

IEB Convokes National Wage Conference For Late In April



Vol. XXIX, No. 5 Return Requested Washington, D. C. 1126 16th St. N.W. February 23, 1962
Washington 6, D. C.

Puerto Rico Local Gets Charter

San Juan, Puerto Rico—The Guild's first chartered local and its first contract in the Caribbean area became realities this week by action of the International Executive Board and the signing of a pact with the San Juan Star here.

The contract sets top minimums of \$120 for reporters and ad salesmen, with another \$10 for specified job categories in the news department.

The IEB approved issuance of a charter to the Puerto Rico Guild, formed only a few months ago, at this week's board sessions. The IEB also moved for convention approval of a change in the constitution which would include Puerto Rico in the Guild's Region II.

In a side agreement, the two-year-old English-language daily also protects the accounts and earnings of retail advertising salesmen who are paid on a commission basis. Management agreed to outlaw "pirating" of accounts, make no changes in commission rates except under agreed circumstances, continue the system of geographical selling areas, and bar transfer from commission to "house" accounts except in cases of personal clashes between salesman and client.

Several provisions in the original text met with objections from the IEB contracts committee, and were ironed out in late negotiations conducted by International Representative Ed Allen, substituting for Joseph G. Colangelo, who is recovering from a serious arm fracture suffered at his home in Harrison, N. Y.

Removed from the text were clauses which permitted economy dismissals after the contract was signed, limited the grievance procedure.

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Authority To Submit, Sign Portland Contract Given

The ANG's International Executive Board this week authorized the Portland (Ore.) Guild to submit a proposed contract settlement at the Portland Reporter to the unit for ratification.

The board also gave permission to sign. It did not have before it the question of approval of the agreement, which includes an addendum, reopenable in six months, which renders cost items



Twin Winners: Two reporters for the N.Y. World-Telegram & Sun halved the \$500 Heywood Broun Award for 1961, for separate entries in the prestige-laden contest. In the presentation group at this week's IEB meeting are ANG President Arthur Rosenstock, Richard L. Strout, of the Christian Science Monitor, acting for his fellow judges; Dale Wright, honored for his stories on migrant farm workers, and Michael Mok, writer of a series on conditions in New York's mental hospitals. The award winners were luncheon guests of the IEB.

Two NY World-Telegram & Sun Reporters Share Broun Award

Two general assignment reporters for the New York World-Telegram & Sun have been chosen for the 1961 Heywood Broun Memorial Award.

The winners of the Guild's highest journalism honors are Dale Wright, for his series on the plight of migratory workers, and Michael Mok, for stories on conditions in the mental hospitals of New York City.

They were selected from more than 100 entries in the 21st annual Broun Award contest, which seeks to recognize work done in the crusading spirit of the Guild's

founder and first president. They share a cash award of \$500 and will receive engrossed certificates, and their newspaper will receive plaques marking their work.

The two winners were brought from New York to be guests of the International Executive Board at a luncheon on last Monday, opening day of the IEB's mid-winter business session.

Judging was by a panel comprising Richard L. Strout, of the Washington staff of the Christian Science Monitor; Herbert F. Corn, retired managing editor of the Washington Star, and Henry Brandon, Washington writer for the Sunday Times of London. Strout and Brandon attended the presentation luncheon, and commented on the excellent caliber of the entries.

Chairman of the year's award committee was C. Joseph Beauchamp, of Toronto, former ANG vice president, who introduced the guests.

The series by Wright was based on his experiences as a migrant worker. He signed on in Florida and stayed with the group as it worked its way north with the maturing crops, until reaching Long Island. He underwent the full hardships of the crews, shared their inadequate living quarters, and saw firsthand the effects of low pay and insufficient schooling

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Purpose Is To Coordinate Bargaining

A National Wage Conference has been convoked by the American Newspaper Guild's International Executive Board.

► Its purpose is to coordinate and intensify wage bargaining throughout the Guild.

► It is the first step in a continuing campaign to achieve Guild wage goals in the shortest possible time.

► It is to be held late in April, the time and place to be fixed by Executive Vice President William J. Farson.

The meeting, Farson explained in answer to a question from Vice President Harvey Wing, SFONG, will not be an "educational" seminar as such, but rather a conference to coordinate wage bargaining.

He said the conference will be a two-or-three-day meeting.

The conference convocation came in the report of the IEB's Collective Bargaining Committee of which Vice President James B. Woods, St. Louis, is chairman. It was presented by Woods. After the board had adopted the report Wednesday, with a series of enthusiastic endorsements, it named Woods as its official representative at the conference.

Action of the collective bargaining committee followed a recommendation to the committee by Farson, ANG Secretary-Treasurer Charles A. Perlik, Jr., and ANG President Arthur Rosenstock.

"Increasingly in recent years," the committee report pointed out, "wage settlements throughout the Guild have been determined by wage patterns negotiated in New York and other large, key locals.

"More than a dozen of these key locals are either already in negotiations or will be in negotiations by the end of the year, including New York, Boston, Chicago, Cleveland, Los Angeles, Philadelphia, St. Louis, San Francisco-Oakland, Seattle-Tacoma, Toronto, Vancouver-New Westminster, Washington and the Wire Services."

Accordingly, the report called for a national wage conference this spring.

Locals of all sizes were urged

(Continued on Page 3)

Wage Conference Call

Text of the report calling for the Guild-wide wage conference:

Five years ago this summer, the St. Louis Convention raised the Guild's wage goals to a minimum of \$200 a week for experienced employees in all key classifications, and \$100 a week for beginners in those classifications.

Said the Convention:

"It is now time for the Guild to raise its sights again.

