



World copy desk, a World copy desk will remember (news- men employed in affiliate mem- bership com- munity United was appointed to confer with members active in tion states its operate with in raising the and editorial to improve the h newspaper; k; for mutual

Publishers Split On Pay Ratings

(Continued from First Page)
Howard Davis, President of the A.N.P.A., reiterated that point; it was not original code.
Mr. Hanson: "It wasn't in ours. After that we had a number of members write in from the smaller places and ask what to do. I will say the A.N.P.A. was perfectly frank and told all of them if the N.E.A. code was a better one for them to go ahead and subscribe to that until after a permanent code has been adopted. But the time has come when I think the N.E.A. must realize there can't be competition between groups on these codes and we are not here in a competitive way. We are here just trying to do the one thing of adjusting hours, wages and working conditions, and we think a code can be written to take care of that in a flexible way according to conditions as they exist throughout the country without having two codes to do it."
The A.N.P.A. charged that the N.E.A. had been using the \$25 reporter feature in a promotion campaign to steal members. This was denied; but the following statement by James G. Stahlman, of the Southern Newspaper Publishers Association, went on the record: "If there have been any additions to the N.E.A. membership from the Southern Newspaper Publishers Association group since the code was projected, that membership of the Southern which has gone to the N.E.A. has gone by reason of the fact that the N.E.A. was able to secure that \$25 concession from the N.E.A. as contrasted with the \$35 provision, which was not in our original code."

History Written Behind Scenes

(Continued from First Page)
once of finding themselves in next day's news.
The hearing was held in the Department of Commerce Building before Dr. Rogers. For hours the members of the committee listened to fat speeches about freedom of the press. (1) accept collective bargaining but refuse to deal with any "outside" party, and (2) to employ child labor. Their turn to perform came in the afternoon.
Angry Delivers a Round
The gallery, seated with publishers' orators, burst into applause when Angly pleaded: "Take us up to the rest of the Blue Eagle, and

Guild Movement For California Gets Under Way

Organization Expected to Proceed Rapidly After Legislative Men Meet
OAKLAND, Calif., Dec. 7.—Newspaper employees in all parts of California are manifesting interest in the guild movement elsewhere in the United States, and efforts are being made to lay the groundwork for strong guilds in the cities, and possibly regional organizations for the smaller communities.
This latter form of organization has been suggested because eligibility in the smaller cities and towns might find it more convenient and effective. As in many other parts of the country, there have been numerous consolidations here in the last ten years, and many of the communities of less than 25,000 population now have only one newspaper. It is here, perhaps, that the need for organization is felt the most, for it has been almost invariably the rule, in consolidations, to pay to a minimum and let the less important news sources go unworked.
This, of course, was in direct contrast to the proposals to the public and advertisers at times of consolidations. The public was usually sold the idea on the argument that a non-competitive paper would result in a better paper and in better working conditions for those employed. But in many cases where one staff was to be discharged, the men willing to work at the lowest wages were the ones retained. There were cases where new and better machinery was installed but it would be difficult to cite an instance of benefits to employees.
The movement in Sacramento, the capital, will probably get under way in January, when the Legislature convenes and correspondents from all sections assemble. At this time, it is believed, the campaign throughout the state will be given considerable impetus.

Yonkers Leading Westchester Units

YONKERS, N. Y., Dec. 7.—With staffs completely organized except for a few executives, the Yonkers Newspaper Guild is now aiding the sixty-odd newspaper men and women on the seven other papers in Westchester County in the formation of affiliated units.
In Mount Vernon, wide support has been pledged in pre-organization conferences and a guild is about to complete organization there.
The Yonkers Guild, which now has thirty-five members, has elected officers.

Comprollers Call For Monthly Dues

The treasurer of the Newspaper Guild of New York has reminded chapter comprollers that dues for December are payable, and efforts are being made in all offices to prevent a delayed remittance. During the first month, November, dues were coming in long after the membership pledges had been filed and the guild had established permanent headquarters.
Notices of permanent arrangements have since been circulated in most cases, and the December showing is expected to meet the guild's insistence on a well ordered monthly budget.

