loftis, White House correspondent for the New York Times, was the chairman of the group and conducted a forum during one of the ILPA sessions, devoted to discussion of the entries.

Most coveted of the awards is that for general editorial excellence, won by the Record, publi-

cation of the Retail, Wholesale and Department Store Union. Winners of merit certificates, with the Guild Reporter, were the Machinist and Seafarers Log.

Of the Guild publication, the judges commented: "Lucidly written and well edited. Clean cut presentation."

The award winning cartoon, by Washington Guildsman Dick Belland, showed the State of the Union as a broken down car, being inspected by President-elect Kennedy and Senator Lyndon B. Johnson, with the caption, "It belonged to an old army man who hardly ever drove it."

The first-place column was "Dateline: Washington," written regularly for the Guild Reporter by Washington Guildsman Willard Shelton, who is managing editor of the AFL-CIO News.

Shelton joined Editor Charles E. Crissey, in the acceptance ceremonies for the column award. William F. Schnitzler, secretary-treasurer of the AFL-CIO, and Bernard R. Mullady, who was elected president of the ILPA, conducted the program at the annual banquet, attended by nearly 1,000 at the Carillon Hotel.

ORGANIZING

Knoxville, Tenn.—General Counsel Stuart Rothman of the National Labor Relations Board has been asked to reverse a decision of Regional Director Walter C. Phillips not to issue an unfair labor practices complaint in a dismissal case at the Knoxville News-Sentinel Company.

The case involves the discharge of Gordon Lewis, circulation district manager, a leader in a Knoxville Guild sign-up campaign in the News-Sentinel-Journal circulation department.

Asked by Len G. Broughton, Jr., Knoxville Guild counsel, to detail his reasons, Phillips said "investigation revealed that the carriers are employees" of the Knoxville papers and that the district managers "have authority to employ and discharge carriers and have exercised such authority" and that the "district managers are supervisors" whose union activities are not protected by the labor law.

With his request for a review, Broughton sent a brief disputing the regional director's contentions

and asked for an extension of time for filing of a supplemental brief.

Hackensack, N. J.—NLRB hearings have been completed in the Bergen Evening Record representation case, and final briefs are due Jan. 8, 1962.

About 115 employees in the editorial department seek to have the North Jersey Guild named as their bargaining agent.

Management's attempt to exclude 10 regional editors as "supervisors" has been one of the chief controversial issues. The case has been transferred by the regional director to the full board in Washington for a determination.

Daytona Beach, Fla.—Six ballots challenged by the Guild in the decertification election in the editorial department of the Daytona Beach News and Journal were counted here Dec. 6 by the NLRB regional director.

One was for the Guild, the other five for no union. The final tally, thus became: For the Guild, 22; for no union, 28.

Washington Star Minimums Hiked By \$17 In New Contract

Increases in minimums totaling \$17 over two years are provided in the new contract negotiated by the Washington Guild with the Star.

The agreement was completed during sessions with federal mediators under the spur of a "no-contract no-work" stand by the members of the Star unit (GR, Dec. 8), and just a few hours before a scheduled final strike vote.

The new contract provides for a general increase across the board of \$4 weekly the first year and \$3 the next—added to all minimums.

It also calls for a joint job study of commercial descriptions and classifications, with unresolved differences to be submitted to arbitration after a year.

Minimums for reporters, display ad salesmen and both editorial and commercial photographers go up at the top \$9 from the current \$141 to \$150, and \$8 next year to \$158.

The combined artist group moves to a top of \$142.50 now, \$150.25 a year from now.

A year has been added to the experience schedules of classified outside salesmen with new top minimums going from \$110 to \$119 immediately and to \$122 next year.

A new method of computing differential for three "name job" groups has been instituted. Formerly the formula was \$5, \$10 and \$15. The new formula is 5 percent, 10 percent and 15 percent.

The new contract adds copy-readers and rewrite men to the 5 percent group.

The rate for these three groups becomes \$157.50, \$165 and \$172.50 now, and \$165.90, \$173.80 and \$181.70 a year from now.

The Guild committee in mediation sessions included Administrative Officer Harris Monroe, chief negotiator; Unit Chairman Nate Anthony, WNG President Jack Lemmon, Rusty Thornton and Rita Mears.

Stephen Ripley, executive secretary of ANG's IEB Contracts Committee, joined the committee in the mediation sessions.

The contract generally is the same as the one covering the delivery department. It is effective as of Aug. 28, last, and runs for two years.

Effective on signature, janitors and elevators get a raise of \$2.50, another \$1.50 on April 1, 1962, and \$2 on Jan. 1, 1963. Minimum for day work: \$62; for nights: \$64.63; for split shift (3 p.m. to 11 p.m.), \$63.88.

Female cleaners, all of whom work only part time, get \$1.125 an hour now, up 6 cents, then \$1.165 on April 1, 1962 and \$1.205 on January 1, 1963.

CONTRACTS

1½% Pay Increase For B. C. Directories

Vancouver, B. C.—A general increase of 1½ percent, applied to the minimums in the six top groups but not applied to the two lowest groups (sorters, copy holders, who are still at \$35; paste up, proof reader, compiler, checker at \$42.85) is embodied in the wage reopener between the Vancouver-New Westminster News, paper Guild and the B.C. Directories, Ltd.

The top jobs: payroll clerk and bookkeeper go up 80 cents to \$52.42.

