

The Kentucky Press

PUBLISHED IN THE INTEREST OF COMMUNITY JOURNALISM - - OF, BY, AND FOR KENTUCKY NEWSPAPERS

VOLUME SEVENTEEN

November, 1945

NUMBER ONE

Apprenticeship Program For Weekly Shops

At the October meeting of the Newspaper Managers Association, the field managers of Alabama and Kansas gave exhaustive reports on procedures adopted to set up apprenticeship training in the qualified newspaper-printing offices in those states. The need for apprentice training in the printing trade was emphasized in the past four years when newspapers saw their printers, operators, and pressmen enter the armed services without sufficient qualified replacements to be found.

Kentucky, as those and many other states, needs qualified mechanical men in its printing shops and we have been lax in past years in urging our younger persons to learn the trade of printer, pressman, or operator. Realizing the real need for a well-organized and comprehensive apprentice program in the state, not discounting the ITU training program already in operation in many city newspaper plants, the problem was given a thorough study at the November meeting of the KPA Executive Committee, especially the establishment of a training program in qualified country newspaper plants. A resolution was passed unanimously:

"Resolved, that the Executive Committee of the Kentucky Press Association adopts the standard apprenticeship program, and, in cooperation with the U. S. Department of Labor, the Kentucky Apprenticeship Council, and the Veterans Facility, takes steps necessary to establish the apprenticeship program in newspaper and printing plants worth of the program under regulations as prescribed. We recommend that the ITU persons on printing and typography should be followed in the program if permissible."

The Secretary-Manager was ordered to investigate necessary procedure in establishing an apprenticeship program in qualified Kentucky newspaper plants. He has been in consultation with the U. S. Department of Labor, which will aid in establishing the program, and preliminary steps have already been taken. A full report will be made at the mid-winter meeting.

Procedure, regulated strictly by federal and state laws, will not be as difficult as first anticipated, especially as a program has already been set up in the office of the Morehead News. The state program will be open to any qualified person. Veterans can enter as apprentices or can take advantage of Veteran "In-training" under the Veterans Facility.

The apprenticeship program is fully explained in the following article by Ansel R. Cleary, Assistant Director, Apprentice-Training Service, War Manpower Commission:

Apprentice training is regaining today the popularity it once enjoyed in the days of the crafts and guilds. This is borne out by the surprising number of veterans who are seeking apprentice training to prepare for industrial trade careers. The automotive, airplane, sheet metal, plumbing and allied industries, all report a steady influx of apprentices with veterans outnumbering nonveteran enrollees, in some cases five to one.

It is fairly recently that we have begun to appreciate that our progress as a Nation, our wealth, and our strength is due largely to the ingenuity and skill of our craftsmen,

and we must conserve the source of their supply. That is why we have developed a Nation-wide program to maintain the ranks of our all-round skilled labor force. We call it our National Apprenticeship Program. Established by an Act of Congress in 1937, at the insistence of employers and labor, its function is to formulate standards to safeguard the welfare of apprentices, and to bring employers and labor together on programs of apprenticeship in order to maintain a national skilled labor force.

The objective of the program is to get the employer and labor organizations to do the training job themselves, with ATS functioning as a clearing house and to advise and assist in the setting-up of programs.

To carry out this idea two committees were set up: one a Federal Committee on Apprenticeship composed of representatives of management, labor, and Government to determine and approve standards of employment and training for apprentices; another, the General Committee on Apprenticeship for the Construction Industry, made up of leading representatives of management and of labor in the construction field, concentrates on promotional efforts and policy formation for apprentice training in its own industry. A number of States have followed this pattern by setting up State Apprenticeship Councils in the State Department of Labor to bring management and Labor together, and to uphold standards of employment and training for apprentices.

Setting up a Local Program

Obviously, the planning and policy making at the top are geared to the local pro-

gram where apprentices are actually employed and trained.