N. Y. Constitution Available in Print

Inquiries on organization and orders for copies of *The Guild Reporter* are being handled at the office of the Newspaper Guild of New York, 55 West Forty-second Street.
It has been announced that a limited number of copies of the first edition of the paper are still available. This issue, described in detail the genesis of the guild movement and the organization set-up in New York. It also contained a copy of the New York Guild's revised constitution.

Newark Approves National Program

NEWARK, N. J., Dec. 7.—The Newark Guild has adopted a resolution authorizing the provision of financial support for a national organization. Emmet Crozier, Chester A. Keel and Nathan L. Goldberg have been named as delegates to the convention in Washington.
The guild membership has grown to 125.

Other Enrollments Awaited

It may well be reiterated that newspapermen in any city where a guild has not yet been formed, may take up collections and send delegates, that where this cannot be managed, they may constitute themselves as committees and ask by telegraph or letter that their city be included as charter guilds in the national body.
Organization has been considerably hampered by lack of funds. The New York guild has spent so much on forwarding national or-

(Continued on second page)

NATIONAL EDITION

The Guild Reporter

NATIONAL EDITION

Vol. 1, No. 2

NEW YORK, FRIDAY, DECEMBER 8, 1933

PRICE 5 CENTS

Tulsa Is First To Form Guild In Southwest

Favors Limiting Cuts to 5% of the Staff Total; Wants No Coolie Labor

TULSA, Okla., Dec. 7.—The Oklahoma Newspaper Guild of Tulsa, first guild to be organized in the Southwest, is working out its budget of instructions for a delegate whom it hopes to send to the national newspaper guild meeting to be held in Washington on December 15.

These probably will include expressions on minimum pay scales, hours' dismissal notices, cub training, so-called coolie labor and other matters that may come under a national N.E.A. newspaper code or that may arise in possible collective bargaining with publisher representatives.

Resolutions recently adopted, authorizing the Newspaper Guild of New York to represent the Tulsa guild at the hearing before Deputy Lindsay Rogers of the N.R.A., represented the attitude of the Tulsa guild on some of these affairs, but probably will be expanded for presentation at the national convention.

Collects Data on Pay Rates

In addition, the Tulsa guild is assembling information on rates of pay, experience and term of employment for the staffs of Tulsa newspapers and expects to have similar information for a few other papers in the immediate area, to be cleared through the New York guild for presentation to Deputy Rogers in connection with code provisions relating to editorial workers.

The resolutions referred to favored a forty-hour week for editorial workers on newspapers with more than one daily edition, regardless of geographical location; minimum salary of \$20 for beginners, \$35 after one year and \$40 after two years, with cuts to serve a year's apprenticeship and their number to be limited to 5 per cent of the total staff; dismissal notice of one week to six months, for men of six months to five or more years of service; prohibition of coolie labor (working for experience)

(Continued on second page)

Unite, Says Johnson, And You Get Things

During a recent discussion of industrial codes in Atlanta, as reported by the Associated Press, General Hugh S. Johnson gave a word of advice to the newspaper men of the city. "Are the newspaper reporters taken care of?" he was asked.

"Well," he answered slowly, "I believe that is one of the matters that has not been finally disposed of."

He turned to the questioner. "Have you a newspaper guild here?" Informed there was no such organization, he said: "Well, you ought to have one. That's the way you are going to get things—organize!"

Unity Speeded In Northwest By Twin Cities

St. Paul & Minneapolis Guild Ready to Help All Neighbor Groups

MINNEAPOLIS, Dec. 7.—R. S. Gillilan and G. B. Wollan have been chosen as the delegates of the Newspaper Guild of the Twin Cities of Minneapolis and St. Paul to the national conference at Washington on December 15.

The Twin Cities guild, now firmly established as one of the oldest in the country, is doing everything it can to speed the movement in the northwest. Duluth, with half a hundred men interested, is expected to send at least one delegate to Washington.

"As to the convention program and our attitude," Mr. Wollan said today, "I will say that we are strong for formation of a national guild and will do our part in this section of the country. We certainly hope that newspaper men and women throughout the country will see their present opportunity for getting together for mutual benefit and protection and take all possible advantage thereof."