The contract runs for one year from Oct. 1, last.

Honolulu Advertiser Minimums Up to \$11

Honolulu, Hawaii—Minimum increases totaling as much as \$11 during the period of the contract are provided in the new agreement negotiated by the Hawaii Newspaper Guild with the Honolulu Advertiser.

Effective November 16, 1961 the contract runs to March 31, 1963, expiration date of the Guild-Honolulu Star Bulletin agreement.

Minimums are increased \$2.75 to \$6 the first year, \$2.50 to \$5 the second. The pay hikes bring the top group, reporters, advertising men, etc., to \$150 in the second year, which is parity with the Star Bulletin.

While there is no general increase in the contract, an outside oral agreement provides that those getting less than \$5 above the top minimum get \$5 this year, \$4 next; those now \$5 and more, but less than \$15, get \$4.50 this year, \$3.50 next; those \$15 and over, \$4 this year, \$3 next.

A Guild Shop for new employees is improved from 9 out of 10 to 4 out of 5.

A three week of vacation is provided after five years; it was after seven.

Initiation of an actuarial study of pensions is also provided.

Other improvements were made in these clauses: holidays, sick leave, severance pay, information.

Other improvements were made in the dual work, callback, sick leave and severance pay clauses.

Specifically excluded is elevator operation by the protective staff; by plant and building maintenance employees or others in the course of building, electrical or mechanical repairs, renovations or inspections.

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tion, jury duty, death in the family leave.

SFONG Finds New Office By Papers Inadequate

San Francisco, Calif.—In spite of two modifications in management's "final offer" for a two-year contract with the San Francisco-Oakland Guild covering for major dailies in the Bay area, Guild negotiators were still bargaining this week under the specter of a solidly-voted strike authorization from the membership (GR, Dec. 8).

They termed the management proposals unacceptable. There were some improvements in the salary schedules, and compromise approaches to working conditions changes sought by the Guild.

Management offered nothing to the Guild's proposal for a fourth week of vacation after 18 years service. Management wants a minimum of 25 years in 1962 and to reduce that qualifying period to 20 years in 1963, the second year of the proposed contract.

Management has also continued to reject a proposal from the Guild to improve the pension plan by permitting withdrawal of accrued severance pay after 15 years of service.

Staffs of the Chronicle, the Examiner, the News-Call Bulletin and the Oakland Tribune are covered by the proposed terms. The city pact had a terminal date of last September 26, that for the Oakland Tribune expired October 15. The new text merges the two former agreements.

Maintenance To \$86.50 At Malden And Medford

Boston, Mass.—Minimum and general increase of \$1.75 to \$4 each year are embodied in the two-year agreement between the Boston Newspaper Guild and the Malden Evening News and Medford Mercury, effective as of Oct. 26, last.

The \$4 brings reporters and photographers up to \$109 the first year; maintenance up \$2.50 to \$86.50.

The pact provides an additional \$2 for any shift starting or ending before 6 p.m.

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Meany Recounts AFL-CIO Gains

By HARRY CONN
Washington Guild
For Press Associates, Inc.

Miami Beach, Fla.—The fourth constitutional convention of the AFL-CIO "forged the tools to go forward with our work," President George Meany declared upon his reelection as federation head.

"I consider this a sound, progressive, historic convention," he said, "but convention resolutions must be implemented to be effective. We intend to put these convention decisions in effect without delay."

American Newspaper Guild delegates to the convention were President Arthur Rosenstock, New York; Executive Vice President William J. Farson, Philadelphia; Secretary-Treasurer Charles A. Perlik, Jr., Buffalo, and Regional Vice President Richard Lane, Memphis.

High points of the convention were mutual agreements, on all sides, on such touchy issues as internal disputes and civil rights. Only the International Typographical Union opposed the disputes resolution.

Secretary-Treasurer William F. Schnitzler and the twenty-seven vice-presidents of the federation were also re-elected.

After his election Schnitzler told the delegates:

"I know many of you are going to be talking about this convention for years to come, because here today I think we have charted a brand new kind of labor movement, a labor movement in which we have set up the machinery for handling the disputes which more often than not have divided us rather than brought us together."

A meeting of the AFL-CIO Executive Council the day following adjournment of the convention proceeded to organize some of the new machinery set up by the convention.

Meany announced that David Cole had been named impartial

umpire under the internal disputes plan and that other umpires would be named later.

A three-man standing committee was also named to handle grievances and complaints. It included Meany, Communications Workers President Joseph A. Beirne and Retail Clerks President James A. Sufridge.

Their substitutes, in the order named, are Schnitzler, Machinist President Al J. Hayes, and Secretary Joseph D. Keenan of the International Brotherhood of Electrical Workers.

All members of the Executive Council will serve as members of mediation panels. In addition, some 30 officers of international affiliates will be named to the council.

Meany's serious intentions in the area of civil rights are seen in his revamping of the Civil Rights Committee. Schnitzler was named chairman of the group by Meany, with the approval of the Executive Council. Other members will be named later.

The convention had adopted what President A. Philip Randolph, head of the Brotherhood of Sleeping Car Porters, declared was the best civil rights resolution ever adopted by the AFL-CIO. He said if properly implemented, it could work.

Meany said the machinery to resolve internal disputes and the step-by-step plan to meet the problem of discrimination was designed to facilitate the most speedy action.

