NATIONAL EDITION

The Guild Reporter

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GUILD INSISTS ON SQUARE DEAL FOR ALL CITIES

Organization Will Fight Discriminatory Code

It may be said, in view of the President's request for the five-day, forty-hour editorial week, that the American Newspaper Guild has achieved enough to justify its existence.

It has. But far and away farther lies completion of the Guild's ideal.

The Presidential request lends emphasis to its aims, demonstrates in a small way the power of collective voice and represents a step—but only a step—toward a standard which should long ago have been instituted for a craft which so quickly wears out its members.

New York to Go Further

That the five-day, forty-hour week is not considered any too handsome as a standard is demonstrated by the Newspaper Guild of New York, which, about to discuss wage and hour conditions with New York publishers, is debating, not the forty-hour week, but whether it shall ask for a thirty or for a thirty-five-hour week.

The American Newspaper Guild is emphatically dissatisfied with any setup that differentiates between men employed in large cities on large papers and those employed in smaller cities on smaller papers.

If it is equitable to work forty hours a week in New York, it is equitable to work the same length of time in Tulsa or any other American community. We have a long struggle ahead of us but it involves newspaper men everywhere, not just those in the large centers. The larger cities may have a temporary advantage through the fact that a number of them are thoroughly organized, whereas the smaller communities have been more slow in coming either under small city, regional or State organizations.

The code should be an incentive to intensive effort to speed organization everywhere.

Nevertheless, the President's request, as far as it goes, is comforting. It is comforting if it only represents Administration sympathy and understanding. It is at least, and of this we are convinced, the result of guild effort. Certainly it was not the idea of the publishers, and it is reasonable to suppose that had no voices from the wilderness caught the Presidential ear, it would never have come about.

Guild Must Speak Out

This is certain: the collective voice, that is, the guild, must grow stronger, must speak out and, if necessary, bellow. It must not be forgotten that the five-day request, is still but a request, and quite apt, in the face of the all-powerful profit motive, to be ignored. We hope the publishers will read in the request the handwriting on the wall. If they don't we hope—nay, insist—that the President cross out "request" and say "must."

It is disappointing that no mention was made of press associations either in the President's request or in his reservations to the code. We were led to understand, by the press associations themselves, that they

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Small City Sends SOS For a Five-Day Week

MONROE, La.—Copies of a resolution adopted by the Monroe Newspaper Guild advocating the establishment in the newspaper code of a five-day week for editorial employes on papers in smaller communities as well as for those on journals in larger cities were forwarded this month to President Roosevelt, NRA Administrator Hugh S. Johnson and headquarters of the American Newspaper Guild.

A draft of a permanent constitution for the Monroe Guild, modeled after the national constitution, was adopted by the executive committee, to be submitted to the guild at its March meeting.

$1 Fine in El Paso For Guild AWOL's

EL PASO, Tex.—A system of dues payments which enables the El Paso Newspaper Guild to fine members who absent themselves from meetings is authorized in the constitution adopted here February 11. In most other respects the document follows the constitution of the American Newspaper Guild.

The article on dues as as follows:

"The dues of members shall be $2 a month, payable in advance, $1 of which shall be refunded for attendance at each general monthly meeting. The executive committee may grant the $1 refund in cases of unavoidable absence."

The eligibility of unemployed persons is left to the future discretion of the membership.

UNIONS WITH GUILD ON PULITZER ISSUE

Closer Relations Result From Fight on Code Deputy

One of the by-products of the guild movement has been the establishment of closer relations between those who prepare the news and those who perform the other labors of getting the papers out.

The men in the composing rooms, in the photo engraving and stereotyping departments and in the press rooms have become, for many guild members, personalities and friends who are willing to discuss common problems arising in common shops owned by common employers. They have in turn recognized in the guild a force that would be of assistance to them in their efforts to improve the condition of newspaper employees.

Recognition Comes Gradually

This recognition was not immediate. At the beginning, in fact, there was a disposition on the part of the mechanical unions—as well as on the part of a few of the guild's early organizers themselves—to doubt the ability of such a variegated lot as news men to stand together on a program.