"There is no time like the present for putting it over, under the N.R.A. collective bargaining vision and the sympathetic attitude of General Hugh S. Johnson, of the Federal administration. Our bunch simply can not understand why editorial workers of the nation should not be 100 per cent for local and national organization."

The Twin Cities guild has drafted an agenda for presentation to the national convention. Newspaper men in Minneapolis and St. Paul are known to favor a strong stand for minimum wages, maximum hours and dismissal notices. Before the national convention was called Mr. Wollan had informed New York that "in event the New York guild is not in position to call a meeting to organize a nation-wide adoption of guilds, the Twin Cities guild is ready and willing to assume the initiative."

Boston Eager To Lead Off In New England

Confident Big Cities Will Be Quick to Follow With Own Campaign

BOSTON, Dec. 7.—The New England newspaper field is faced with problems peculiar to this section alone. In the first place, Boston, being the so-called center of metropolitan dailies, must initiate any action which may afterwards spread through the rest of New England.

At present there is more hope for success in such initiation of action than there has been since the now defunct newsmen's union was organized many years ago. There is much dissatisfaction in the rank and file with salaries, hours and, of course, working conditions. There are some who are advocating a union again.

Union Idea Not Popular

The original union failed because of defections in the ranks. Those who are not in favor of a union argue that such form of organization is not the answer to the present problem of placing the profession on a permanent plan satisfactory to those engaged in it. The reception of the guild idea here has been more than favorable. Many expressed great enthusiasm when the guild proposition was broached. But nothing actually has been done toward organizing a Boston guild because Boston wants to follow the instructions and advice of the New York guild, who have done a remarkable piece of work.

Boston does not wish to go off half cocked in the enthusiasm of the moment and for that reason it looks to the New York Guild for counsel as to what form the guild here should take. That means that Boston is anxious to know whether the guild is to be an incorporated body, or merely an informal organization of enthusiasts. Every one in the profession knows that ego and alter ego play a great part in any organization of newspapermen.

At present in Boston the only organization of newspapermen is a purely social one. It is the Bedfords Club, organized a year and a half ago for the purpose of bringing into closer touch the newspapermen of the city. It is fortunate that Boston has that, because at least the club gives the men a common meeting place where ideas may be exchanged and where such matters as the forming of a guild may be made the subject of a formal club meeting.

Unrest Throughout Region

The unrest which one notices in this city is mirrored in the other New England newspaper centers. Such a place as Springfield, where every paper in town is owned by one group, presents problems which only a guild or similar organization could solve. Boston feels so that cities like Providence, R. I., Portland, Me., Concord, Manchester and Nashua, N. H., Worcester and Springfield will quickly follow.

In essence the Boston papers are really New England papers. By concentrating early efforts here, newspapermen would be in shape every day to help their fellow workers in the other cities where, from what one gathers, they are sadly in need of help. New York may rest assured that the writer does not exaggerate when he says that organizing a guild here will be a pleasure for a large nucleus of sincere and ardent newspapermen who have followed New York's activity with avid interest.

Guild Idea Spreads As Delegations Face Toward Washington

N.E.A. Code Outlines Business Publicity

"We are struck," says Editor and Publisher, commenting on the proposed National Editorial Association code, "by one clause... that would outlaw free commercial publicity. It accepted in spirit and fact, it would save for the daily newspaper publishers of the United States an estimated \$25,000,000 per annum, let alone perhaps twice that sum in ruined prestige among readers who regard concealed advertising in news and editorial columns as an offense against subscriber intelligence."

Unity Proposal Under Debate In Birmingham

Age-Herald, News and Post Staffs Deliberate; N.R.A. Benefits Noted

BIRMINGHAM, Ala., Dec. 7.—Organization of a guild is under discussion among interested groups on the staffs of the three Birmingham papers, the News, the Age-Herald and the Post.

The New Deal already has resulted in "pay increases" for cubs "working for experience only". A few had been paid \$2.50 for expenses. Since the Blue Eagle appeared in the mastheads, a minimum wage of \$14.50 has been maintained.