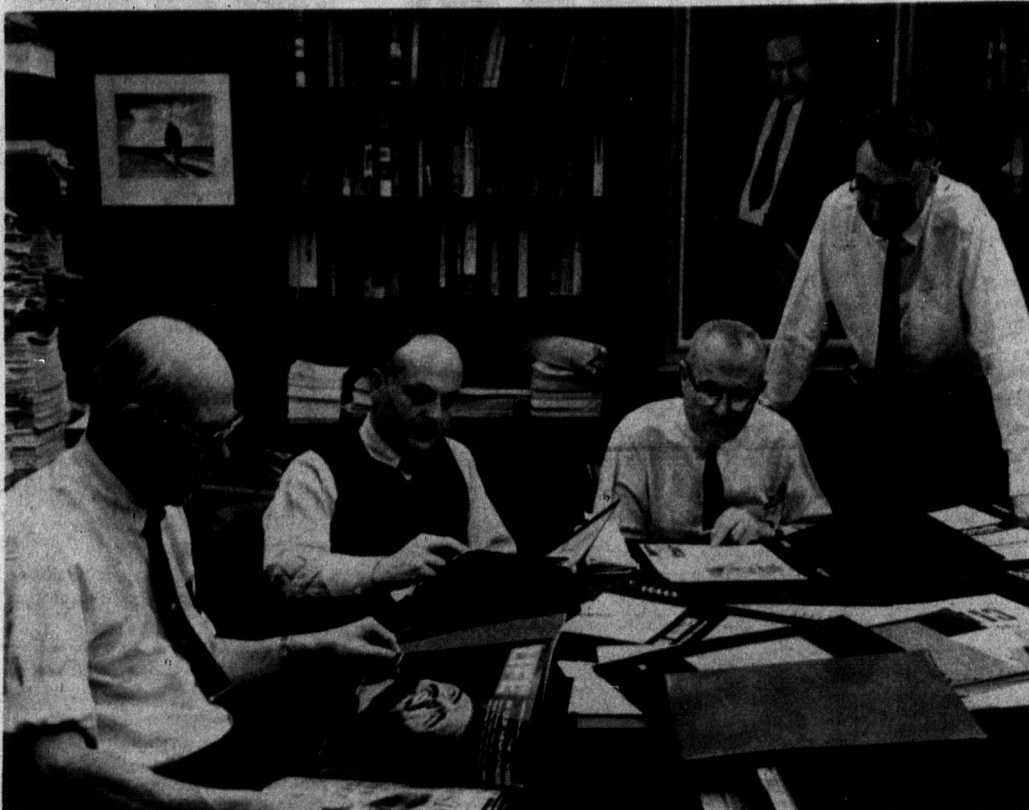
"The publishers themselves, for all their opposition to every Guild demand for adequate pay, corroborate this.

"Publisher spokesmen complain constantly of the difficulty of obtaining college-trained applicants and among themselves frankly acknowledge that the reason is the relatively unattractive pay offered in newspaper work as compared with other industries.

"College graduates are stepping into many positions outside the newspaper field at starting salaries of \$100 a week or more. The fields of public relations and advertising are attracting a growing proportion of the most promising youngsters."

The trend cited by the St. Louis convention continues unchecked, but as we approach the fifth anniversary of the convention's action we find that we have achieved a \$200 minimum in only one magazine contract. We have yet to achieve it for a basic newspaper job classification.

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Selection Task: It was an all-day chore for the three judges who examined the Heywood Broun Award entries, winners of which were announced this week. From the left are Richard L. Strout, of the Washington staff of the Christian Science Monitor; Henry Brandon,

Washington writer for the Sunday Times of London, and Herbert F. Corn, retired managing editor of the Washington Star. Standing is former ANG Vice President C. Joseph Beauchamp, of Toronto, chairman of the Broun committee. More than 100 bid for the Guild's top honor.

Long Struggle At Defender Seen

Chicago, Ill. — The Chicago Guild foresees no quick settlement of the strike at the Chicago Defender, which started last April 16 and has now reached the hard-bargaining stage on acceptable terms of two contracts covering the 60 Guildsmen still on the picket line in South Michigan avenue.

A meeting of the local executive board last week reviewed the strike situation in detail, with particular attention to the financial support being given the strikers and their families.

Members of the local who are at work in other Guild-contract shops have been paying special assessments for the past seven months. This levy will continue, but the board decided to ask other Guild locals and district councils to continue regular contributions and if possible to increase the gifts. The funds realized will be applied to assistance over and above the regular strike benefits received from the ANG defense fund. Morale among the strikers remains at a consistently high level, the board noted.

The prospect of a long-continued strike situation is based on the seeming intention of the Defender management to appeal through all court levels the findings of the National Labor Relations Board in the complaint case brought at the Guild's instance, and treated in a December report by the trial examiner for the Board.

The intermediate report sustains the Guild's charges, and requires reinstatement and back pay for the strikers. Defender management is preparing a brief of exceptions to most of the recommendations.

Countering this move, both Guild counsel and attorneys for the NLRB's general counsel have also filed briefs, taking exception to parts of the intermediate report. The two briefs parallel each other consistently.

Areas in which the Guild and

General Counsel's attorneys desire to see the intermediate report strengthened are three in number.

They are the manner in which the trial examiner asks the NLRB to rectify the unfair labor practices against the "non-mechanical" staff, the "curious" disposition of the issue of farming out work from the mechanical department, and the crediting of testimony by Publisher John H. Sengstacke in describing a meeting with Byrd which the latter testified, with corroboration, had never taken place.

The Guild brief holds that no valid, bona fide offer of reinstatement was made to a group of employees listed by the trial examiner in the editorial, commercial, maintenance and miscellaneous departments. Telegrams sent in late May and early April last year merely declared that work was "available" to these individuals. Such an offer fails to meet NLRB standards for relief of liability to back pay, says the brief. Later letters offered "hire," rather than reinstatement, and also failed the board's requirements.

As to farming out, the Guild brief asserts that the practice of having type set elsewhere was clearly an ouster tactic, not a defensive device occasioned by the strike.

Alfred Kamin prepared the Chicago Guild's brief, and for the NLRB general counsel the attorney is Lawrence F. Doppelt.

Both the intermediate report and the briefs excepting to its findings go to the five-man National Labor Relations Board in Washington for review and decision. Appeals could delay implementation of the NLRB order for many months, through crowded court calendars.

Chicago, Ill. — Gifts from Guild sources toward the strike benefit payments to 60 Chicago Defender Guild members now in the eleventh month of their strike totaled \$364.75 in the two-week period ended February 16.

The standing of the fund: Previously acknowledged \$55,452.75 San Jose Guild 100.00

New York Guild	164.75
Detroit Guild	100.00
St. Louis Guild	50.00
Washington Guild	50.00
Portland, Me. Guild	50.00
Philadelphia Guild	25.00
Cincinnati Guild	25.00
Stockton Guild	25.00
Wire Service Guild	25.00
Berkeley Guild	25.00
Rye Guild	25.00
Rochford Guild	25.00
Shelbyville Guild	25.00
Gary Guild	50.00
TOTAL	\$268,317.54

Charter To Puerto Rico

(Continued from page 1)

cedure and removed advertising salesmen from the stepup wage provisions written into the contract for reporters. The salesmen now are guaranteed a drawing account to the top reporter minimum of \$120, with commission salesmen excepted from the top figure if their year's sales total is less.