But after a guild delegation had appeared at an NRA hearing in Washington and the guild idea had begun to spread, there were indications of mounting interest on the part of trade union officials. President Howard of the International Typographical Union told Heywood Broun and John Eddy, two of the New York delegates to the national convention of the guild in December, that there was a good deal of eagerness among mechanical union officials to have the guild affiliate with the American Federation of Labor. Mr. Howard expressed sympathy with efforts of the guild to place representatives on the industrial labor board to be set up under the NRA newspaper code.

On various occasions after that the American Newspaper Guild has occasion to communicate with the stereotypers', typographers' and photo-engravers' unions regarding NRA appearances, and guild and

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UNITY AWAKENS STOUTER SPIRIT IN JOURNALISTS

Early Guild Successes Are Widely Reflected

By JOHN EDDY

In the past month, the guild movement has met with two or three noteworthy successes. They have not brought any tangible improvement in security of jobs, or standards of journalism, but they have improved the professional morale of journalists everywhere and they do indicate that perfected organization and continuing effort will enable us to accomplish most of the objectives at which we aim.

On January 24 it was announced in Washington that Ralph Pulitzer, formerly publisher of the New York World, had been appointed Deputy NRA Administrator in charge of the newspaper code, succeeding Dr. Lindsay Rogers of Columbia, who had served notice weeks before of his desire to resign.

The reaction of some of the leading guild officers was to felicitate Mr. Pulitzer, but others insisted that this was a matter of policy which could be taken up only by a representative body in the guild.

New York Guild Acts First

The first guild to act was that of New York, and the result of a spirited session was an overwhelming protest against Mr. Pulitzer's appointment. The New York Guild not only protested to President Roosevelt, General Johnson and the appointee himself but invited the mechanical workers' unions to join them in an effort to oust Mr. Pulitzer.

Since, obviously, the strength of the American Newspaper Guild would be far greater than that of any single organization, the president and the secretary sent out a call for a telegraphic vote in the following message to all members of the national executive committee dated January 24:

> The New York Guild has sent a protest to Washington against the appointment of Ralph Pulitzer as Deputy Administrator in charge of the Newspaper Code on the ground that no man with direct publishing interest should be appointed, and additionally because of the feeling that Ralph Pulitzer was callous and cruel in handling the reportorial situation at the death of the World. We want authorization from you to make this protest national and to seek co-operation from mechanical unions. Please rush your vote to this office.
>
> HEYWOOD BROUN, President
> JOHN EDDY, Secretary,
> American Newspaper Guild

Within forty-eight hours the executive committee had voted unanimously to proceed with the protest and by a vote of ten to one went on record in favor of inviting

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News Guild Wins First Major Battle For 5-Day Week

Roosevelt Asks Larger Papers to Observe Job-Providing Plan Enforced in Other Fields; Free-Press Protest Ridiculed

WASHINGTON.—President Roosevelt has requested publishers of newspapers with more than 75,000 circulation in cities of 750,000 or more population to put their news staffs immediately upon a five-day forty-hour-week work basis.

The request was made in connection with his approval of the newspaper publishers' code, given out here Monday.

This is a signal victory for the American Newspaper Guild, for it marks the successful culmination of the first stage of its fight for a forty-hour, five-day week on newspapers of all sizes. Likewise it represents another step in the Administration's plan to bring all industries under the National Recovery program, in fact as well as in fancy.

The object of the shorter hours, he explained, was to spread work among unemployed newspaper men and women.

Child Labor Clause Included

The code of fair competition for the publishers safeguards freedom of the press, includes a child labor provision substantially as requested by the publishers, provides for a maximum forty-hour week for clerical and mechanical employees with some exceptions and provides for a Newspaper Industrial Board to hear labor disputes and other controversies under the code.

President Roosevelt, in a letter to General Johnson made public with the code, said he was not satisfied with the child labor provisions of the code and that he would make a special report and recommendations at the end of sixty days.

In the same letter, he made his request for shorter hours for editorial workers. A report on this also will be made at the end of sixty days, the letter said.

President Roosevelt called the code provisions designed to safeguard freedom of the press "pure surplusage" that "had no meaning."

"Recitation of the freedom of the press clause," he commented, "has no more place here than would a recitation of the whole of the Constitution or of the Ten Comandments.