Two-week dismissal notices always have been given here. The possibility of further benefits through the N.R.A. is apparent to the 100 editorial workers employed here, for Memphis already is working successfully under a forty-hour week. This, it is generally held, could be put into effect here.

Guild Affiliation Put Up to Staffs By Buffalo Club

Questionnaire Brings Out Sentiment for Formation of a Professional Body

BUFFALO, N. Y., Dec. 7.—Favorable responses have attended the questionnaire on organization of a Buffalo Newspaper Guild, circulated among the staffs of the three newspapers, the Courier-Express, the Times and the Evening News.

Some sentiment has appeared in the membership of the Press Club, which essentially is a social organization, for formation of the guild through the club. This was considered at a meeting called under the club's auspices.

The first issue of the Guild Reporter, widely distributed here, aroused a feeling for guild organization despite the recalcitrance and indifference common in the craft.

Whether a representative should be sent to Washington was discussed at the first open meeting, which was preceded by informal gatherings.

Newark Approves National Program

(Continued on second page)

Action in Major Cities Caught up by Smaller Groups Seeking Voice In National Convention

U.S. Extends Hand

Johnson to Give Opening Address as Newspaper Men Foregather

The Newspaper Guild movement is now under way throughout the United States. From Maine to Florida, from Minnesota to Texas, from California and even from Honolulu has come word of the inception of guilds.

The impact and scope of the movement, as registered in the temporary clearing house at New York, is unmistakably growing, for the inquiries, reports, pledges, advice and calls for assistance that at first came only from the major cities are now issuing out of cities of all sizes, towns, and even sources connected with state and interstate organization. By common consent American newspaper men and women have become concerned with the importance to the public and to themselves of an association that can truly represent them among the great, articulate groups of modern society.

Johnson Accepts Call to Speak

General Hugh S. Johnson, the President's Recovery Administrator, has accepted an invitation to address the meeting at the New Willard Hotel in Washington, on December 15, at which time an American Newspaper Guild is to come formally into being.

The powerful Federal agency which he heads has been willing, from the outset, to consult with guild members, as it has consulted with all other groups of employees. But newspaper people will feel that this recognition by the General is a significant token of their established importance as a body.

General Johnson is to make his address at a luncheon. The opening session of the first national convention is expected to start at 10 o'clock in the morning, when plans and proposals as to the best form of national organization will be presented. The Recovery Administrator will probably be the only speaker at the luncheon. Following this, either a constitution or a working agreement will be adopted. The election of officers will be the final business of the meetings, which may last well into the night.

New York Defers to Other Units

The Newspaper Guild of New York has not, as this goes to press, formulated its own plan for national organization. It will, of course, present a plan, but its delegates are well aware that New York represents only a fractional segment of the newspapermen of the country, and that the balance of preference and responsibility lies elsewhere.

The importance of a plan that will work everywhere is made increasingly evident by the fact that newspapermen in many cities are unable to organize without outside aid and counsel. Whether this may be attributed to a peculiar timidity or to lack of machinery is not easily to be determined. Whatever the explanation, the enforcement or actual observance of the expected forty-hour week will certainly have to rest, in most cities, upon the efficacy of a national guild.

Just how many delegates will attend the national meeting is not yet known. Some guilds are quick in reporting, some slow. Notification that delegates will be present has been received from places as distant as St. Paul-Minneapolis. Organizations near New York are all sending delegates.

Other Enrollments Awaited

It may well be reiterated that newspapermen in any city where a guild has not yet been formed, may take up collections and send delegates, that where this cannot be managed, they may constitute themselves as committees and ask by telegraph or letter that their city be included as charter guilds in the national body.

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(Continued on second page)

The Guild Reporter

Published temporarily by the Newspaper Guild of New York in the interests of newspaper editorial employees throughout the nation.

Office: 55 W. 42d St., New York
Telephone: LOngacre 5-4137

Friday, December 8, 1933

Comment Here and Abroad

On the eve of national organization The Guild Reporter can do no better than direct the attention of newspaper men to certain comments on the guild movement from sources of considerable influence in the newspaper world.