Generally speaking, there are two kinds of programs. One covers all of the employers in a particular trade. The other covers one or more trades in an individual establishment. Let us take as an example, the plumbing trade in city "A." We have a field representative working in the city whose job it is to promote and develop programs for the training of apprentices. He finds that the plumbing contractors have an organization and the journeymen are organized. He discusses the program of apprenticeship, finds that both are interested, but for different reasons. There is apt to be considerable difference of opinion on such matters as wage rates and the number of apprentices to be trained, but there is general agreement on the need for training and the need for a program. Since the master plumber may not be able to employ an apprentice all of the time but from time to time must employ skilled workers trained by others, there exists a community interest among the employers and the labor organization. ATS tries to get these interests together and help them iron out points of difference. It recommends the setting up of a Joint Committee on Apprenticeship, comprised of employers and representatives of the labor union, usually three of each. This committee derives its authority from the present bodies, and not from the Government.

With assistance of ATS, the committee, with the approval of the parent organizations, sets up an employment and training program. There may be anywhere from a half dozen to a hundred or more establishments involved in it, and agreement is set down in writing on such factors as: the number of apprentices to be trained, pay rates, qualifications for applicants, length of time to be spent on different processes of the trade, and how the program is to be managed.

While these committees may appoint a manager to handle administrative details, they nevertheless have a great deal of work to do. For example, they evaluate the work experience of an applicant and determine whether or not he is entitled to credit on the term of apprenticeship. If the committee finds the credit should be 3, 6, or 9 months, or a year or more, it will so advise the employer and he will be expected to pay the apprentice accordingly. Upon completion of the apprenticeship and upon recommendation of the employer or the Joint Committee on Apprenticeship, the apprentice is awarded a Certificate of Completion of Apprenticeship. For the crafts-

man this is equivalent to a college diploma, or a college certificate of competence in a particular field.

The successful functioning of these committees is a test of the success of ATS field work. Although the direction of the work and the selection and training of the apprentice on the job is the responsibility of the employer, ATS constantly assists with the job through its advisory service on matters of policy, employment and training standards.

Apprenticeship programs should also provide for a minimum of 144 hours per year of related instruction for each year of the apprenticeship. This supplemental training is usually provided by the public vocational schools. The Joint Committee reviews the content of the instructional material and the quality of instruction, and is responsible for seeing that apprentices attend classes and observe discipline.

At the Plant Level

In a plant the apprenticeship procedure is very much the same. There the nature of employment may be different, but if the workers are organized, ATS will recommend the setting up of a Joint Apprenticeship Committee comprised of labor and management. If the plant is large enough to have a supervisor of apprentices, the Joint Committee usually functions as a policy and review board. The actual administration of the program is handled by the supervisor who is responsible to management.

ATS also provides assistance to management where the workers are not organized. The program for such plants is also set down in writing with similar details on procedure, except that it does not provide for a Joint Apprenticeship Committee.

These individual programs become a part of the National Apprenticeship Program when they are registered with the appropriate State Apprenticeship Agency, or, if there is no such agency, with the Federal Committee on Apprenticeship. In this way ATS expects to maintain a current record of the apprentices in training by trades.

Veterans Seek Apprentice Training

Today, ATS, together with other organizations, is concerned with the job future of veterans.

Apprenticeship is a job; the apprenticed veteran is an employed worker. He is paid wages averaging over the term of apprenticeship at least 50 percent of the rate paid a skilled worker in the trade. The wage rate, starting relatively low, increases progressively to about 85 percent or more of the rate paid the journeyman. In terms of dollars and cents, of course, the actual wage varies from community to community.

The number of apprenticeship openings of course, will always depend on the economic state of the Nation. If business is good, there will be plenty of opportunities for veterans to learn skilled trades. If it is not good, apprenticeship opportunities would decrease. Neither employers nor labor would agree to laying off the skilled workers to keep apprentices.

The practice generally is to maintain the ratio between journeymen and apprentices to be employed. For example, this may be one apprentice to five journeymen steadily employed, or one to ten, depending on the need for apprentices. If a certain number of skilled workers are laid off, a number of apprentices may also be laid off to keep the ratio in line. The seniority rule among apprentices provides that in the event of lay-offs the last enrolled shall be the first cut off. Return to employment would be in reverse order; i.e., the last cut off would be the first returned.

Other points must be considered, too. Nearly all apprentices in training in the earlier stages of the war were taken by the military forces. How many will return to finish their training is anybody's guess. Some groups are not willing to add apprentices at this time because of the job obligation they have to the boys in the service.