The internal disputes problem was the heaviest that hung over the convention. There were fundamental differences between proposals by the industrial and crafts unions on key provisions in the internal disputes proposals.

Several meetings of the Executive Council failed to produce any agreement until a marathon eight-hour session finally resulted in settlement, a compromise which safeguarded jurisdictions, provided for impartial arbitration of disputes, but gave the Executive Council power to overrule the arbitrator.

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On His Way: Appointment as London correspondent for the Canadian Broadcasting Corporation brought honors from fellow members of the Canadian Wire Services Guild to Phil Calder, of Ottawa. He displays luggage and the over-size bill fold designed for British currency, at the presentation ceremonies. From the left are Ray Chalmers, Montreal, president of CWSG; Peter M. Reilly, international representative, Montreal; Calder; ANG Vice President Eric R. I. Cawdron, Ottawa, and Jerry MacDonald, Toronto.

N. Y. News Blackouts Assailed

New York City—Castigating New York City publishers for their "massive resistance" program against unions in which the publishers "are prepared to deprive over eight million residents of the largest city of the world of their daily newspapers," James J. Graham, for National Labor Relations Board General Counsel, has demanded that Charles W. Schneider, trial examiner, find them guilty of violating labor law.

"Surely any merit that may accrue from so penalizing a recalcitrant union," he insists, "pales into insignificance at the enormous had consequences of a citywide shutdown."

The publishers and the Publishers Association of New York City have "readily conceded" that their admitted lockout agreement "envisions the possibility of concerted action on their part."

In a brief filed with the NLRB in action brought against them by the New York Mailers Union No. 6 and the Newspaper and Mail Deliverers' Union (GR, Oct. 13), they have attempted to justify their news blackout compact as "essential to stability" of labor relations.

Their pact, which NLRB General Counsel charges is illegal, is described by their attorneys as "an understanding" on their part that the publishers "will consult and advise with each other" if a strike "or similar breach of contract develops at a member's plant."

The publishers are law-breakers, General Counsel maintains, for these reasons:

• Publishers act in concert even in matters not involving the lockout agreement. In view of the nature and scope of the agreement it is not "significant that the agreement cannot possibly be enforced against a recalcitrant member, or that the agreement ostensibly reserves the final decision, as to whether to 'shut down, to each newspaper."

"In actual practice, the publishers will shut down in the event one of them is forced to cease operations because of a walkout by a union during the life of its contract."

The strike authorization vote came on a secret ballot, 226 to 67, when 300 Guild members

• Publishers intend the agreement to be operative in instances when "the strike is not in breach of contract, or in instances when a union strikes to protest an unfair labor practice on the part of management, or when a union cannot deter its members from striking," and implementation would affect union members employed by all publishers whether or not members of the union engaged in the lockout.

• The compact constitutes a threat of loss of wages as a penalty for engaging in strikes, stoppages and other concerted activities protected by Section 7, and thus violates Section 8 (a) (1) of the labor law.

• The NLRB has found an employer lockout privileged only when the employer faced economic loss of an unusual character or the threat or actual strike was aimed at "atomization of a multi-employer bargaining unit."

"The Board . . . has consistently refused to equate the 'right to strike' with a lockout primarily because a strike may be protected activity or at worst a violation of Section 8 (b) by the union, whereas an employer lockout . . . employed expressly to deter protected strikes or other concerted activities undermines the employer's obligation not to interfere with Section 7 activities."

covering both dailies, members of the Gannett Group, expired in mid-November, and negotiations have been dragging.

At a meeting last Sunday, the executive committee assigned 145 Guildsmen to service on six strike committees, a strike headquarters location was obtained in the central city district, and all local assets were converted into an emergency defense fund.

Although neither daily nor the radio and television stations which the Gannetts operate has given public mention of the strike possibility, other means of acquainting the public with the issues have been adopted by the Guild.

Joseph M. Albright, vice president, is acting in the absence of Local President Ronald Watts, who is on a honeymoon trip.

It gave the executive board power to call a strike if all other honorable means fail to reach a peaceful settlement.

Following strike authorization, Federal Mediator Harry Gray set up an all-day Guild-management session last Saturday, at which some progress was made in eliminating objectionable company proposals.

In the opinion of Guild negotiators, however, this movement was insufficient.

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OBITUARY

Bruce Bacon

St. Louis—Bruce Bacon, 46, St. Louis Globe-Democrat photographer, died of a heart attack Dec. 3 after completing an assignment at a St. Louis Cardinal-Washington Red Skin football game.

Bacon left a wife and five children. The third of these was born at 5 a.m., Feb. 21, 1959, the day the Guild's 96-day strike against the Globe-Democrat started. Bacon paced the hospital floor that night until the mother and child were safe, then went downtown and did a turn on the Guild picket line.

Denver Wins Circulation Case; Other Arbitration Decisions

Denver, Colo.—It is difficult to believe that if the circulation officials considered grievant so incompetent as to justify discharge, they would have retained him so long.

With these words, as criteria, Arbitrator Clyde Emery found for the Guild in a dispute involving the discharge of a Denver Post city circulation department district adviser of 5½ years employment.

The Guild contended that the discharge was not for "just and sufficient cause" as specified in the contract between the Denver Newspaper Guild and the Post. Management claimed that it was.

The grievant was ordered reinstated immediately to his former position, with full restoration of seniority and other contractual rights.