The agreement provides double pay for overtime in excess of 44 hours a week for salaried employees. Starting minimums for reporters is \$75, going to \$120 in five years, with \$10 additional for chief photographer, assistant city editor, editorial writer, sports editor, women's editor, wire editor and night news editor.

In the vacation, severance, holiday and sick leave provisions there is a guarantee that such pay will not be deducted from commissions. The contract has a picket line clause and reserves the right to strike over dismissals not settled through grievances. Other unresolved disputes go to arbitration.

The contract calls for a \$2.50 weekly contribution by management to a hospitalization plan, dues check-off, notice to the Guild of job openings, and four weeks notice of dismissal of veteran employees, qualified only by gross misconduct, insubordination or neglect of duty.

The agreement is for a two-year period.

Organization at the Star, which now has a circulation in excess of 15,000, was aided by Colangelo.

2 From World-Tely Win '61 Broun Award

(Continued from page 1)

Wright said that if his stories had been effective in any way to relieve the migratory workers of their economic ills, his sweat, tears "and a tiny little bit of blood" it had cost him were worth while.

For the series by Mok, that reporter feigned mental illness to gain admission to the Kings County Hospital. His stories gave the patient's viewpoint of conditions existing in that institution, to correct which the New York City administration has now moved.

Mok told the luncheon group wryly that while it was easy to be admitted, getting released was much more complicated. Before he was released, he had actually been scheduled for transfer to a State institution.

Strout told the awards meeting that the selection chore had been a difficult one.

He had known Broun, he said, during his days on the old New York World, when Franklin P. Adams and Frank Sullivan were sharing the opposite-editorial page and men like Walter Lippmann were editing the paper.

"Those were glorious names and days," he said. "When the judges could examine as many fine examples of newspaper work as were included in this contest, we may still ask the question as to whether newspapers have gone down hill, but the quality of reportorial writing seems as good as ever."

He noted that honorable mentions go to Jack Mabley, of Chicago's American, for an initial expose of the John Birch Society; to Ian Menzies and Ian Forman

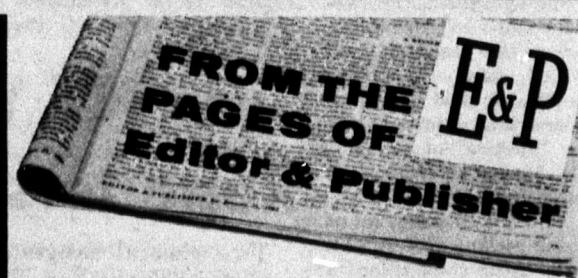
of the Boston Globe, for a series on education in Massachusetts schools; and to a New York Post, Irving Lieberman, De Forst and Normand Poirier, for their stories on an attempt to "fix" a Federal court case.

Strout regretted that an entry from the Overseas Weekly, revealing the methods used by Walker in indoctrinating men in his command, was ineligible under the rules restricting the award to work done in this country and Canada, the Guild's jurisdiction.

Brandon, first foreign correspondent to serve as a Broun award judge, noted the wide scope of the entries, saying that because of the geographical compactness of the British Isles their newspaper tend all to be national. The entries from the very small to the largest of American dailies, said, differ in that they show sharp awareness of local news, the point of lacking national interest. He noted that the citation to the Boston Globe was one of the very few entries dealing with the subject of education, although a national issue it has been since the launching of Sputnik.

He added that his invitation to serve as a Broun judge showed that the Anglo-American alliance "really exists."

ANG President Arthur Rosenstock presided. He said that the Broun award has come to represent the highest prestige in the newspaper field, not exceeded by the Pulitzer Awards, chosen last in each year.



ROAD TO SUCCESS BRIGHTENS FOR COPYBOYS

Copyboys who died at their posts did not serve in vain.

Today aspiring reporters receive encouragement (and \$5) for their efforts.

The New York Times, for example, pays close attention to the work of these neophytes and keeps the avenues of promotions open for them. Result? Times reporter staff boasts 35 past-post alumni!

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James B. Egan

The text of an IEB-adopted resolution:

In the untimely passing of Jim Egan the American Newspaper Guild has sustained a grievous loss.

His death, first of an incumbent international officer since Heywood Broun himself, leaves a void that will be difficult to fill. To thousands of members over the country, he was best known for his Brounish bulk and affability. He had that. But to those who knew him best he represented much more.

A dedicated Guildsman, he gave unstintingly of his time and effort. His fight to improve the lot of his fellow workers brought results and constitutes a tremendous contribution to working newspapermen everywhere.

Only those in his home unit and local can appreciate fully his activities over his entire Guild span. They best realize what his loss means in that area.

Colleagues on the International Executive Board who have worked with him and seen him in action have another view. To them he epitomizes the true trade union leader. He was in the forefront on labor-management relations. He also had great vision in considering programs and policies.

Those who knew his thinking intimately are aware of the soul searching involved when Jim was caught in the cross currents of differing viewpoints. In such instances he invariably contributed a saving factor to deliberations, while expressing his own beliefs forcefully.

His good humor and good counsel will be sorely missed. The International Executive Board, while voicing its own sense of loss, extends fullest sympathy to his mother, other members of his family and to his own local.

Wage Call Text

(Continued from Page 1)

We find we have achieved a 100 starting minimum in only nine newspaper contracts.

Fifteen years ago, in 1946, the Guild set a wage goal of \$100 for key classifications and attained the first \$100 minimum that year.

Since then, a study shows, the average top reporter minimum on 10 Guild papers with 100,000 circulation and over has increased \$8.49—from an average of \$4.34 in midyear 1947 to \$12.83 in midyear 1961.

That is an average increase of \$4.18 a year over the past fourteen years, which is almost identical with the average increase in the top reporter minimum for all settlements since last May 1—\$4.16.

At this rate, it will take us fourteen more years to raise our average top reporter minimum to our goal of \$200.00.

That's much too long.

No industry is more important to the proper functioning of a democracy than its press, and no worker has a better claim to a just wage than those who work for the press—now, today, in 1962 and not fourteen years from now.

In Sept. 1960, when the last Heller Budget was computed at the University of California, the "commonly accepted" standard of living for a "salaried junior professional" and family in the San Francisco area required a salary of \$186.77 a week—and that was a year and a half ago.

The average starting reporter minimum in all Guild contracts is \$73.31.

The average starting pay for all college graduates last June was \$108, according to Secretary of Labor Arthur Goldberg. The average starting pay for graduates of the Columbia University School of Journalism who went into newspaper work was \$103.

And while Columbia graduates who went into newspaper work last spring averaged \$103 a week, those who went into radio, television and magazine work averaged \$124 a week.