From Editor and Publisher:

Editorial people are not, as a rule, money-minded. Editors would not trust first-class editorial work to a man who was thinking of his own, not the public interest. This is what is known as "editorial loyalty" in its finest form. It is a pleasure and an honor to serve under such a banner. But in the process some editorial men, whose lack of self-interest has been mistakenly interpreted as simple-mindedness, have been outrageously exploited. It would be remarkable if there were no reaction.

The brunt of hard times in the newspaper office has fallen upon the editorial worker. We know of some well-managed and prosperous newspapers that have kept their editorial workers on an economic par with other employees, but in many offices union employees and sales forces have received much better protection. It seemed to be the line of least resistance to cut editorial payrolls, drop faithful employees on short notice, double and redouble assignments to get the work done.

From the Journal of the British Institute of Journalists:

Until "Nira" forced their hands, American journalists had made no serious attempt to organize themselves. Even at the expense of falling victim to "hire-and-fire" methods, of playing second fiddle to the commercial side, of being denied adequate holidays, of being grossly underpaid, they clung to their individualist attitude.

All journalists are individualists, *per se*, in so far as their professional work is concerned. When, however, they are assailed on all sides, not as individuals but as a body, they must unite in their common interest and for the advancement of their craft.

It is good to learn, from the article which Mr. Percy S. Bullen contributes to this issue of *The Journal*, that the excellent model provided by the institute will probably be copied by our colleagues in the United States. And it is to be hoped that they will, at the outset, profit by our experience on this side of the Atlantic and avoid the duplication of effort and the division of forces that has weakened the position of the British journalist.

From an article by Percy S. Bullen, overseas honorary secretary of the institute (for the United States), in the same publication:

What the Bar Association has done for the American lawyer, or the American Medical Association for the doctor, or the Church Society for the clergyman, an Institute of American Journalists may, and undoubtedly will, accomplish for the promotion and maintenance of the status, rights and privileges of the working newspaperman and woman.

To anybody who, like your honorary secretary, has lived for thirty years in America, in daily contact with newspapers and their reporters, the necessity of an American organization for the rank and file somewhat on the same principle as the existing editors' and publishers' association is abundantly evident. In the last few years—since the great smash of 1929—the lot of the American reporter has been unenviable. All over the country he has been "fired" at a week's notice. In New York—"the richest city in the world," to quote the guide book—he has suffered cuts in salary ranging from 10 to 25 per cent. No doubt, some of the readjustment of which bitter complaint has been made has been incidental to the great depression, but not all.

As things are today in America, the uncertainties of the newspaper craft are, and have been, responsible for a big migration of the best newspaper men to more remunerative positions. Most of them have become "public relations counsel"—a sublimation of the old-fashioned press agent. Others have used their training for the establishment of new forms of business serving trade and finance. A great many are resting—compulsorily—awaiting better times.

It may be said for "Nira" and

Art Departments And the Guild

If newspaper guilds are to achieve the full support of all classes of newspaper workers, the problems peculiar to departments outside the city room must get prompt consideration, along with the needs of men who write and edit news matter. In the opinion of Richard F. Crandell, of the New York Herald Tribune, who has written at some length of art departments in response to a request from *The Guild Reporter*, as one who had extensive reportorial and city desk experience before becoming a rotogravure editor, Mr. Crandell has a wider view of newspaper problems than most men of his craft. It will, of course, be understood, that his views apply only to metropolitan staffs.

"Most metropolitan newspapermen of the city room," Mr. Crandell writes, "have only a nebulous idea of what the art department is. For their benefit it might be well to explain that the art department of most metropolitan newspapers consists of retouchers who are sometimes first class artists, presided over by a director. These artists crop, measure, touch up and lay out pictures. They are the copy-readers for the photographers. Photographers, in a separate department, are in charge of a picture editor, who acts as their city editor. The enlistment of these editorial workers in the Newspaper Guild has been necessarily slow. Many of them, indeed, never have been asked to join.