Veterans applying for apprenticeship should have a sincere desire to learn a trade and should be helped to realize that apprenticeship is a long-term proposition which once started should be pursued to completion. They should be willing to sacrifice higher wages in return for skills which will provide them with a lifetime career. Veterans should know also that an apprenticeship cannot be had for the asking; that applicants are necessarily carefully selected. To those charged with interviewing veterans, we should say: **Don't oversell apprenticeship to them; don't urge them into it.** Give them the facts, let them know what will be expected of them and then let them reach their own decisions.

Apprentice Veterans Entitled to Allowances

Many veterans have trained and are training under Public Law 346, the Servicemen's Readjustment Act of 1944, and Public Law 16, the Rehabilitation Program of the Veterans Administration. Under the former, the "GI Bill of Rights," veterans who enter an apprenticeship program, approved in accordance with the terms of the Act, are entitled to a subsistence allowance in an amount to be determined by the Administrator of the Act. The maximum subsistence allowance as provided in the Act

Please Turn To Page Five

Pioneering Is A Habit At Atlantic & Pacific

The noteworthy Columbus Experiment, first concerted drive to track down and eliminate waste in the movement of produce from farm to kitchen, is the newest in a long line of A & P pioneering efforts. Ohio farmers, consumers, store and warehouse managers, packers, shippers and Ohio State University marketing experts are jointly engaged with A & P in the war on waste which annually costs 25 per cent of the nation's entire farm output.

This kind of pioneering is habit-forming. Every vital American institution is addicted to it, and over at the A & P the habit has had free rein for 86 years.

The very first red-fronted A & P store pioneered direct distribution by eliminating needless handlings and costs and retailing a cargo of tea, brought directly from China, at a third of prevailing prices.

These economies, later applied to an expanding variety of foods, met with public approval and resulted in America's pioneer chain store system, which has since been responsible for:

- Creation of Northern markets for Southern produce in winter months and nationwide outlets for many basic foods which were once sold only where they were grown;
- Inland distribution of seafood through establishment of modern freezer plants;
- A national market for the wholesome dairy products of the Middle West and the citrus products of the South and Far West;
- Encouragement of the future farmer by offering scholarships or farm equipment to boy and girl winners of the annual National Junior Vegetable Growers Association competition in production and marketing of vegetables;
- Sponsorship of a 3-year national poultry contest with substantial awards to the breeders who produce meatier types of chicken for the American dinner table;
- Successful promotion of turkeys as a year-round staple instead of the traditional "holiday" bird;
- Establishment of central and plant control laboratories to test products processed in its own and other plants;
- Voluntary grade labeling of its canned fruits and vegetables, as advocated by the U. S. Department of Agriculture;
- The shortest work-week and the highest pay for store employees in the retail food field;
- The lowest net profit in the history of the grocery business.

This account merely skims the surface of a great record of public service, but it does prove that pioneering is an old A & P habit and partly explains why the men and women of A & P are doing the nation's most efficient job of food distribution.

A & P FOOD STORES

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The Kentucky Press

The Kentucky Press Association recognizes the fundamental importance of the implied trust imposed on newspapers and dissemination of public information. It stands for truth, fairness, accuracy, and decency in the presentation of news, as set forth in the Canons of Journalism. It advocates strict ethical standards in its advertising column. It opposes the publication of propaganda under the guise of news. It affirms the obligation of a newspaper to frank, honest and fearless editorial expressions. It respects equality of opinion and the right of every individual to participation in the Constitutional guarantee of Freedom of the Press. It believes in the newspaper as a vital medium for civic, economic, social, and cultural community development and progress.

Volume Seventeen, Number One

Kentucky Press Association Officers

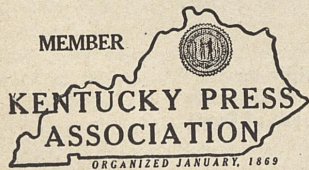
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Much has been said and written on the merits of wartime training. Many think that some magic was found which gave to war workers in short periods the skills and experience which had taken the all-around skilled workers years to acquire. With all due credit to the excellence of the war training job, the facts are that these war workers were not given training and experience in

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Victor R. Portmann, Editor-Publisher
Printed On The Kernel Press, Lexington

all the skills of a trade.