Those who went into aeronautical and electrical engineering averaged \$131.32 a week—\$28.29 more than the journalism school graduates who went into newspaper work.

We believe our wage goals were modest, realistic objectives when they were set by the St. Louis Convention five years ago, and with the passage of five years of rising costs and wages our claim on them has increased.

We have it within our power to achieve our wage goals within a reasonable time, but only if Guild members everywhere demonstrate the will and determination to do so and coordinate their bargaining to this end.

Increasingly in recent years, wage settlements throughout the Guild have been determined by wage patterns negotiated in New York and other large, key locals.

More than a dozen key locals are either already in negotiations or will be in negotiations by the end of the year, including New York, Boston, Chicago, Cleveland, Los Angeles, Philadelphia, St. Louis, San Francisco-Oakland, Seattle-Tacoma, Toronto, Vancouver-New Westminster, Washington and the Wire Services.

Accordingly, as the first step in a continuing campaign to achieve our wage goals in the shortest possible time, the IEB herewith convokes a National Wage Conference for the purpose of coordinating wage bargaining throughout the Guild.

The conference will be held late in April, at a specific time and place to be fixed by the Executive Vice President.

The IEB urges locals of all sizes to participate, for their own benefit and for the benefit of the entire Guild.

Those who actually handle or direct negotiations can sit down for intensive consideration of problems and answers. Certainly Guildsmen at this level have their own ideas.

By coordinating these ideas and developing them into a national program, a common offensive can be welded which will produce results.

Not the least of the problems to be faced is building the essential foundation of successful bargaining—the "will and determination" of Guild members and Guild leaders everywhere. Once that objective is attained, the coordination flowing from the conference can lead the Guild forward to achievement of its wage goals.



At 25-Year Mark: The annual President's Breakfast of the San Francisco-Oakland Guild honored seven of its membership for completing twenty-five years in the Guild. Gold emblems were presented by ANG

Vice President Harvey H. Wing. In the group are George Roscoe, Luther Meyer, Al Dipman, Miriam de Ford, J. Campbell Bruce, Duane Clark, Clifford Gessler and Wing. The seven were part of a larger group attaining the 25-year mark.

Guild-Wide Conference Called To Coordinate Wage Program

(Continued from Page 1)

to participate "for their own benefit and for the benefit of the entire Guild."

By co-ordinating ideas and developing them into a national program, it was emphasized, "a common offense can be welded which will produce results."

The report pointed out that five years ago this summer, the ANG Convention at St. Louis raised the Guild's wage goals to a minimum of \$200 a week for experienced employees in all key classifications, and \$100 a week for beginners in those classifications.

"We have," the report said, "achieved the \$200 minimum in only one magazine contract. We have yet to achieve it for a basic newspaper job classification."

"We find that we have achieved a \$100 starting minimum in only three newspaper contracts."

At the present rate, the report declared, "it will take us fourteen more years to raise our average top reporter minimum to our goal of \$200."

Bargaining all too often, it came out in discussion by board members, has become a pattern of \$4 and \$3 as insisted on by publishers.

(Full text of the adopted report appears elsewhere in this issue.)

"It is gratifying," declared Secretary-Treasurer Perlik, "to discover the board's reaction to this plan and the enthusiasm each has shown, which I am confident in the next few months will help this conference to succeed."

"We have all concluded that the Guild needs sparking, energizing, which has been missing far too long now. We run the risk of being 'four-and-three'd' to death if we don't find a way to break out of it."

"Hand in hand with the objective we have in mind must be the realization that coordinated bargaining of this sort will make it necessary for us to have rough bargaining in the larger areas of the Guild, in the principal cities such as New York, with all the consequences and all the financial problems."

"I do not think this should discourage us but inspire us to treat this wage conference as a challenge."

At recent Guild conventions, ANG President Rosenstock said, he felt he had made it clear that the \$3 and \$4 pattern was not going to be broken through easily.

"If the break-through is going

to come, the big thing, I think, here will be the dramatizing of the marshalling of the money, the need to get the money in the break-through. Our people will have to be dramatized to the realization."

In presenting the collective bargaining committee report, Chairman Woods warned, "If we are to move ahead and get the white collar worker, the newspaper worker, the wage he deserves, we have to do a better job of collective bargaining."

"I think this is one answer to it. I don't think it is a panacea but it is a start. If locals will participate in this and participate enthusiastically, I am sure we can achieve results."

Characterizing the conference as "probably the best move we have made in years," Vice President Jack Dobson, Toronto, declared "at the same time I don't think we should downgrade what the Guild has done."

"I don't think that is the intention."

"I think with the increases the Guild has gotten they have done an immeasurable amount of good through the United States and Canada—and the world. At the same time it is obvious we need to put stress on one area."

"I think if we all get behind it, this will amount to a new lead in the Guild story."

"I think what we are attempting to do is a renewal of the St. Louis Wage Conference which we had

commented Vice President Joseph some years ago, at which we developed a coordinated program," F. Collis, Wiles-Barre. "This should cut down the time when we will be able to reach our goal."

From Vice President Michael Mastrullo, Cincinnati, came this statement:

"We all agree the collective bargaining program needs a shot in the arm. I think this conference is that shot."

"I would like to point out," said Vice President Kenneth Rieger, Toledo, "that we come from various areas of the country and Canada and we can on our own help this conference to be a success by pushing it and informing the people we are acquainted with in our various areas."

"This is long overdue," said Vice President Richard Lane, Memphis. "I can assure you right now that Memphis will be represented at this meeting. I am going to contact each local in my region and I think each member of the board should do the same thing."

"We have a real problem," said Vice President George Muldowney, Wire Services, "and I am in favor of pushing it."

The Guild's first national wage ended key employees—was set up goal—a \$65 minimum for experienced in 1945. In 1946, that goal was raised to \$100.

Since then the goal has twice been raised: to \$150 in 1953; and to \$200 in 1957.

IT SEEMS TO US

As To \$92 Teacher Pay,

He Points A Guild Moral

NEW YORK CITY

Editor: Did the GR miss an opportunity to comment in the January 26 issue when it reprinted a New York Times editorial about the \$92 a week school teacher?

It seems to me we had an excellent opportunity to point out that the only jobs open to college graduates who want to make a career in journalism all too often are for copyboys at salaries between \$52 and \$61 a week. The higher rate is paid at the New York Times if the copy boy had some experience, on a college paper or did summertime work in the field.