"Probably it will surprise a lot of editorial workers to know that since 1912 the newspaper photographers of New York have been organized for mutual help and that they are miles ahead of the city room in experience and financial standing. While their writing co-workers, slightly balmier from keeping up the poisonous romanticism of Richard Harding Davis, have been going on as ragged individualists, these skilled artisans of the camera have built up an organization which in times of stress helps out unemployed and sick members with cash. The only group action I ever heard of among reporters was an interrelated borrowing fund. The Newspaper Guild looks like the greatest innovation for newspapermen since the coming of the typewriter.

"In the Press Photographers Association of New York there are now about 156 members. Overtures have been made to them to join the guild as a group but as yet there has been no agreement on this. The guild sent a representative, Marshall Newton of the New York Times, to one of their meetings at the Hotel New Yorker, to explain its purpose, and while there is a friendly feeling on the part of the individual cameramen, as a group they are inclined to wait for publication of the newspaper code. In line with this they had a special hearing before Dr. Lindsay Rogers at Columbia. The code expert advised them to wait. They are realists and though every bit as skilled in telling their stories to readers as are reporters (did you see the San Jose hanging pictures?) they long ago reached a \$35 minimum. Their membership as a group in the Guild in New York and elsewhere would give an aggressive and sound impetus to the forces of editorial employees. Many of them now belong to the guild.

"Among the newspaper artists there is no organization but by reason of the fact that theirs is a skilled craft which can't be replaced overnight by college greenlings, the average salary in New York is about \$75 a week. As one who made a survey of salaries among reporters and copy-readers in 1928 and found the New York average to be \$68.50, this comes as a shock. The \$75 figure is strictly an estimate among the artists, however, and should be subject to check by the Guild. Among the artists the reaction to the Guild is, 'What's to be gained by joining?' While a scattered few have joined, the bulk is waiting to be convinced. The best report of artists joining and co-operating with the guild came from the World-Telegram.

"If the guild is to be made strong and impressive by numbers it would be a good idea for city room workers to get into the picture and art departments and enlist new members there. Artists and photographers have the professional sense but they have the erroneous impression that the reporters are running the guild for the city room and that their memberships would be only sustaining ones. The guild constitution and the code says—'editorial employees'.

the chief administrators that they have infused new life and ambition into the rank and file of the newspaper craft, and while some journals may disappear as a result, those which remain will be conducted on a basis of newspaper ethics comparable with the leading papers of Great Britain.

Philadelphia Acts For a Constitution

The newspaper Guild of Philadelphia came into being on Sunday, November 26, at a meeting at the Broadwood Hotel, called by Andrew McClean Parker, of the Philadelphia Record. Information on the guild movement was furnished by Morris Watson, Luther A. Huston and J. Eddy, members of the executive committee of the New York Guild.

Parker and the New Yorkers left after brief speeches, whereupon the newspaper men of Philadelphia got down to business. An executive committee was formed to carry on the work of organization, with Paul Comly French as chairman.

The Philadelphia Guild expects to send delegates to the Washington meeting and to have its constitution ready for adoption by December 17.

Tulsa Is First In Southwest

(Continued from first page)

only; preservation of present weekly pay scales regardless of hour changes.

Some response has come from surrounding cities to the Tulsa guild's invitations. At some other points editorial workers have been reluctant to participate, saying they feared publisher disapproval.

Because of conditions which, Tulsa guild members feel, are different from those in more populous areas, the Oklahoma Newspaper Guild of Tulsa provided three classes of membership. An active member may be anyone employed in the editorial department, up to the publisher. An associate member is one capable of doing newspaper work but not employed in newspaper editorial work. An affiliate member is one engaged in editorial work in a city other than Tulsa. This set-up is designed to permit the Tulsa group to serve as an organization nucleus for staffs of one to four or five workers in towns within a hundred miles or so.

An executive committee of five gives representation to each class of membership and has considerable authority in management of the guild. Three members have been elected so far. They are John Booker, of the Tulsa Tribune; Russell A. Gideon, Tulsa World; George Ketcham, Tulsa World, member at large.

Officers are: Edward Burke, World, vice president and acting president (Paul Hedrick, World, having declined because of heavy duties to serve as president); Duncan Wall, Tribune, secretary-treasurer.