For Freedom of Expression

"The freedom guaranteed by the Constitution is freedom of expression and that will be scrupulously respected—but it is not freedom to work children, or to do business in a fire trap or violate the laws against obscenity, libel or lewdness."

The child labor provisions in the code permit boys under sixteen to sell papers out of school hours between 7 A. M. and 7 P. M. in winter time and 7 A. M. and 8 P. M. in summer.

Newspapers which do not subscribe to the ANPA code will be subject to the National Editorial Section of the Graphic Arts code, approved last Saturday.

The President, in his executive order on the code, said the determination of hours and wages for news department workers will be made not later than sixty days from the signing of the code.

A letter from General Johnson to the President on the code, under the date of December 22, 1933, discussed the difficulties encountered in formulating it.

He described the free press issue as a "straw-man issue."

"In respect of wages and hours," his letter set forth, "the Newspaper Coded raised difficult questions. The position of the newspaper is somewhat unique.

"Unless located in the same areas newspapers do not compete with each other. So many of the employees of newspapers are highly skilled that a minimum wage ap-

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BARGAINING NEXT, NEW YORK READY

Guild Committee Paves Way at Meeting With Publishers

The New York Guild has been concentrating on two activities: preparation for collective bargaining and the tightening of its own organization.

The ice was broken by the guild and the publishers on February 1, when the executive committee met with three publishers and representatives of seven others for an informal discussion of the guild's general purposes. While no effort was made to get down to dollars-and-cents, there were talks by men on both sides, led off by President Allen Raymond, and the atmosphere was considerably clarified. The publishers recognized that the guild was a factor to be taken into account and indicated a desire to know as soon as possible exactly what the guild would ask for.

Views of Members Sought

The next effort of the guild was to draw up a program to be presented to the New York Association of Publishers. Suggestions were made at a meeting of the representative assembly on February 6, but action was deferred to allow the chairmen and delegates of the various office chapters to get the views of their memberships. Paul Fredericksen of the Times, who has succeeded National Secretary John Eddy as local secretary, sent all members of the guild a list of topics that had been broached at the meeting, so that they would have a better basis for making suggestions to the chairmen and other delegates.

The procedure settled upon after that was to have the executive committee draw up a program based upon the chairmen's suggestion, to have this program sent to all members, to allow time for the members to confer with their delegates, and then to discuss the program in the representative assembly.

This procedure was in line with a policy of having the guild's actions truly reflective of the wishes of the membership. Through this policy it is hoped that a topheavy organization, in which all decisions and initiative would come from the officers, can be avoided. Any one, from president down, is to have a voice and to be made to feel that this is his own guild, needing his best thought and attention.

So far much of the initiative has

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Richmond Begins Economic Survey

RICHMOND—An investigation of the conditions under which editorial employees live and work is being conducted by the Richmond Newspaper Guild. The answers to a questionnaire prepared recently will establish also what the journalists of the city have brought to their jobs in education, what they may have accomplished earlier in other occupations, and whether they do anything besides their regular work to support themselves and their families.

Times Appoints Harold Denny To Succeed Duranty in Russia

Harold Norman Denny, who has covered innumerable lead stories for the New York Times, resigned last week from the chairmanship of the committee on ethics of the Newspaper Guild of New York. The resignation was incidental to his appointment as chief correspondent of the Times in Moscow, to succeed Walter Duranty.

Mr. Denny was a city editor at the age of seventeen in Iola, Kan. He worked on papers in Des Moines, Minneapolis, St. Paul and Chicago, and went to the Times in 1921. In 1925 he became surfeited with reading copy, threw up his job and sailed for Paris. The Times foreign bureau picked him up and sent him to Africa, where he covered the uprising in the Riff and the Saharan expedition of Count de Prorok.

The next year found him back in the city room on West Forty-third Street, but as a reporter, not a copy-reader. In December, 1927, he was one of six men sent to Central America "under sealed orders" to cover the good-will tour of Colonel Charles A. Lindbergh, the Times having obtained an exclusive tip on the flight.