It is unfortunate that so many aspiring journalists have to serve this kind of apprenticeship before

Letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. During elections or referenda, letters on the question to appear in the edition immediately preceding the distribution of ballots shall be confined to rebuttal of material appearing in the preceding edition.

they get an opportunity to try out for a reporter's job. The only alternative is to get a job on a small newspaper, which cannot afford \$92 a week while training reporters.

It is up to the Guild to overcome this by setting up a bargaining program that will provide a better deal for the beginning journalist.

ANTHONY STELLA
New York Guild



Philippine Bound: The John C. Cortis of Boston — eleven of them — were pictured at the San Francisco airport on their way to Manila, where the former local executive secretary will serve as associate representative of the Peace Corps. Standing are John C., Nicholas, Paul, Barbara and Rebecca. Seated are David, Alice, Susan on her mother's lap, Mary Elizabeth and Lydia.

—Photo by Joe Rosenthal, SPONG.

Text Of Portland Contract Moved To Unit For Ratification, Signature

(Continued from page 1)

men. We have accepted the defeat of the referendum in good grace, we consider what has happened is history, and look forward to continuing to act and function within the framework and spirit of the ANG.

The IEB action came on a motion by Secretary-Treasurer Charles A. Perlik, Jr. It was seconded by Vice Presidents Kenneth Kieger and Jack Dobson.

The Reporter contract had been before the board at its October session. At that meeting, the IEB instructed that an ANG international representative be sent into Portland to attempt to improve the terms of the proposed agreement. International Representative Loel Schrader was assigned.

With a recommendation that the local be given permission to submit for ratification, the proposed settlement went to the February meeting of the IEB from the Contracts Committee.

In its summary analysis, the committee listed these items on which improvement was achieved after Schrader went to Portland and negotiations were resumed.

Checkoff: Changed from 30-day revocation to ANG Model. Experience Credit: Added. Overtime: Removed provision for equal time off in work week by agreement.

Job Security: Deleted provision for management to be sole judge of competency and arbitration only if question of being arbitrary or capricious. Now no question of right to question discharge, but status quo clause does not apply in such cases.

Dual Jobs: Removed exclusion of Loop men and bureau reporters.

Guild Activity: Removed ban on Guild activity on Company time or Company premises beyond routine activities by officers.

Duration: Changed from 2/11/61-2/11/62, to 2/11/62 to 2/11/63.

The proposed settlement contains a full Guild Shop (not in effect).

Its wages (not in effect): various editors, \$155 after one year; desk editors, \$147.75, same; reporters, photographers, artists, display salesmen, etc., \$139.50 after four years; classified outside salesmen, \$102.75 after four years; classified phone, \$81 after four; stenographers, \$75 after four; clerks, \$66.50 after two.

The contract coverage is for all employees, editorial, ad, inside circulation, business office, telephone switchboard, promotion and purchasing.

In its analysis of the proposed settlement, the Contracts Committee said that "an Addendum agreement proposed simultaneously with the contract" would suspend union security for 12 months after other union contracts were in effect; and would suspend these clauses: severance pay, the 5-day, 40-hour week in all departments; minimum structure, experience, adequate minimums, no pay cuts, night differential, sick leave (in effect, but meaningless), vacations, holidays, checkoff, employee benefit and pension trust funds, dual work, temporary employees and limitation of reporter-photographer combinations.

The ANG treasury has received a refund of \$410.71 from premiums paid for bonding, as required by the Landrum-Griffin law. An agreement had been reached through AFL-CIO officers adjusting the rates originally imposed for such protection, by the bonding companies, based on satisfactory experience encountered by the companies in the first years since L-G became effective. The refund is being prorated for return to the locals which participate in the ANG bonding program.

On recommendation of the finance committee the IEB approved contributions of \$25 each to the City of Hope and Deborah Sanatorium, and of \$50 to the Canadian Cancer Fund.

The Budget

	Annual Budget	1st-2nd-3rd Qtr. Expend.	4th Qtr. Budget
Per Capita Taxes			
AFL-CIO	\$ 25,500.00	\$ 19,964.05	\$ 6,500.00
CLC	3,600.00	2,769.80	900.00
IFJ-IAFWNO	2,000.00	1,100.00	900.00
TOTAL	\$ 31,100.00	\$ 23,833.85	\$ 8,300.00
Organizing & Servicing			
Dir. & IRs Salaries	\$116,235.00	\$ 84,141.20	\$ 27,500.00
Secy-Stenos (1/6)	2,600.00	1,910.48	650.00
Dir. & IRs Expenses	40,000.00	37,569.78	10,000.00
Misc. Org. Expense	6,500.00	5,458.94	1,750.00
TOTAL	\$165,335.00	\$129,080.40	\$39,900.00
Collective Bargaining			
Exec. Secy-Contracts			
Comm. Salaries	\$ 9,282.00	\$ 6,961.50	\$ 2,320.50
Secy-Stenos (1/6)	2,600.00	1,910.48	650.00
Pension Consultation	2,500.00	2,035.00	600.00
Personnel Expenses	300.00	123.13	150.00
TOTAL	\$ 14,682.00	\$ 11,030.11	\$ 3,720.50
Research & Information			
Director Salary	\$ 12,012.00	\$ 9,009.00	\$ 3,003.00
Assistants	16,952.00	11,055.50	4,010.00
Secy-Stenos (1/6)	2,600.00	1,910.48	650.00
Director Expenses	750.00	206.95	200.00
Books & Periodicals	100.00	816.12	100.00
Legal & Col. Barg.			
Services	500.00	483.79	125.00
Subscriptions	400.00	573.37	100.00
Human Rights, COPE & Other Printed Material	300.00	82.00	100.00
Publications & Literature			
Contracts Survey	1,500.00	1,435.39	250.00
ANG Manual	1,400.00	1,593.17	—
Organizing & Other Lit.	1,500.00	1,752.20	1,000.00
Training Conf. and/or Seminars	1,000.00	(253.83)	500.00
Miscellaneous	200.00	155.55	50.00
TOTAL	\$ 39,214.00	\$ 28,819.69	\$ 10,088.50
Guild Reporter			
Editor's Salary	\$ 10,062.00	\$ 7,546.50	\$ 2,515.50
Assistant	9,126.00	4,927.00	2,294.50
Clerical (1/2)	2,200.00	1,687.20	550.00
Print. & Mail. Exp.	26,500.00	17,986.97	8,000.00
Postage	2,600.00	2,213.94	650.00
Addressing	1,200.00	873.85	400.00
Pix & Special Material	2,000.00	1,316.23	500.00
Miscellaneous	750.00	649.05	300.00
TOTAL	\$ 54,438.00	\$ 37,200.74	\$ 15,210.00
Administration			
Office Manager-Head			
Bookkeeper Salary	\$ 8,268.00	\$ 6,201.00	\$ 2,067.00
Secy-Stenos (3/6)	7,800.00	5,732.70	1,950.00
Bookkeeping Dept.	9,100.00	6,871.02	2,400.00
Clerical (1/2)	2,200.00	1,687.20	550.00
Rent & Maint. Exp.	13,800.00	10,000.00	3,375.00
Stationery & Supplies	6,000.00	3,236.70	1,500.00
Equipment	750.00	750.00	—
Telephone & Telegraph	7,500.00	6,738.17	2,000.00
Repairs & Improvements	500.00	534.54	150.00
Postage	4,000.00	2,757.42	1,500.00
Auditing	2,400.00	1,800.00	600.00
Insurance & Bonding	1,500.00	315.52	1,000.00
Employee Pension	5,000.00	4,297.00	1,000.00
Employee Health & Welfare	4,500.00	3,368.17	1,200.00
Miscellaneous	800.00	1,098.67	250.00
TOTAL	\$ 74,118.00	\$ 54,638.11	\$ 20,292.00
Executives			
Officers' Salaries	\$ 27,846.00	\$ 20,870.00	\$ 6,955.00
Officers' Expenses	7,500.00	5,189.85	2,500.00
TOTAL	\$ 35,346.00	\$ 26,059.85	\$ 9,455.00
Other Expenses			
Legal Fees	\$ 12,000.00	\$ 9,716.10	\$ 3,000.00
Payroll & Pers. Prop.			
Taxes	4,000.00	2,555.09	1,000.00
Contributions	1,000.00	1,263.18	250.00
Brown Award	500.00	—	500.00
Brown Award Expenses	500.00	447.39	300.00
Bad Award	1,000.00	1,000.00	—
Delegates & Committees	5,500.00	2,941.09	1,000.00
IEB Meetings	14,500.00	10,788.41	4,000.00
Severance Pay Provisions	10,000.00	7,179.68	2,500.00
Convention Reserve	9,500.00	7,125.00	2,375.00
Convention Exp. above Reserve	12,000.00	17,108.00	—
AFL-CIO Convention	2,000.00	3,226.40	250.00
TOTAL	\$ 72,500.00	\$ 63,350.34	\$ 15,175.00
TOTAL	\$486,733.00	\$374,013.09	\$122,141.00