He is to receive back pay, minus earnings and unemployment compensation, received in the interim between discharge and reinstatement.

The arbitrator instructed him to return to the Publisher, for deposit in the pension trust, the severance pay he received at the time he was discharged.

When the grievant was discharged by the Post in April 1961, management gave as its reason his "inability to complete all the duties required of a district adviser."

To support this claim, management introduced evidence that the district adviser had been warned several times about his work and management's evaluation of it.

"Yet," said the arbitrator, "grievant's work seems not to have been impossibly bad." And he went on to note that a management witness testified that "he believed" he warned grievant in 1959, 1960 and 1961.

"It seems probable that he warned grievant in 1960, because about April 1960 he recommended to the Circulation Manager that grievant be discharged. However, grievant recalled no warning at all after November 1959, and there seems to be no additional testimony confirmatory of later warnings. Also, the three officials in

ARBITRATIONS

the office had discussed grievant's full record (and that of others) a week or two before the discharge, and no move toward warning or discharge resulted."

The Publisher's actions, the arbitrator said, "speak as loudly as words."

Emery found "much strength in the Guild's contention that more than five years' employment creates a presumption . . . of competence."

Semantics entered the case with the arbitrator interpreting the language of the contract "in the present form" to mean that "both determining competence and dismissing for cause are subject to the grievance procedure."

Of management's testimony regarding the district adviser's performance in his job, the arbitrator had this to say:

"Of course there are many levels of standards—such as the high standard the employer would like to have employees reach, or a standard representing average performance, or a standard below which level there will be discharge."

"It is not fully clear," the arbitrator pointed out, "which of such levels was referred to in some of the testimony."

Habitual Tardiness Held Valid Discharge Cause

Perth Amboy, N. J.—When tardiness is habitual, just and sufficient cause for dismissal exists, in the opinion of I. Robert Feinberg, arbitrator.

Arbitrating between the Perth Amboy Evening News and the North Jersey Newspaper Guild over the dismissal, March 31, last, of Quentin Mott, night desk man, for alleged "repeated and excessive lateness in reporting for work," he denied the Guild protest to the dismissal.

Section 1 of the security clause of the agreement provides that "There shall be no dismissals except for just and sufficient cause."

The dismissal of Mott, the Guild contended, was not for just

and sufficient cause in that there were no instances of repeated and excessive lateness and that there were no warnings, either verbal or written, prior to the dismissal.

The company, on the other hand, contended that during the two-month period from Jan. 23 to March 23, 1961, Mott was late for work on at least 12 occasions; and that despite warnings from the executive editor and members of the unit grievance committee he continued to report tardily.

'Actual Agreement' Held Missing in N. Y. Case

New York City—Pointing out that misunderstandings are not uncommon particularly at the end of long days of tiring bargaining, Arbitrator Herman A. Gray has decided:

The New York Guild and the New York Post did not reach agreement in their 1960 negotiations that Post employees would pay any increases in the surgical medical portion of Group Health Insurance premiums.

"The fact that one party to a negotiation in all good faith thinks that there has been agreement," said Gray, "does not necessarily mean that agreement was really reached."

"Contract requires mutual assent."

Belief by one side that the assent of the other has been obtained is not enough, no matter how honestly this belief is held, Gray declared.

The Guild's representatives say that the proposal with respect to . . . Blue Cross premiums was considered, discussed and in the end agreed to by them because in these premiums was a reality, already announced publicly and about to be put in effect.

"They paid no attention to the proposal as to the GHI premiums and did not make it subject of discussion, because, they explain, such an increase was not in the offing at the time."

"To them the failure to bring this question actively into the discussion meant that the Post was not pressing its proposal seriously and had in fact abandoned it when the negotiations reached the final stage."

Gray said he was "unable to find that negotiators for the Guild actually agreed that employees would pay whatever additional charges might be imposed for the surgical-medical portion of GHI."

Declaring New York newspapers "sharply competitive" and that Guild contracts provide that "the Post pays the cost of family coverage both under Blue Cross and GHI while other papers insure only their employees who must themselves pay for the coverage of their families," the arbitrator ruled, however, that Post employees "shall pay any increased premium for the surgical-medical portion of GHI coverage . . . or its . . . equivalent which may become effective during the life of the collective bargaining agreement."

Both the Guild and the Post had called on Gray, if he found that no agreement had been reached in negotiations, to determine whether the Post or the employees should pay any increased premium.

St. Louis Tops Million In Pension Fund Credits

St. Louis, Mo.—The St. Louis Globe-Democrat employees represented by the Guild have credits of \$1,037,330 in their pension plan won by the 96-day strike of the Guild Unit in 1959, a company actuarial study shows.

The actuarial study as of June 30 records and a verification of the \$25,000,000 S. I. Newhouse assets guaranteeing the plan were received recently by the local Guild.

The plan won in the long strike was unusual in that the pension credits were guaranteed in full immediately rather than through a long period of funding. Properties of the Herald Company of Syracuse were offered as the guarantee.

The credits were divided as follows: 137 active employees, \$609,362; forty retired employees, \$404,772; and three terminated employees with vested rights, \$23,196.

Administrative Officer Chosen By Denver Guild

Denver, Colo.—Appointment of Anthony R. (Tony) Hodnick as administrative secretary has been announced by the Denver Guild.

He succeeds Donald W. MacMillan, who resigned last spring.