The others, all sworn to secrecy until after Lindbergh should take off from Mexico City, were Russell Owen, who later covered the first Byrd expedition in the Antarctic; Clarence Streit, now Geneva correspondent of the Times; Ik Shuman,

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Progress of Guild Organization in the National Field

DETROITERS ADOPT 2 LEVELS OF DUES

Those Getting Less Than $35 Will Pay at Half Scale

By CHRISTY BORTH

DETROIT—Meeting on February 11 in the headquarters established in Room 552, Hotel Statler, the Detroit Newspaper Guild discussed changes in personnel, dues and eligibility.

Ralph Holmes of the Detroit Times already had been elected president; William C. Richards, Detroit Free Press, vice-president, and Clifford Epstein, Detroit News, secretary-treasurer. As requested by Mr. Epstein, the duties of his office were divided, and Edward Scott of the Times was elected treasurer.

The problem of dues was solved by a decision that members receiving salaries of $35 a week or more would be assessed $1 a month, the others, 50 cents.

No Initiation Fee to March 1

In order to expedite the growth of the Detroit Guild it was decided that those booming members prior to March 1 need pay no initiation fee, but would be expected to pay dues retroactive to January 1.

The eligibility clauses of the Detroit Guild constitution were discussed at length, and certain changes were recommended and voted upon. A full report will be made later.

The executive board, in addition to the officers, consists of the following unit officers:

Detroit News: Giles Kavanaugh, president; Margot Murphy, vice-president; Tom McIntyre, secretary-treasurer, and Russell McLaughlin, delegate-at-large.

Detroit Free Press: Jack Weeks, president; Jennette McColl, vice-president; Robert L. Perry, secretary-treasurer, and Floyd Nixon, delegate-at-large.

Detroit Times: Ray Girardin, president; Jane Schermerhorn, vice-president; James Trainor, secretary-treasurer, and Lee J. Smith, delegate-at-large.

Weekly Meetings Scheduled

Arrangements have been made for a meeting of this executive board at the Statler each Thursday noon.

With the establishment of official headquarters, the executive committee of the Detroit Guild has started action to assist in the organization of guild units throughout Michigan and has offered to act as a clearing house for such organization.

It is proposed to try to reach every working newspaper man and woman in the State by letter with a plea for compliance, suggestions as to what the guild can do immediately and plans and objectives for the future. Included with each letter will be a questionnaire requesting information on the size of the community, number of newspapers, number of employees, salaries and such figures of prevailing living costs.

The Detroit Guild has received from President Roosevelt a letter acknowledging receipt of its protest against the appointment of Ralph Pulitzer as NRA deputy administrator in charge of the newspaper code.

The movement to effect contact with all newspaper editorial workers in Michigan was sponsored by the Free Press unit. The proposal received the favorable vote of the Detroit Guild at the general meeting, and it was also voted to allocate to this survey any funds required.

Columbus Drives In 4-Paper Field

COLUMBUS, Ohio.—Permanent organization of the Columbus Guild was effected January 21 with the election of officers and the adoption of a constitution. Some twenty editorial workers attended.

Earl Minderman, reporter for the Columbus Citizen, was elected president, Francis G. Lauffer, courthouse reporter for the Citizen, was chosen vice-president, and William Marks, Citizen police reporter, secretary-treasurer. Robert Abbey, Citizen reporter, was appointed chairman of the publicity committee.

The constitution provides for separate units for the editorial rooms of all Columbus newspapers. Representatives from each of the units will serve on the executive committee.

Since membership is composed almost entirely of Citizen employees at present, workers from that paper only have been named to the committee. An intensive membership campaign is to be started among the other three papers.

WASHINGTON GUILD SHOWS SWIFT RISE

Membership Jumps From 9 to 126 in Less Than 2 Weeks

By D. A. DE SOUZA

WASHINGTON—Formally organized at a meeting on Sunday, January 28, the Washington Newspaper Guild held its second meeting February 4, adopted a constitution and elected five officers.

The guild movement here has had a rapid rise. The first meeting took place in the home of J. Bernard McDonnell of the Washington Post, one of those who had been present at the first convention of the American Newspaper Guild. Nine men were present, representing four of the town's five papers and one news service. Less than two weeks later, 106 members had signed and turned in cards and many more are in the process of enrollment.

Several Correspondents Enrolled

Those now enrolled include reporters and photographers from all of the papers and news services, as well as several correspondents for out-of-town papers. From present indications, correspondents and reporters will enter the same guild and work together, although at first considerable doubt was expressed as to whether such a fusion was possible. The last meeting, it should be noted, took place in the auditorium of the National Press Club, stronghold of the correspondents, who readily volunteered the use of their quarters for the meeting without charge.