LA Guild Gets Wage Hike, Bulk Fee For District Men

Los Angeles, Calif.—District and area managers' weekly allowance for carrying 500 papers or more a day is raised \$3 a week to \$36, in the new agreement between the Los Angeles Guild and the Long Beach Independent Press-Telegram. The district managers also get a \$4 wage hike to \$124.75.

The two-year contract, which became effective November 23, 1961, provides general and minimum increases of \$3 for those earning under \$100, \$4 for those earning \$100 and more, first year, with a wage reopener the second.

District advisors, who work 20 hours, get \$2. Reporters go up \$4, to \$149; telephone operators up \$3 to \$38.50.

Other improvements include: third week vacation after three years; upping severance pay by two weeks to a top of 34; and language that the publisher's present policy in regard to pensions is to be continued.

Huntington Park Ad Salesmen To \$129.75

Los Angeles, Calif.—Outside display advertising salesmen receive a \$3.50 increase to a new top minimum of \$129.75 as the result of settlement of the wage and expense reopener which the LA Guild has with the Huntington Park Signal.

Editorial employees fare the same as display men.

Office employees go up \$2.50 to \$61.95.

The general and minimums increases are \$2.50 to \$3.50. Mileage rates go up to 10 cents a mile. The contract runs for one year from September 1, 1961.

Clerks, Phone Operators Upgraded At Salem

Salem, Mass.—Upgrading of accounting clerks and switchboard operators results in the new Salem Guild-Salem News contract in raises of \$9 a week, minimums up to \$10.85.

The one-year agreement, which became effective October 1, 1961, contains \$2 wage increases across the board.

The increases bring the assistant editor, the top job, to \$150.95; reporters to \$129.50; photos to \$146; ad salesmen the same as reporters.

Other improvements were made in the welfare, coverage and Guild Shop clauses.

\$8 Across The Board Hikes Won At Lynn Item

Lynn, Mass.—Across the board general and minimum increases totaling \$8 are provided in the Lynn Guild has negotiated with the management of the Lynn Item. Four dollars across the board is called for each year.

The increases bring the copy desk and sports editor to \$128.50 and \$132.50. Reporter tops: \$120.50 and \$124.50.

The society editor, who was \$6.50 less than reporters, will be brought up to parity with them at the start of the second year. The job of editorial assistant has been added, starting at \$64, going to \$68 after one year.

Other improvements: overtime spelled out in cash; night differential—reporters on night assignments get \$2 extra for first night assignment in week, \$1 extra for each additional night; holidays—Columbus Day and Veterans Day added for a total of 10; grievance committee—publisher agrees to meet within five days; struck work—added: "Employees shall not be required to handle struck work coming from or destined for struck departments of the employer or to cross picket lines of employees of the employer at the employer's plant."

Improvements were also made in the military service clause. The pact became effective July 1, 1961.

CONTRACTS

Toronto Signs First TV Agreement With CFTO

Toronto, Ontario—An agreement covering the newsroom of Channel 9, gives the Guild its first contract with private TV in Canada.

The two-year pact between the Toronto Guild and CFTO became effective January 15, 1962.

Contract provisions include: Salary minimums to a top of \$165 for news editor (after 3 years), \$145 for assignment editor (three years), \$135 for news writer and reporter-interviewer (five years).

Maintenance of Guild membership for present members and voluntary, irrevocable check-off of Guild dues.

Standard job security provisions, including arbitration rights for individual firings, discussion prior to any economy cuts, bumping and resigning rights, rehiring lists.

Severance pay of one week per year to a top of four weeks; one month's notice or pay if broadcasting is discontinued.

Agreement on prior discussion with the Guild before introduction of a pension plan.

Five-day, 40-hour week with overtime.

Eight paid holidays; two weeks' vacation.

Sick leave up to six months, subject to review then; agreement to discuss improvements in the present health plan during the contract.

A \$20 differential for any employee except a reporter-interviewer for each appearance on a "live" interview for instantaneous broadcast.

Electrician, Machinist To \$121.50 In Toronto

Toronto, Ontario—Electrician and machinist category goes to \$121.50 in the first year of a two-year pact covering the Toronto Globe & Mail Delivery negotiated with the newspaper by the Toronto Guild. In the second year, the top minimum goes to \$128. A \$6.50 raise is provided for each year.