Hodnick is 35 years old, a native of Wyandotte, Mich., and has had a variety of union experience.

He has served as a steward, committee man and executive secretary, the last-named office for a 2,300-member local of the Oil, Chemical and Atomic Workers Union in Michigan.

He has served as a member of the International Executive Board of the OCAW and for the past year has been an international representative. He resides in Denver with his wife and five children.

St. Louis Guild Sets Up Advertising Scholarship

St. Louis, Mo.—The St. Louis Guild has established a new \$300 scholarship in advertising at the state university's school of journalism, and has increased the existing news scholarship from \$250 a year to \$300.

The Post on the other hand construed the silence as acquiescence.

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GUILD BRIEFS

Hillman, Stokes Award Available For '61 Work

Announcement of awards by the Sidney Hillman Foundation and by the Thomas L. Stokes Award Committee have been as to all Guild locals, with informational posters for bulletin board use, by the Research and Information department.

The Hillman contest is in memory of the founder and long-time president of the Amalgamated Clothing Workers union, while the Stokes award strives to continue the work of the nationally syndicated columnist whose special concern was the conservation and development of the continent's natural resources.

Entries for the Hillman prize of \$500 each in several categories may be in the field of daily newspaper or periodical writing, fiction and non-fiction, radio, television, the theater and motion pictures.

Suggested subject matter for the Stokes competition, which is open to daily newspaper writers in the U. S. and Canada, are river basin development, power projects, energy resource planning and pollution abatement.

In both competitions, the work must have been done in the calendar year 1961. Deadlines are February 2, at the Hillman Foundation, 15 Union Square, N.Y. 3, and February 1, for the Stokes Committee, 2100 Florida Avenue, N.W., Washington 9, D. C.

Cleveland Drops Award Program After 22 Years

Cleveland, Ohio—After 22 years of annual Guild Awards for top journalistic performance, the Cleveland Guild has decided to abandon the program.

Members of the Plain Dealer unit objected that the contest could not be truly competitive after the demise of the News nearly two years ago, leaving only two dailies in Cleveland. Efforts to draw up a new contest agreement to all were given up after several months of meetings.

The Executive Board voted to drop the awards program as heard a report that the Press Club of Cleveland was planning to promote a journalism competition somewhat similar to the Guild's.

The Press Club, founded by the Guild with its first Page One Ball, hopes to step into the breach with a contest covering all media—newspaper, radio-TV, photography and advertising.

Locals Choose Officers

Milwaukee

Milwaukee, Wis.—Gordon Brehm has been elected president of the Milwaukee Newspaper Guild to succeed Jerry Rosenblatt, who was named executive vice president. James Newcomb was elected first vice president; Don Brieger re-elected second vice president; Bernardine Orlinski, secretary; and Rosemary Rieck, re-elected treasurer.

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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

29.6% Unhappy In Their Work Because Editorial Pay Is Low

Editorial department salaries are "poor," 29.6 percent of the staffers of 36 representative daily newspapers answering a questionnaire on job satisfaction declared.

The survey conducted at the instigation of the Associated Press Managing Editors' Association by Dr. Robert M. Pockrass and H. Eugene Goodwin, director of the school of Journalism, Pennsylvania State University, University Park, Pa., covered newspapers in 25 states, in all U. S. geographical areas, with a circulation range of 1000 to 540,000.

Almost 42 percent—810—questionnaires of the 1,940 sent out were returned.

More than 86 percent of the respondents were men.

Seventeen and one-half percent reported weekly salaries of less than \$100; 47.1 percent, \$100 to \$150; and 33.4 percent more than \$150 a week. Two percent failed to answer.

More than half—53 percent—reported they earned extra income regularly, most frequently by freelancing (more than one-third), then mentioned publicity and printing. This work supplementing their regular newspaper jobs was as much as \$25 weekly, 16 percent said.

Editorial salaries on their pay sheets were characterized as "adequate" by 32.4 percent; as "poor" by 30 percent; while only 15 percent called them "excellent."

Asked for their first three preferences if they were to move to another paper, more than 51 percent named the New York Times as first choice, more than twice the percentage mentioning the next paper, Washington Post. In all, 148 different papers were named.

Of the 148 mentioned, 61 were more than once. These included received 10 or more votes listed in boldface are those with which the Guild has contracts:

New York Times, Washington Post, St. Louis Post-Dispatch, New York Herald Tribune, Milwaukee Journal, Miami Herald

and San Francisco Chronicle (tie), Louisville Courier-Journal, Los Angeles Times, Christian Science Monitor, Denver Post, Chicago Tribune, Wall Street Journal (Chicago Guild has contract with the Chicago edition), Washington Star, Chicago Daily News, Atlanta Constitution, Charlotte Observer, Baltimore Sun, Minneapolis Star and Tribune, New York Daily News, Atlanta Journal, Des Moines Register, Miami Daily News, San Francisco Examiner, Kansas City Star, Philadelphia Bulletin.

Asked to designate the three papers aside from the one they worked on, they liked most to read, 56 percent of the staffers named the New York Times; 15 percent the New York Herald Tribune. In all, 205 papers were mentioned.