They were trained to do specific jobs and not as craftsmen, and are usually classed as semi-skilled. However, large numbers of semi-skilled and unskilled workers have been and will be used in civilian production, but to provide employment for them, it will be necessary to have an adequate number of all-round skilled workers to do such things as set up and maintain machines, and serve as leaders or key men, and the like.

The lack of skilled, all-round workers in the printing and allied trades is evident today, largely because we have failed in teaching and encouraging younger persons to learn the printing trade. Our printing offices are short of help, in many instances down to a skeleton force of yesterday, because of lack of trained reinforcements.

We must take immediate steps to train persons which will guarantee adequate staffs in the future in every printing office. This can be accomplished by an attractive apprenticeship training program in our qualified country print shops to supplement the ITU program already in effect in the larger city plants and newspapers. The Kentucky Press Association is taking steps to establish this program which, it is hoped, will be under way by the first of the new year.

Volume Seventeen Starting Number One

With this issue, the Kentucky Press enters Volume Seventeen which means the close of sixteen years of service to the state newspapers. We have always hoped that the editors and publishers of Kentucky have found the Press to be of value to them. Throughout the past sixteen years this has been our effort to make the Press interesting and worthwhile to its readers. We hope

that we have lived up to our slogan, first published sixteen years ago: "Published in the interest of Community Journalism; of, by, and for Kentucky Newspapers." We reiterate our pledge to do everything in our power to promote the highest ethics and principles of journalism in Kentucky.

No Apologies Needed To Raise Deserved Rates

We agree, with one important reservation, that now is the time to increase newspaper advertising rates. Assuming that your rate is too low and should be increased (this is not universally the case, however, and should be based on consistency among papers of a given circulation bracket), but assuming that a raise is in order, then we'd agree heartily with the quotation from the Jayhawker Press that right now is the time to take the step.

Our one reservation to their position is simply this: Why make apologies to your patrons for taking a routine step which merchants are doing daily? It is your own province to set your selling price at a figure which will yield the best volume and net return. Obviously an inordinately high rate defeats its own purpose; but on the other hand, you get little thanks for a rate which is too low, and when a depression comes you have no place to go.

Our further comment is that if you do decide to revise your rate, you do it in a routine manner which doesn't suggest that such an act calls for any defensive attitude.

Don't Be Sorry!

We note the rising tide of promotion schemes of one sort or another, both to "get sucker" newspapers and your readers. The high pressure boys didn't bother much during the war, but all, with many more, seem to be back now. Contact your Central Office for information on any of the schemes brought before you. It is better to be safe than sorry!

Elizabethtown Enterprise Latest ABC Member

Information from Chicago notifies the Press that the Elizabethtown Enterprise, S. B. Goodman, editor, has been admitted to membership in the Audit Bureau of Circulation. This gives Kentucky eleven members in ABC with many more applications on file. Let's set our goal at 50 ABC members by 1947—New York state now has 47 members. Surely, we have that number of progressive newspapers in Kentucky.

Continued From Page Three

for education and training is \$50 per month for single persons and \$75 per month for those with dependents.

Veterans with service-connected disabilities may elect to receive education or training under the Servicemen's Readjustment Act or the Veterans Rehabilitation Act, but not under both. However, most of them will and should be advised to seek training under the Rehabilitation Act. Veterans with a 10 percent or more service-connected disability which results in a vocational handicap, will receive an "increased pension" while serving an apprenticeship. The total amount received by the veteran apprentice in wages and Government payments under either Act may not at any time exceed the wage rate of the journeyman in the trade in which he is indentured. As an apprentice's wages are increased, Government payments are reduced.

The greatest "benefit" the employer and labor groups can bestow on veterans is to set up an adequate apprenticeship program in which a reasonable number of them can be trained as craftsmen. But there are other things which may also be of considerable benefit to veterans. For example, because of the normal maximum age regulations, some otherwise qualified veterans might be too old to enter into apprenticeship programs. Employers and labor unions are taking the stand that if the veteran was qualified to enter the apprenticeship program at the time he entered the military service his added years will not interfere with his entrance into apprentice training upon his discharge. Again, employers and labor unions are willing to take into account any applicable trade experience the veteran may have had either before entering the service or while in it.