Minimum and general increases in the contract range from that figure to \$2.25 weekly for each year.

Loaders go up \$2.25 for \$70 the first year, another \$2.25 to \$70 the second; truck drivers up \$5 to \$93.50 the first, another \$5 to \$98.50 the second.

The severance pay arrangement is raised seven weeks to a 37-week top; night differential is ex-

tended to all groups; a third week of vacation is provided after 18 months and a fourth week after 23 years.

The pact became effective November 1, 1961.

2-Yr. Pacts Bring LI Pay Gains Of Up To \$10

New York City—Raises totaling up to \$10 over two years mark the new agreements between the New York Guild and the Long Island Press & Star Journal, effective January 27, 1962.

Three to \$5 minimum and general increases in the first year and \$2 to \$5 in the second are embodied.

Five-dollar increases in the minimums in the first year bring reporters and photographers to \$134, rewrite, deskmen and artists to \$139 and editors to \$150. For the editors, a \$5 second-year hike will bring them to \$155; for the other categories mentioned, the second-year raise is \$4.

Improvements were also made in the vacations, severance pay, service credit and job security sections of the contract.

Telegram Supplement Raises Average \$22

Toronto, Ont.—Total raises in a 14-month period of \$7 to \$37, with an average of \$22, are provided in a supplementary agreement to the main contract reached by the Toronto Newspaper Guild with the Telegram.

The supplement gives contractual protection to 13 heretofore uncovered full-time correspondents.

It runs from Jan. 1, 1962 to Feb. 28, 1963.

Wages start at \$75 and reach \$115 after four years. On Jan. 1, 1963, all steps go up \$2, then the supplement expires on Feb. 28, as does the main contract.

Full Guild Shop At Comtelburo

New York City—General and minimum increases of \$4 across the board the first year and \$3 the second have been negotiated with Comtelburo by the New York Guild.

The first year increase brings reporters to \$160, wire distributor to \$170, tabulators to \$134. Added classifications are teleprinter operator with a top of \$141.50 and tab salesman, \$147.40.

A former \$2 per week per employee contribution has been incorporated into wages. Now the management picks up the tab for the entire cost of Blue Cross and Blue Shield Expanded for each employee.

Other improvements include: union security—full Guild Shop; jurisdiction—ANG model language; job security—FEPC clause. Guild to be notified of all vacancies with full consideration for Guild candidates.

General wage—merit to be acknowledged by increases above the minimums, seniority clause on promotions strengthened, night differential of \$1 and \$2 per shift added.

Severance pay—ceiling upped four weeks to 56; holidays—ninth—personal birthday or wedding anniversary—added.



Salute: Charter Guildman Milton Miller, of the New York local, receives a plaque congratulating him on being named president of the Sports Lodge of B'nai B'rith. Making the presentation for the New York Guild is its secretary-treasurer, M. Michael Potoker.

—Photo by Harry Grogan, NY Guild

Veteran Guild Leader Sidney Barson Dies, 65

Sidney Barson, a founder and former president of the Harrisburg Guild and vice chairman of the Labor Press unit of the Washington Guild, died February 9 of a heart attack at his Washington home. He was 65 years old.

For the past three years he had been on the publications staff of the State, County and Municipal Employees union, with another Harrisburg Guild alumnus, Fred U. Ross, a friend of 40 years standing. Ross left Barson at the latter's apartment in northwest

Washington, on their way home from work. Barson's wife, Lena, found him dead when she came home an hour and a half later.

Barson was a delegate to eight consecutive ANG conventions, served for a dozen years as Harrisburg local president, and for 26 years was employed by the Evening News, covering the Dauphin County Courthouse for most of that time. He worked intensely to keep the Guild functioning and led the drives for first contracts with the News, the Patriot and the Telegraph, against bitter publisher opposition. When S. I. Newhouse bought the Patriot and News from the McCormick estate, Barson fell victim to an enforced resignation move, and came to Washington.

He worked for Labor Press Associates for a year, then founded and edited the Bureau of Ships

Journal for the Navy Department. Before joining the State, County and Municipal Employees union staff, he edited publications for a New York engineering firm. For AFSCME he aided in the publication of about 25 periodicals issued for locals and affiliated councils.

During his tenure as vice chairman of the Labor Press unit, the Washington Guild secured its first contract with the AFSCME.

Services were held February 11 at the Chisum Emunah Congregation's chapel in Penbrook cemetery, near Harrisburg.

Surviving are his wife; a brother, Harry, of Omaha; a son, Zelman, of Detroit, and four grandchildren.

Jack Carley

Memphis, Tenn.—Jack Carley, 67, a charter member of the Memphis Guild and a nationally known editorial writer for The Commercial Appeal, died in a Memphis hospital Feb. 20. Carley, who was night city editor at the time the local was formed in 1936, had been in semi-retirement for nearly a year because of a respiratory ailment. He was a close friend of FBI Director J. Edgar Hoover and for many years was a guest lecturer at the FBI Academy, stressing the press and law enforcement agency's relationship.

Herol Egan

Ocean City, N.J.—Herol Egan, retired Guildman who had belonged to the New York, Philadelphia and Wire Service Guild locals as a radio news writer for the Associated Press, died February 6, one month before his 69th birthday.

He served as a member of the British Royal Flying Corps in World War I and began newspaper work in the Paris office of the Chicago Tribune. In 1934, when the New York Herald of Paris absorbed the Chicago paper's Paris edition, Egan came to this country, working in Washington, D.C., and for the New York World's Fair press division before joining the AP in New York in 1943. He transferred to Philadelphia in 1946 and retired in 1958.



SIDNEY BARSON

EDITORIAL

Newspaper Pay

Decision this week by the International Executive Board to set up a wage conference this spring, to coordinate the bargaining programs of all Guild locals, will bring to many long-time Guild members warming memories of the last such gathering, held in St. Louis in 1946.

That was the year when the delegates to the ANG convention at Scranton startled even themselves by adopting a goal of \$100 a week as adequate minimum pay for a top-experienced reporter. The figure was startling because at that time no Guild local had been able to guarantee through contract as much as \$70 a week in pay, anywhere on the continent.

When the St. Louis gathering convened a couple of months after the convention, it was understandable that some attending were dubious of its results, and a few were openly skeptical. After all, a hundred bucks a week!

The St. Louis conference was like the Wright Brothers' first flight, small but successful, showing the route for aviation's progress, culminating this week in this country's man-in-orbit demonstration.