The constitution follows closely the pattern of the constitution of the American Guild, mutatis mutandis (if the Latin is correct). (The correspondent obviously is trying to kid us.—Ed.] Most of the discussion related to the membership qualifications, and the suggestions of the constitutional committee, designed on the constitution of the New York Guild, were thrown out bodily and replaced by those of the American Guild, with a few appropriate changes of wording.

There is no provision for representation by chapters in a central body. The executive committee is in charge of all the dirty work, and meetings of the entire guild membership must be called not less than once a month. Up to date no individual chapters have been formed, although the preliminary steps have been taken on the Washington Daily News, a Scripps-Howard paper.

Status of Copy Boys Debated

The principal line of cleavage which developed at the meeting was over the inclusion of copy boys. The members are in the dark as to what the American Guild is doing about this, but many want the copy boys in, while others seem quite bitterly opposed.

It was originally intended to elect eleven officers. After the election of a president, first and second vice-presidents, secretary and treasurer, however, the election of the six additional members of the executive committee was postponed until the next meeting, when, it is hoped, there will be better representation of the press service men. Until then the five will constitute the executive committee.

The officers elected were D. A. de Souza, reporter, Evening Star, president; O. B. Troup, photographer, Herald, vice-president; George Durno, correspondent, McClure syndicate, second vice-president; J. D. Secrest, reporter, Post, secretary, and Charles Swartz, Times reporter, treasurer.

Jo Leonard of Albany 1st Woman Guild Head

ALBANY, N. Y.—Jo Leonard, only woman ever elected to the Albany Legislative Correspondents' Association, has become the first woman in America to head a shop unit in the newspaper guild. She is chairman of the Albany Knickerbocker Press chapter.

A graduate of Oneonta (N. Y.) Normal School, Miss Leonard taught school several years before entering journalism as a copy reader for the Schenectady Union Star. Then she was a reporter for the Syracuse Herald and the Rochester Journal before joining the Knickerbocker Press in 1926. For years she has been as close to being "star reporter" as any one on the "Knick's" staff.

The name Jo dates from her first by-line. It was a case of knocking a few letters out of Josephine or changing the size of type to get the whole name into a line. An editor decided on Jo and it stuck. Even the city directory lists it now.

AKRON 100% BELL IS ABOUT TO CLANG

Guild Making Rapid Progress Under Chairman Strouse

AKRON, Ohio—With a membership representing nearly 100 per cent of those eligible, the Akron Newspaper Guild has elected officers, ratified the national constitution and adopted by-laws under which to operate until the next national convention in June.

Don Strouse, Times-Press rewrite man, who served as temporary chairman of the organization in its early stages and represented it at the national meeting in Washington December 15, was elected president. Harry H. Harriman, Beacon Journal reporter, is the vice-president.

Harold J. Taylor, Beacon Journal aviation editor, was named secretary and Miss Ellen Paige, Times-Press society editor, treasurer. The executive committee includes the officers and the unit chairmen: William T. Shenkel of the Times-Press and Edward E. Gloss of the Beacon Journal.

To avoid special assessments and assure funds for ample representation at the next national convention, dues have been set at 25 cents a week until next June.

Walter Coyle, city editor of the Times-Press, has been named general chairman of committees in charge of the guild's first gridiron dinner planned for April 2. His aids are Lynn Holcomb, Phil Dietrich, Vera Stone, Evan Williams, Dorothy Doran, Robert Linn, Howard Wolf, H. C. Atkinson, H. B. Kerr, Anthony Weitzel, Parker La Moore, Ben Maidenberg, Ed Garman, Ray Sutcliff, Ed Heinke, Arletta Weimer, Oscar Smith, Harry Hayward, William Wallace, Jack Carrington, J. B. Bernstein, Ethel Myers, Thomas Polsky, Earl Wilson, Aubrey Williams, Robert Gunning, G. E. Hancock, Kenneth Nichols, Franko Widick, Frank Seaver, Sam Thackery, James Jackson, Ruth Putman and Joe Williams.