These papers (in order) were mentioned 10 or more times (boldface indicates Guild contracts):

New York Times, New York Herald Tribune, Wall Street Journal (Chicago Guild has contract with Chicago edition), Washington Post, St. Louis Post-Dispatch, Chicago Tribune, Christian Science Monitor, Miami Herald, Los Angeles Times, San Francisco Chronicle, New York Daily News, Louisville Courier-Journal, Denver Post, Chicago Sun-Times, Chicago Daily News, Milwaukee Journal, Minneapolis Star and Tribune, Dallas News, Atlanta Constitution, Washington Star, Atlanta Journal, Charlotte Observer, Des Moines Register, New York Post, New York World-Telegram and Sun, Philadelphia Bulletin, Miami Daily News, San Francisco Examiner, Manchester Guardian, Indianapolis Star, Memphis Commercial Appeal, Providence Journal.

Of the respondents, 32.4 percent are reporters or correspondents; 12.1 percent are rewrite or deskmen; 6.1 percent photographers; 18.4 percent are department editors (sports, women's, etc.); 11.9 percent are editorial writers or columnists; 10 percent are city, state or wire editors; and 5.5 percent are managing or news editors. Secretaries, librarians or copy boys comprise the rest.

Day Book

LABOR BOARD PROCEEDINGS

LABOR trial examiner, in intermediate report issued Dec. 6, upholds all basic charges of Chicago Guild against Chicago Defender, recommends Defender be ordered to reinstate 58 discharged Guild members with full seniority, back pay and other benefits and to fire their work replacements.

In 1957 as date for final briefs in representation case of North Jersey Guild for bargaining rights for about 715 editorial employees of the Bergen Evening Record, Hackensack, N.J.

Well, Mass. has found guilty of two unfair labor practices: NLRB trial and order calls for immediate reinstatement to former posts of Fred Hadley, Sunday writer; and Francis Brown, news writer and correspondent.

NLRB regional director counts challenged ballots, Dec. 5, in certification election in the editorial department of Dunbar Beach, Fla. News and Journal. Result: For Guild, 1; for no union, 5. Not tally: For Guild, 22; for no union, 25.

General Labor Relations Board (General Council) asked, Dec. 15, to reverse Dec. 5 decision of regional director not to issue complaint in unfair labor practices charges by the Knoxville Guild against the Knoxville News-Sentinel Co. in the dismissal of Gordon Lewis, freelance district manager.

Western Virginia Sun, Arlington, Va., Twenty-Ninth Annual Convention, American Newspaper Guild, Hotel Sheraton, Buffalo, N. Y., July 8-13, 1962.

OTHER PROCEEDINGS

Lines: Toledo District Court of Appeals upholds lower court award to two former employees of Hollie Lines Newspaper of Ohio. Guildman Richard Moffat seeking a total of \$11,197.91 severance pay.

Contracts: Citizens' Contract approval withheld because of inadequate minimums and failure to provide midterm increase or cost-of-living adjustment. Petition to sign.

General: International Election and Referendum Committee meets in Washington, Dec. 29, to tabulate returns from Guildwide referendum on convention action on termination date for ANG benefits to Portland.

Regional: Midwest Institute, Chicago, Jan. 29-31, 1962, sponsored by the Midwest District Council.

Regional: Weekend Institute, Hamilton, Jan. 27-28, 1962, sponsored by the POI District Council.

Regional: Weekend Institute, San Diego, Feb. 16, sponsored by the California-Nevada District Council. Council session to last through Feb. 17.

Twenty-Ninth Annual Convention, American Newspaper Guild, Hotel Sheraton, Buffalo, N. Y., July 8-13, 1962.

Use Dues Collection To Build Union, New Steward Advised

POLITICAL ACTION

Unions long ago learned that they must be active in politics as well as at the bargaining table if they are to advance the interests and protect the rights of their members.

For many years, unions were held to be illegal conspiracies and their leaders fined and jailed. Times have changed since then, of course, but in recent years new anti-labor legislation has been enacted in both the United States and Canada.

In the United States, labor's political activity is coordinated through COPE—the AFL-CIO Committee on Political Education. In Canada, it's done through PEC—the Canadian Labour Congress Political Education Committee.

Both work for good government for all the people.

In addition, in the United States, you may be asked by your Local to assist in registration campaigns and COPE dollar drives.

There's nothing unusual about all this, although some people would have you think so. Hundreds of other organizations do the same thing. It's a sign of a healthy democracy when citizens organize to work for good government.

Dues Collection

If dues collection is part of your job, look upon it as one more way of building the union. You'll find it easier that way.

Of course, grumbling over dues is part of our way of life. But in the Guild there's a good answer to every complaint.

If a member complains that he's not getting his money's worth, add up his pay increases under the current contract and subtract his dues payments. The balance is only a small part of what his dues buy for him in the course of a year.

Point out that over a period of years the return on his investment is even greater. Remind him, for example, that when the Detroit Times suspended publication the 400 Guild members received \$1,600,000 in severance and other termination pay.

If he complains he doesn't know where his money's going, give him a breakdown of how his dues dollar is spent.

The Officers' Report to the ANG Convention each year contains a breakdown of how each ANG dollar is spent; in 1960-61, for example, 36 cents of each dollar was spent on organizing new members and servicing Locals.

You can do the same thing for your dues dollar.

In making collections, follow your Local's instructions carefully. And don't delay, either in your collections or your returns to the local treasurer.

Members lose good standing if they are more than one month in arrears in their dues payments. This means they lose the right to vote in Guild meetings or elections.