Charter members include, besides these: Harmon Phillips, Toby LaForge, Dal Dalrymple, Virgil Curry, Ed Murray, William P. Steven, Joe Meyer, all of the Tribune; Henry Burchfield, John I. Sparks Jr., Alvin Duvall, Warren Abbott, Larry Smith, Curtis Huff, J. Nelson Taylor, all of the World; Gus Field, Sand Springs Leader; Margaret Eakin, Sapulpa Herald; and George Goodale, United Press.

Delegates Face Toward Capital

(Continued from first page)

organization that some of its members are complaining—and our dues, at \$1 a month, are higher than in any other guild that we know of. It has been pointed out, in this connection, that dues in the British Institute of Journalists are about \$12 a year; that it costs some \$44 a year to belong to the Press Club in Washington; that news workers earning less than \$20 a week pay 40 cents of that to their unions; that the only union of newspaper men in this country acts more than \$6 a month from its membership. If the guild movement is worth anything it is worth the price of a few cigars a month.

On the general question of national organization there seem to be two schools of thought. One holds that it is possible immediately—almost at once—to elect national officers who will satisfactorily perform the tremendous job of bringing about effective and inclusive nation-wide organization. The other is in favor of appointing regional directors of organization, naming a salaried organizer, and holding a final organization meeting six months hence in a middle Western city at which a constitution satisfactory to all would be adopted and national officers elected. There is some opposition at present to the payment of salaries to officers—and in any event it is considered highly unlikely that payment of more than one officer will be possible until he has been able to organize the key centers, the largest cities.

—J. EDDY.

A Code for Press Associations

The Newspaper Guild of New York—and likely the American Newspaper Guild when it comes into being—is prepared to shatter precedent with the presentation of a code of fair competition for press associations.

Along with adequate "breaks" for editorial employees in the daily newspaper code, a code for press associations is one of the first major objectives of the ever-strengthening guild movement.

The New York Guild has taken the initiative and accomplished much of the groundwork. It created a press association committee, consisting of the officers of the guild and eight press association employee members. It sent to every press association man in the country whose name was available a letter, a proxy form and a questionnaire.

The proxy forms and questionnaires are being returned in large numbers and it now appears that the committee will represent a good majority of press association editorial employees when the matter of a code comes before the N.R.A.

Moreover, because of the questionnaires, the committee will have at hand data on which to base its demands.

Much misunderstanding followed the announcement that press associations were not to be included in the code for daily newspapers. The argument that press associations are a part of the newspaper industry was advanced by the guild, but was not accepted by either the N.R.A. or the American Newspaper Publishers' Association.

The guild has since taken the position that it is vitally interested in a press association code, first, because press association employees are included in its membership, and second, because the editorial employees of newspapers and press associations are interchangeable,—so, whether its membership is to come under one code or forty the front will remain united, and in each case the guild will try to obtain the best possible deal in accordance with its viewpoint.

Among many there has also been misunderstanding of the purposes and methods of the N.R.A. itself. The question has often been put: "Why, since press association edi-

torial employees and newspaper editorial employees are essentially the same species of creature, is not the N.R.A. content to bring them under one code?" The answer lies in the fact that codes of fair competition under the N.R.A. are presented on behalf of industries, and not on behalf of any single type of worker.

Newspapers have printers, pressmen, newsboys and other workers who do not appear on the payrolls of press associations. Press associations have telegraphers, printer punchers and some who, excepting for rare instances, never work for newspapers. There is some merit, then, to the contention of the N.R.A. that it would be impracticable to blanket one code over newspapers and press associations.

There is no association, society or organization of press associations or syndicates. The owners of proprietary news services and managers of co-operative services have thus far shown no inclination to organize any kind of an association that could present a code of fair competition.

They must be presumed to be in ignorance of the N.R.A. and for that reason the guild intends to prepare a code for them and to present it in Washington. Such a course is, perhaps, unprecedented, but certainly not without cause. Section 7C of the National Industrial Recovery Act gives the President the power to impose a code upon any industry that fails to present one. The guild will ask the president to impose its code, that is, the press associations in the meantime learn of the N.R.A. and present a code for themselves.