Paul Van Camp, telegraph editor, has been elected chairman of the Times-Press unit of the guild. Paton Edward, cartoonist, was named comptroller, and the following were elected to the executive committee: Ray Sutliff, Edward Heinke and Phil McCleary.

Of the seventy-eight men and women eligible for membership, seventy-five are paid-up members.

To the American Newspaper Guild
55 West Forty-second Street, New York.

I hereby apply for membership in the American Newspaper Guild, enclose one dollar as called for in the constitution adopted in Washington on December 15, 1933, by delegates representing fifty cities, and pledge myself to pay the additional dollar due on March 15, 1934. I request that a membership card be forwarded to me.

City ..... Name .....

State ..... Employed by .....

Home Address ..... As a .....

Note:—Membership in the national organization and in subordinate organizations is open only to men and women who derive their chief and regular support as news workers, for newspapers or for recognized daily press services. Reporters, desk men, rewriters, photographers, librarians, statisticians and artists are among those eligible. Further information may be had by communicating with the temporary national headquarters at 55 West Forty-second Street, N. Y.

STAFF BARGAINING VOTED AT ST. LOUIS

Members Unwilling to Let Guild Speak for All Offices

ST. LOUIS—The executive committee of the St. Louis Newspaper Guild met on February 11 and whipped into shape a draft constitution for approval of the three local chapters at an early meeting. The session was somewhat acrimonious, and some of the ideas adopted were not strictly in accord with those of the American Newspaper Guild, but the committee members displayed a hearty enthusiasm and an eagerness to cooperate for the betterment of the newspaper man's lot.

Wayne Parker, recently elected president of the Globe-Democrat chapter, sponsored a strong collective bargaining clause modeled closely after that of the New York Guild, but is was defeated, 12 to 3. Instead the committee voted a clause providing for collective bargaining by individual chapters, with provision for the separate chapters to invoke intervention of the St. Louis Guild or the American Guild if they should so desire.

One of the men supporting Mr. Parker's stronger resolution, which would have prohibited any bargaining except by the St. Louis Guild as a whole, so that the full strength of St. Louis journalism might be thrown behind any newspaper men trying to win concessions from a publisher, said later that he was not discouraged and believed the time would come when the other committee members would come around to his point of view. A letter received by Mr. Parker from John Eddy, national secretary, expressed the same thought and congratulated the St. Louis Guild on getting ahead with its constitution. "I feel sure," Mr. Eddy wrote, "that the next few months will witness a change in sentiment and intelligence so that you can correct this erroneous set-up."

On February 8 the Globe-Democrat adopted a constitution and elected Mr. Parker president; Allen E. Mettleman, vice-president; Myles Standish, secretary, and Robert E. Cadle, treasurer. The chapter has fifty-three members out of about eighty eligibles.

At Mr. Eddy's request St. Louis Guild members are sounding out Chambers of Commerce in this vicinity as to a possible location for the American Guild's June convention. The Guild intends to have a four or five-day session at some centrally situated place, and it is considering a suggestion that the Ozarks would be an ideal spot. An effort is being made to find a resort offering hotel accommodations for 200 men at a reasonable rate and, perhaps, providing boating, swimming and tennis for the delegates' leisure hours.

Yonkers Finishes Hour-Wage Study

YONKERS, N. Y.—Enrollment of virtually all members of the staff in the Herald Statesman Chapter of the Yonkers Editorial Guild has been completed. Twenty-six reporters and copyreaders are charter members.

Officers for the year selected last month to replace the temporary heads took control at a meeting February 14. They are: H. Richmond Campbell, president; Kenneth A. Fowler, first vice-president; William A. Spring, second vice-president; Arthur E. Chambers Jr., secretary, and Raymond B. O'Neill, treasurer.

The board of governors includes the president and first vice-president, and Denis H. J. Cummins, Leonard J. Kane, Dorothy K. Loeb and Oxie Reichler.

The finance committee consists of Robert Roth, chairman; Mr. Spring, Helen F. Lennehan, Kris Kristensen and Samuel Englander.

Under the direction of Mr. Kane the staff has completed a survey of hours and wages. The chapter's indorsement of the five-day, forty-hour week was sent to the President long in advance of his approval of this feature of the guild's program.