If it's their fault, it's bad enough. If it's because you've been lax in your collections, it's unforgivable.

Even if you are not required to collect dues, you may be asked to collect initiation fees or assessments, solicit contributions, even sell Page One Ball tickets.

Remember, these help build the union, too.

This is the final installment in a series on "Building A Strong Union," for the guidance of stewards and local committee members.

Counseling

Personal and family problems can be just as important to an employee as a grievance, and they often affect his performance in his job.

Both the AFL-CIO and the Canadian Labour Congress have community services committees which work with community agencies, and provide training in counseling on home and family problems.

You're not expected to be an expert, but counseling is part of your job and the more you can learn about it, the better. Perhaps one member needs legal aid. Another needs an emergency loan. Still another desperately needs blood transfusions for his wife.

You should know—or where to find out—enough about community agencies, the local credit union and the union blood bank to steer them to the proper source of aid.

By helping your members this way, you'll also be strengthening the Guild.

You Need to Know

Like any job, that of a steward requires preparation and specialized knowledge.

First of all, of course, you should know your contract, your department, your people. Otherwise, you won't be able to tell a grievance from a gripe.

You should know something about the principles, the goals and the plain hard work that went into the negotiation of that contract, and the reasoning that lies behind each of its clauses.

You should know company benefits, practices and rules not spelled out in the contract, if you are to make sure they are applied by management without discrimination or favoritism. And while you need not be a lawyer, you should have a working knowledge of the laws governing union operation, labor-management relations, unemployment insurance, workmen's compensation, pensions and Social Security, etc.

You should know your local by-laws and the ANG Constitution, especially as they govern your role as a steward. And you can't very well explain the Guild, much less sell it, unless you're well acquainted with its history, administration, policies and program.

You ought to have the same sort of information about the people you're dealing with—management. What is the company's history? Its objectives? Policies? What is the chain of command and who owns the stock?

And the more you know about the community you live and work in, the more helpful you can be to new employees and old members alike.

If you've been around the Guild, your job and your city for any length of time, you probably already possess much of this information, or can pick it up easily.

Much of it is available in printed form through your Local or the ANG. Many Locals have regular monthly stewards' meetings (or councils); others hold training courses for stewards. So does the ANG.

However, good stewards don't come ready-made. Much of the knowledge you'll need to do your

jobs as a steward well can be acquired only through actual experience as a steward.

GUILD RESOURCES

Your local Guild publications. The Guild Reporter, published twice monthly by the American Newspaper Guild and distributed free to all members.

Local Copy, a special page of The Guild Reporter devoted to material of particular interest to local officers, stewards and committee members.

If I Were a Newspaperman, leaflet, 6 pp., summarizing the Guild's objectives, progress, and history; available from the ANG Research and Information Department through your local.

ANG Organizing Manual and ANG Administrative Manual. While intended primarily for local officers, these manuals contain a great deal of material of value to the steward on such subjects as organizing, new members, political action and human rights. At least one copy of each volume has been supplied to your Local.

EDITORIAL

The Baby Sleepeth

"And she brought forth her first-born son, and wrapped him in swaddling clothes, and laid him in a manger, because there was no room for them in the inn."

From near at hand and from distant lands there came visitors to Bethlehem. There were kings and there were shepherds. They followed the same star. Somewhere in the streets of the little town these columns met, and there was talk between the wise men and the shepherds as to the nature of their mission. They exchanged such information as they had about the birth of the King of kings and where He could be found.

One of the royal party leaned down from his camel to listen to a shepherd who said, "We were in the field watching our flock and suddenly an angel appeared. We were very much frightened. And the angel said to us, 'Fear not, for behold, I bring you good tidings of great joy, which shall be to all people. For unto you is born this day in the city of David, a Saviour, which is Christ the Lord.' And this shall be a sign unto you; ye shall find the babe wrapped in swaddling clothes, lying in a manger." And then suddenly the sky was filled with a great light and voices sang, 'Glory to God in the highest and on earth peace, good will toward men.'"

And the king who sat high above the shepherd got down from the back of his camel to hear the story more clearly, and the shepherds clustered around him to learn what signs he and his party had received which brought them from far countries to Bethlehem.

And the eldest of the wise men explained, "For us it was a star, a new star in the heavens, and it seemed to us that the star beckoned, and we gathered together treasures of gold and frankincense and myrrh." And he pointed to the great retinue behind him and the camels heavily laden with bales and bundles of precious stuffs.

And the shepherds seemed ashamed and said, "We have brought nothing. We came straight from the field when the angel spoke to us. And we were in great haste."

And all the shepherds were abashed in the presence of the three kings and their servants and their camels bearing the burden of rich gifts. They could see and detect the place of their destination at the end of the street. The star shone directly on the stable. And because it was only a small place and the party of kings was large the shepherds made as if to step aside so that these great men from a distant land might go first with their precious gifts for the King of kings. But the eldest of the wise men waved to the shepherds to join his servants and not to humble themselves.

"Whether it be from far or near," he said, "we are on the same mission. We should enter into the house together."

But the shepherds were still reluctant and one of them answered, "First must come your servants with your precious gifts of gold and frankincense and myrrh. We have told you we bring nothing."

The city was dark and still, but in this street there was a babble of voices and the sound of camel drivers calling to the great beasts to kneel.