How to Identify Apprenticeship Program

Some misunderstanding exists as to what apprentice training actually is. One conception is that it is the beginning job in any line of work. For example, an employer might say he is training apprentice machine operators. Actually he is training learners or beginners and the time of training will be relatively short. To distinguish between that type of training and a *bona fide* apprenticeship program where the trainees are given the opportunity to learn all the skills of a trade, ATS has formulated 10 test points:

1. Is the program set up in writing?
2. Does it provide that the apprentice be paid a progressively increasing schedule of wages so that his earnings keep pace with his skill?

ized, was the program approved both by management and the labor organization? If both did approve it, there will probably be a joint apprenticeship committee, but in any event when management and the union are in agreement on the program the veteran can be certain that the workers as well as management will give full cooperation in his training.

4. Is there a schedule of work processes with a statement of the amount of time the apprentice is to spend obtaining experience in each process?

5. Will there be a written agreement which the apprentice signs covering the terms and conditions of the apprentice's employment and training?

6. Will the apprentice be given a Certificate of Completion of Apprenticeship when he has finished his training?

7. Are apprentices to be given at least 144 hours per year of instruction in subjects related to their trade?

8. Is there a ratio provision or other means of controlling the number of apprentices to be employed? Such a provision is a good indication that the employer is not seeking cheap labor.

9. Does the program provide for supervision and a record system covering the work and training of the apprentice?

10. Is the program registered with a State or Federal Apprenticeship Agency?

If a program measures up to eight points out of the ten it will generally prove satisfactory.

Definitions

So that apprentice terminology will be clear, ATS has set down a few definitions. By a **skilled worker**, or **all-round skilled worker**, it means a person who has become proficient in all of the skills of a trade. An **apprenticeable trade** is a grouping of skills which require at least 4,000 hours of work experience to learn, supplemented by instruction in technical subjects related to the trade. There are three main **trade groupings**: the metal trades, the building trades, and the service trades. Within these groupings we find machinists, carpenters, plumbers, patternmakers, auto mechanics, bakers, and so on,—more than a hundred altogether. Standard trade practice is followed; training time may be 3, 4, 5, or 6 years.

Apprenticeable Occupations—No. 1 in a National Physical Demands Information Series

To aid local offices of the USES in referring servicemen to suitable apprentice training, and also to assist industry, a booklet, *Apprenticeable Occupations, No. 1 in a national physical demands information series*, has been revised and released by the

Division of Occupational Analysis of the WMC. A summary of the physical activities and working conditions of all trades is included in the booklet. It also includes the following basic elements of true apprenticeship:

1. An apprenticeable occupation is one that requires 4,000 or more hours to learn.

2. A schedule of the work processes to be learned on the job.

3. A progressively increasing scale of wages for the apprentice that should average not less than 50 percent of the journeyman's rate over the apprenticeship period.

4. Provision for related classroom instruction (144 hours per year of such instruction is normally considered necessary).

5. Terms and conditions of the employment and training of each apprentice to be stated in a written agreement and registered with the State Apprenticeship Council or the Federal Committee on Apprenticeship. (The councils and Federal committee are composed of representatives of management and labor.)

6. Review of local apprenticeship by the State Apprenticeship Council or the Federal Committee on Apprenticeship.

7. Apprenticeship to be jointly established by the employer and the employee.

8. Adequate supervision and the keeping of records for all apprenticeship programs.

Copies of the booklet may be obtained from the Superintendent of Documents, Government Printing Office, Washington 25, D. C.

Publishers who would desire to train veterans in their plants may do so under the G. I. Bill of Rights as set up by congress. Complete information concerning this may be procured from the Veterans Facility, Lexington. The certifying agency for printing plants, at present, is the U. S. Department of Labor, Robert Kirk, 425 South Fifth Street, Louisville. Further details will be worked out by your committee.

In 1943 Congress enacted a law providing for rehabilitation of disabled veterans through vocational training, and in 1944, enactment of GI Bill of Rights set up a further education and training program for all veterans. The education and training programs under these two laws are under the direction of the Vocational Rehabilitation and Education Division of the Veterans Administration which works in co-operation with the Federal Apprentice Training Service of the Department of Labor.