That \$100 goal has since become the objective set for beginners in the news writing category, instead of a top minimum. So far the Guild has moved toward adequate compensation for the people who serve the newspaper industry.

No trade union need apologize for striving for better pay for its members. That's a prime function of the Guild, as a union.

The proposed wage conference will rightly concern itself with ways and means of exerting the fullest powers of the Guild to accelerate what this week's IEB sessions described as a snail's pace toward stated wage goals.

But the results of such a wage conference could well go far beyond the immediate, gratifying pay increases to be negotiated.

Qualified observers repeatedly have credited the Guild with preserving newspaper publishers from some of the results of their own cupidity and ignorance. The wage conference and the program it will launch could carry that process still further.

Higher pay will make the newspaper business again competitive, against such well-heeled and free-spending rivals as public relations and electronic communications. Publishers will be able to retain their good men by matching the lure of higher pay in these competing areas.

Concededly, publishers are as a breed pachydermic. But the Guild has found that all have a sensitive area, their pocket books, and the Guild is peculiarly equipped to attack in that vital spot.

Perhaps enforced improvement in pay and hence in the product our members write, illustrate, edit, distribute and promote by advertising and circulation sales, is the only practical method of maintaining and extending press performance. The public service our newspapers must undertake, in informing the electorate in a hard-pressed and sometimes confused democracy, is their real reason for existence. Guildsmen have a life interest in that existence.

Ironically, by increasing the costs to publishers almost exclusively interested in costs and profits, the Guild may find itself actually increasing the black ink entries in the ledgers.

Selling this idea to the publishers, in the proposed new wage program, will doubtless be as difficult as it was to convince them, back in the late '40s, that the Guild was in earnest about its then ambitious goals.

But the Guild succeeded then. It will do so again, and to the ultimate good of the publishers and their balance sheets, regardless of the protests and objections.

Astronomical



DATELINE: WASHINGTON

Party Leadership Fails
Kennedy On Urban Issue

By WILLARD SHELTON, Washington Guild



American politics is notoriously compartmented and impersonal, and there is no law stating that a Democratic majority in Congress must vote in favor of each proposal a Democratic President submits.

Still, President Kennedy took so bad a beating on his reorganization plan to create a Department of Urban Affairs that questions arise about his luck in the congressional leadership he has available.

Mr. Kennedy said in his news conference February 21, just after the House had buried the reorganization plan, that undoubtedly there would be an Urban Affairs Department "sooner or later." He said "We are going to have to have" it. He said that since about 70 percent of our people now live in cities such a department will be recognized as "necessary and inevitable."

His news conference statement also carried an implication that rural and small-town legislators who killed the Urban Affairs Department might eventually regret it. What kind of country would we have, he asked, if "everyone who lives in a city area" voted constantly against "those things which were of assistance to the farmer."

It is a question that has occurred to others watching rural and small-town members of Congress asserting veto power over bills and appropriations designed to aid cities in such things as urban redevelopment, rapid transit systems, highways, school construction, public health. The small-town and rural majorities in Congress—exploiting the power given them by grossly disproportionate voting districts weighted against the cities—seldom show much consideration for the 70 percent.

The leadership problem the President faces in Congress is another matter, and the once heavily-touted White House "liaison" team on Capitol Hill seems strangely deficient.

On the Senate side, the White House tactics on the Urban Af-

fairs Department proposal blew up. The Democratic floor leader, Senator Mansfield of Montana, announced in advance that the Senate would take up the bill on February 19, the idea being that a favorable vote could be obtained and that this would influence the House vote.

Senator Humphrey of Minnesota, the assistant leader, said first that the proposal would get "52 votes" and then upped it "55 votes."

Bewilderingly, things then fell into total tactical confusion. Mansfield suddenly said that the February 19 debate would be postponed, the implication being that the postponement was scheduled to appease the injured feelings of Senator McClellan of Arkansas, chairman of the Government Operations Committee, who complained that his committee was being bypassed.

Representative Halleck of Indiana, the GOP House floor leader, promptly produced a Republican member to force a vote first in the House. Mansfield reversed his field and rescheduled an earlier test in the Senate.

McClellan managed to transform the issue, once again, from the substantive merit of an Urban Affairs Department into an issue of the prerogatives of his committee, which—he again said—had not completed its spade work. On a motion to force the bill to the floor, Mansfield lost 58 to 42.

The leaders hadn't done their head-count very well. Only four Republican senators voted for the urban affairs plan, while Kennedy, the White House liaison team and Mansfield lost 26 Democrats. These included the Southerners

and such sports as Lausche of Ohio and Dodd of Connecticut—but also included Chavez and Anderson of New Mexico, Hayden of Arizona, Bible and Cannon of Nevada.

On the House side, Speaker McCormack took a frightful beating. He had conceded the previous Sunday, in a couple of television programs, that the Administration didn't have the votes to put through the urban affairs plan. As the rollocc turned out, the President's proposal got the support of only 137 Democrats while 111 other Democrats voted against it.

Representative Halleck of Indiana, the Republican leader, lost only 13 votes breaking away from his party line, while 153 GOP members stood with him.

Nobody seriously doubts the accuracy of Mr. Kennedy's confident assertion that a Department of Urban Affairs will "sooner or later" come into existence, because the need for it is manifest. Indeed, it was expected earlier that a routine bill to create such a department would have won an easy majority on the House floor if the Rules Committee had not blocked it.

What happened was that the Rules Committee action pushed the Administration into an attempt to force the issue, and that the Senate and House Democratic leadership was totally unable to cope with the parliamentary situation this created. Mr. Halleck and Senate Republican Leader Dirksen of Illinois showed a skill at maneuver, an adroitness in exploiting issues and shifting issues, that left the Democrats collapsed.

McLaughlin Hurt In Auto Accident

West Orange, N. J.—ANG Vice President Daniel A. McLaughlin was injured last week in an automobile collision in Orange, for which he was hospitalized for three days and has since remained under doctor's care at his home here.

McLaughlin was driving home from attending a basketball tournament at Seton Hall University

Saturday evening, February 17, when the accident occurred. He was badly bruised and shaken, and was given emergency treatment at Community Hospital, where he was returned next day for admission and further treatment.

The IEB members at this week's meeting adopted resolutions expressing hope for his early full recovery.

The Guild Reporter

CHARLES E. CRISSEY, Editor

7 MAXWELL E. H. PYLE, Asst. Editor

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

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

Vol. XXIX, No. 5

February 23, 1962

American Newspaper Guild

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