Through the narrow door and up to the manger itself strode the kings and great bearded men bearing treasure. The timid shepherds followed and ranged themselves in the back of the room, for they were affrighted to be in the presence of princes and the King of kings.

The eldest of the wise men said, "Where is He that is born King of the Jews?"

And Mary, the mother, looked up at the great throng and paid no heed to the gifts, but placed her finger upon her lips and said, "The baby sleepeth."

—Heywood Brown, December 15, 1936.

The Guild Reporter

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As One Book Closes, Another Opens

GUILD ANNALS



DATELINE: WASHINGTON

Senate Liberals See Scramble For Bridges GOP Policy Post

By WILLARD SHELTON, Washington Guild



Those Dead End Kids among conservative Republicans, Senators Goldwater of Arizona and Mundt of South Dakota, are believed by Senate GOP liberals to be planning to place a third conservative in the place of Republican Senate Policy Committee chairman. Their choice: Senator Hickenlooper of Iowa.

This broke as a news leak—presumably from the liberals who prefer to see their own wing strengthened—after it had been generally assumed that Senator Saltonstall of Massachusetts would be elected Policy Committee chairman to succeed the late Senator Bridges of New Hampshire.

Saltonstall is by no means a liberal in domestic affairs nor is he the kind of senator with an appetite for a fight against the right wing. He has carried weight, however, as chairman of what is called the Senate Republican Conference, the entire GOP membership, and it seemed natural that he should be promoted to the more important Policy Committee post.

The Policy Committee has a staff. The staff can be controlled by the chairman. Bridges used it, for years, to put out heavily documented "reports" charging labor "bosses" with being anti-Republican. This was a grief to GOP liberals who have the odd notion they would like to appeal for support to the widest possible cross-section of citizens.

They are under no illusions about Saltonstall's middle-of-the-road position, because he failed to support them in 1960 when they made a drive to win greater recognition in party councils by running Senator Cooper of Kentucky for the floor leadership. They respect his qualities of character and gentleness, his understanding of Senate customs, and his value as one who seeks to promote agreed-upon legislative programs, without which the Senate could not function.

As the liberals tell it, they suddenly became aware that Goldwater and Mundt seemed to be treating discussion of Saltonstall's

promotion "with reserve." There was an atmosphere suggesting that the Massachusetts senator was "internationalist" and that the upcoming election year "was no time for an internationalist" heading the Policy Committee of a Republican Party that right-wingers hope will be on the attack.

Hickenlooper's name was projected by midwestern senators who suggested he would be more vigorously "partisan" than Saltonstall, and in the Goldwater-Mundt view "partisanship" is exactly what the GOP needs to win elections.

Besides, it was argued, Hickenlooper ranks Saltonstall in the Senate's preciously preserved seniority system. The margin is exactly one day—Hickenlooper was sworn in on Jan. 3, 1945, and Saltonstall on Jan. 4—but seniority is seniority.

If things are to go that way, of course, the really ranking Republican senator is Wiley of Wisconsin, whose service dates back to 1939—but nobody seems to be thinking of him for the Policy Committee. The second-ranking is Senator Aiken of Vermont, a liberal, first sworn in in 1941, who showed no interest in the Policy Committee job so long as Saltonstall seemed slated for promotion.

The hope of the liberals is that if the Old Guardsmen try seriously to block Saltonstall, using Hickenlooper's one day of seniority as a debater's point, Aiken

would reconsider, and assert his own rights to attention.

So far as the Republican future is concerned, the fate of Senator Kuchel of California in the election next November may reveal something.

Kuchel, personally friendly and likeable, with a record considerably more moderate on labor and social issues than many Republicans, is under heavy attack by the Birchites in his home state. The Los Angeles Young Republican organization has been captured by the right-wingers, who are aiming at control of the state Young Republicans, and a right-wing member of the state assembly, a member of the John Birch Society, is being boomed to run against Kuchel in the primary.

Kuchel is running scared under the circumstances and he has been back home to see how the winds blow. He has been encouraged by the reaction. He is getting expressions of support from independents as well as Republicans and he is pleased, particularly, what he considers the zeal of the independents to smack the "bad dies" down.

Muses one Republican observer on Capitol Hill: "If Kuchel wins big and Nixon loses or barely squeezes through against Brown, Kuchel might well be destined for bigger things than the Senate." The mind leaps instantly to the vice presidential nomination on a 1964 ticket headed by—who but Rockefeller?

Claims Against Hoiles Upheld

Lima, Ohio — Two severance pay claims totaling \$11,107.91—one involving Lima Guildsman Richard Moffat—against the R. C. Hoiles interests have been sustained in the Ohio courts.

A Common Pleas Court ruling of Sept. 26, 1960, awarding the money to Moffat, and to Raymond D. Harrod, a printer, has been upheld by the Toledo District Court of Appeals.

Both are now employees of the Lima Citizen, formed in 1957. Formerly they worked for the Lima News.

For nearly 19 years a reporter for the News, Moffat sought \$4,

440. Harrod, a News employee for 30 years, asked a \$6,667.91 judgment.

The claims were filed four years ago.

They are test suits filed after Hoiles' Freedom Newspapers of Santa Ana, Calif., bought the News.

With claims totaling \$440,000, other cases—103 of them—pending in court.

Three appeals court judges ruled unanimously that Moffat and Harrod were "dismissed from their jobs without cause" when the paper was brought by the Hoiles corporation.