The code is not prepared. It will not be prepared until the committee has had ample time to study the data obtained by the questionnaires and to obtain additional information through hearings and other means. Any information about hours, working conditions, wages, etc., that may be sent to the committee will be helpful. The address is 55 West Forty-second Street, New York.

The guild does not presume to speak for mechanical or employees other than editorial workers. It is desirable and probable, however, that its code will be presented in co-operation with the organization that represents the mechanical workers.

In the New York Guild

New York will enter the national meeting at Washington on December 15 with six delegates, elected at a meeting of the Representative Assembly of the Newspaper Guild of New York on November 27.

Those elected are Allen Raymond, president of the New York Guild; Heywood Brown, vice-president; Morris Watson, treasurer of the guild and chairman of the committee which is seeking a code for press associations; J. Eddy, secretary; Doris Fleeson, and Luther A. Huston.

The prospects for organization in territory near New York are good. The Newark Guild, which is sending three delegates to Washington, has organized in skeleton form all of northern New Jersey. The section north of New York is being organized by the Newspaper Guild of Yonkers.

During the past month membership in the New York Guild has mounted at a rate of roughly 100 a week. The total membership is approximately 1,100. While it was thought originally that the total possible membership here would be in the neighborhood of 1,000, it is now believed that when we are

able to count noses the figure will be found to be nearer 1,500 or even 2,000.

This enrollment has been accomplished without any resort to organizers, unless the men who collected signatures and dollar bills in the various offices are considered as such.

Probably 80 per cent of the work conducted in the quarters of the New York Guild has been national in nature. A moderate sized office was found to be insufficient to house the various clerical and journalistic activities and at the end of one month an additional and connecting office was rented.

At the end of the first month, it was also found that the young woman who had been engaged originally as a stenographer and bookkeeper was unable to keep up with the flood of detail work. Accordingly her salary was raised, she was designated office manager and another girl was taken on to help her.

In addition to co-ordinating the activities of the New York Guild, the guild office here has sent *The Guild Reporter* in batches ranging from one to 800 to a mailing list of 1,000 and has distributed wage and hour questionnaires across the country in order to obtain such data as the newspaper code will call for as a basis for determining wage minima in the various categories of editorial workers.

Guilds for Smaller Cities

TO THE GUILD REPORTER:

In the matter of working hours and salary, which seem to be the favorite issues in the present debate, no one will have more to say, once he gets around to saying it, than the small town newspaperman. This does not mean the blithe journalist who reports for work six days a week in one of the glass and steel monuments to newspaper prosperity that adorn thoroughfares of so many third, fourth and even fifth class cities in the land. It means his colleague just out of town, the zealous and wakeful chap he knows vaguely as "Weams, the Bridgton correspondent," reporter for the local paper and Johnny-on-the-spot to any larger journal that can help him bridge the chasm between earning and spending. It means the newspaper man who interrupts his work periodically to chaffer with the business manager and visiting clergy, who knows all the printers by their first names, and whose failure to record the incident of an old reader bitten by a dog would cause the publisher to roll his cigar out of his mouth, drop his head in the manner of a ring jade kicked on the button, and spit slowly into the waste basket.

The reports from Washington, as they relate to his status in the code deliberations, are not too en-

couraging. The small town publishers have not been slow to plead poverty. Indeed it seems pretty well established that whereas the small town plumber and bank employee and store salesman may rejoice in the New Deal, the small town newspaper man may not.

I suggest that this is a sad state of affairs. There are many reasons why the staffs of small dailies will always have to work harder and longer and for less than those in the bigger towns. The ratio of revenue to production costs has seldom been regulated in the provinces as in the cities (though why it is not easy to say), and only in the cities are there news bureaus to cover the less important sources and relieve the staff reporter of his daily round of over-time assignments. But if the employers and code arbiters were to weigh, in every industry, only the factors growing out of poor or archaic management, almost everybody—let alone the small town journalist—would be on the ten to fourteen-hour day. It would be rash to say that the Recovery Administration is being deliberately unfair. What is plain is simply that the small town journalist, unlike those enrolled under the Newspaper Guild in the cities, has not been able to stake his case. He is, through a lack of organization in his field, being left out in the cold.

J. D. R.