In addition, and this is important, right now, the GI Bill of Rights provides for a program of training veterans through actual work in the plants of various businesses,

and a similar provision is included in the disabled veterans training program.

A number of industries have availed themselves of the services of the Department of Labor's regional offices set up to advise and co-operate, in the formulation of apprenticeship.

In-plant or on-the-job training of all veterans, whether disabled or not, is provided through the GI Bill of Rights and the Disabled Veterans Law.

Publishers desiring to provide in-plant training in the printing trades for one or more veterans under the provisions of either of the above laws must follow a definite procedure, the details of which vary in each state. However, the first step that must be taken is to secure certification of the individual newspaper plant by the appropriate state and county agency.

After the details of certification and the setting up of an approved program have been completed, the regional office of the Veterans Administration will secure qualified veterans for the positions to be filled. Periodic reports are required by the Veterans Administration as to wages paid, progress being made, etc. The regional office of the Veterans Administration in this state is at Lexington.

The Veterans Administration is required to furnish tools and books.

A veteran of course cannot receive benefits until his application is filed with the Veterans Administration at the time he makes arrangements for training.

Under the GI Bill of Rights, the Veterans Administration pays the veteran, during the period of his training, \$50 per month if single and \$75 per month if he has dependents. Period of training ranges from one year or less if the course of instruction so requires up to a longer period, determined by the length of service in the armed forces, i.e., for a period equal to length of service plus one year, but in no case exceeding four years.

Under the Disabled Veterans Law, those being trained on the job are given a subsistence allowance of \$92 per month if single and \$103.50 per month if married, plus \$5.25 per month for each dependent child. In the event that the pension, Veterans Administration subsistence and salary received from the employer exceeds the salary for a trained worker in the field, the amount of subsistence allowance will be reduced accordingly.

The disabled veteran is entitled to a period of training not to exceed 4 years, regardless of length of service.

Under the GI Bill of Rights all veterans of World War II who have served 90 days

or more are entitled to education or training for a period of one year. In addition, veterans under 25 at the time of induction, and those over 25 whose education was interrupted by induction are eligible for an additional period of education and training equal to the length of time they were in active service up to a maximum of four years.

A veteran under the GI Bill of Rights is permitted to make his choice of a trade and to choose the facilities in which he will secure his training from a list of schools or other training facilities accredited by the Veterans Administration.

Tuition is paid by the Veterans Administration, and in addition sundry fees are paid for each veteran up to a maximum of \$500 per school year. During the period of education and training, the veteran is paid a subsistence allowance of \$50 a month if without dependents and \$75 a month if he has dependents.

In the case of disabled veterans the Veterans Administration selects the school which the veteran will attend and pays all tuition fees and sundry fees. The disabled veteran receives a subsistence allowance of \$92 per month if single and \$103.50 per month if married, plus \$5.25 per month for each dependent child.

Editors Guests Of Committee For Kentucky

Forty Kentucky editors were invited to attend a meeting, December 30, at the Henry Clay, Louisville, when the progress of the Committee for Kentucky was thoroughly outlined by President Harry Schacter. Speakers at the three-hour program were Dean Thomas Cooper, Dr. Maurice Seay, Commissioner William Brooker, and Joe Betts, who briefed the work already done.

Announcement was made of a syndicated column that will be available in January to every Kentucky newspaper without cost. This column will emphasize the human side of the work of the Committee for Kentucky.

The editors were guests of Mr. Schacter at a cocktail party and dinner. Later they heard, with the entire Committee, the report of Dr. Blackerby on the health situation in Kentucky.

Somerset Journal Has New Editor

John E. Pearce, Norton, Va., who recently received an honorable discharge from the Navy where he served as a lieutenant for four years, has accepted the position of managing editor of The Somerset Journal and entered upon his duties. Mr. Pearce

literally grew up in the newspaper business as his father owned and published weekly papers in Norton, Va., and Rutherfordton, N. C.

He was associated with his father until he entered the University of Kentucky, learning both the mechanical and editorial side. At the university he majored in journalism, was employed in the printing plant there, was editor of The Kentucky Kernel, student publication, and also editor and business manager of the student magazine.

Mr. Pearce succeeds Mr. Archie Frye, Jr., who resigned to become managing editor of the Georgetown newspapers.

Charles N. Mullican, 69 years old, who operated the C. N. Mullican Company, advertising agency, Louisville, died November 27 following a stroke. He was prominent in civic affairs in Louisville and was an honorary life member of the Louisville Advertising Club.

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**WESTERN
NEWSPAPER UNION**

Mid-Winter Meeting To Be Held January 24-26

Thursday, Friday, and Saturday, January 24-25-26, have been set by the Executive Committee for the annual mid-winter meeting at the Brown hotel, Louisville. The program committee, hard at work, promises one of the best programs in years—program to be announced in the January Press. On account of the ever-crowded condition of Louisville hotels on week ends, it is advisable for all, who intend to attend the convention, to make their reservations at once. The largest attendance is expected in January—make your plans to be there.

Bingham Returns To Courier Journal

Barry Bingham, president of the Courier-Journal and Louisville Times Company, returned to his desk after four and one-half years absence in the Navy.

Bingham entered the Navy in May, 1941, several months before Pearl Harbor and served tours of duty in both the Atlantic and Pacific theaters. He attained the rank of lieutenant commander and had charge of public relations for United States naval force in Europe. During the Normandy invasion he was given a Bronze Star Citation for the excellence of his work. Subsequently, he was transferred to Admiral Nimitz's staff on Guam, and handled the news media section during the months leading up to the Japanese surrender, which he witnessed on the battleship Missouri.

Does your newspaper carry a clear statement of classified advertising rates and policies in handling them in a prominent position on the want ad page? In checking through a number of state newspapers we find several that fail to include this important information that makes it easier for readers to use classified advertising. We also note that an increasing number of newspapers are using testimonial statements given by users of want ads. These two things are important in building your classified department.

Green River Republican Under New Management

Judge A. J. Bratcher has sold his interest in the Green River Republican to Otis and Onva White. Otis White will become the publisher, succeeding Judge A. J. Bratcher, but E. W. Neel will continue as editor until January 1, 1946. Otis White will continue to practice law, in connection with the newspaper work, after his term as County

Attorney expires on January 7. Onva enters the Southern Linotype school at Nashville, Tenn., to take the printing and Linotype course. When completed he will take charge of the printing department of the paper.

E. W. Neel has been connected with this paper for a number of years—having served the last 10 years as editor and manager. The Green River Republican has reached its

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three score years, having been issued since 1885.

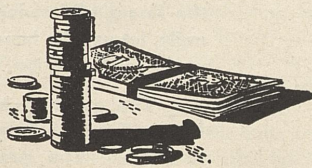
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A Thought For Christmas, 1945



We are approaching the Christmas season after nearly four years of war. New problems crowd upon us, even as we savor the almost forgotten joys of peace. True, devastation passed us by while other lands suffered greatly, but our traditional Yuletide spirit was muffled beneath the grim knowledge that brave young Americans were shielding our way of life with their bodies on foreign battlefields and on the sea and in the air.

Let us truly rejoice that peace is a welcome stranger in our festive midst this Christmas. Let us express our real happiness that it is a peace in which the forces of freedom are triumphant over the forces of tyranny. And, finally, let us take heed of our great and pressing obligation to prevent another world conflagration from ever engulfing our hard-won civilization.

The question before the Court of Public Opinion is not "Shall Our Nation Face the Future as a United People?" We MUST be united if we are to survive. The question, then, is "How?" In working toward the answer, however complex, to that all-important problem, one fact stands out.

Because we are blessed with a free press, because editors with the courage of their convictions are the rule rather than the exception, the great decision will not be made in closed chambers by a privileged few. It will be made by the American people, in possession of the full facts and exercising the only sovereignty our Constitution recognizes.

The fate of our American freedom in a chaotic world to a great extent rests in the hands of its most ardent defenders, the editors of Kentucky and the nation. So, on this Christmas, we face the future in the spirit expressed by a great English poet:

"Heap on more wood — the wind is chill;
But let it whistle as it will,
We'll keep our Christmas merry still!"



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