"Accept this as proxy to act for group of . . newspaper men who are forming local organization. . . We have forty-four hour week, but majority of salaries are under twenty-five. . ."

3-CITY UNIT SET UP FOR ALBANY AREA

Troy and Schenectady Join; 123 Charter Members

ALBANY—Organization of the Tri-City Newspaper Guild by editorial workers of Albany, Schenectady and Troy has been completed and an application for a charter is now before the executive committee of the American Newspaper Guild.

The movement was initiated here about a month ago and the response was immediate and enthusiastic. The guild now has 123 charter members, comprising six units in the three cities. Further enrollments now in prospect are expected to bring the membership to 135.

In Albany and Schenectady the enrollment is about 80 per cent of the employees eligible.

Progress in Troy has been slower because of the feeling that some identified with the publishing and executive branches were opposed to the editorial workers' joining a guild.

The Troy members nevertheless are working hard to bring their enrollment up to full strength and are exercising vigilance against any violation of section 7-a of the National Industrial Recovery Act.

Cohoes Workers Invited

Newspapers represented in the Tri-City Guild are the Albany Evening News, Knickerbocker Press and Times-Union, the Schenectady Gazette and Union-Star, the Troy Record, morning and evening editions, and the Troy Times. Some members of the press association bureaus in Albany have joined the various newspaper units and may organize later as a separate unit. Workers on the three Troy papers have organized as a unit, which has invited editorial workers in Cohoes and Watervliet.

The representative assembly, comprised of delegates from the several units, met February 4 and nominated the following: President, John Wanhope, Albany Evening News; first vice-president, John S. Blawis, Schenectady Union-Star; second vice-president, Julius J. Heller, Troy unit; secretary, Robert W. Howard, Schenectady Gazette; treasurer, Edward E. Herwig, Albany Times-Union.

Election of permanent officers will take place March 1. Temporary officers, who are acting as a committee to supervise the election, are: Chairman, Mr. Wanhope; secretary, Richard J. Walsh, Times-Union, and treasurer, Mr. Howard.

Nominating petitions for independent slates were received by the election committee up to February 18.

Kiernan Serves as Adviser

In the preliminary organization work the Guild had the assistance of James M. Kieran, Albany legislative correspondent of the New York Times and president of the Albany Legislative Correspondents' Association. Mr. Kieran, who was chairman of the organization committee of the New York City Newspaper Guild and appeared at the hearing on the NRA newspaper code at Washington last October, addressed a general meeting at which the constitution was adopted on January 28, and lent counsel and advice at a previous meeting of committees appointed to get the organization under way.

Officers of the Guild units are: Evening News, Austin J. Scannell, chairman; Janet Scott, controller; Eric Tyler, delegate to the representative assembly; Knickerbocker Press, Jo Leonard, chairman; Henry B. Kraft, controller; Jerome H. Walker and Alfred Maas, delegates.

Times-Union, Richard J. Walsh, chairman; Edward E. Herwig, controller; Allan Reagan and Zoe B. Pales, delegates; Schenectady Gazette, Edward B. Winterstein, chairman; Helen Clinton, controller; Morgan B. Strong, delegate; Schenectady Union-Star, John S. Blawis, chairman; Clifton Brodt, controller and delegate; Troy unit, James Ronan, chairman; Don C. Smith, controller. Chairmen of the units also are delegates to the assembly.

"It is my great privilege to indorse and enclose herewith my personal blank favoring formation of a guild similar to your own. I am going to go even further. At the present time I am compiling a list of newspaper men in ——, with addresses, positions, etc., and shall send it to you. . . Also a personal contribution shall come later—small, but I make very little."

Regional Groups Strengthened as Drive Is Widened

PUBLISHERS BLESS NEW TOLEDO GUILD

Papers Comment Editorially as Three News Staffs Unite

TOLEDO, Ohio.—Editorial workers of the Toledo Blade, News-Bee and Times organized the Toledo Newspaper Guild at a meeting in Fort Industry Masonic Temple Sunday, February 11, and authorized R. P. Overmyer of the Blade, temporary chairman, to petition the American Newspaper Guild for a charter.

Of the 110 eligible for the guild in Toledo, approximately 105 have joined or have signified their intention of affiliating.

A local constitution, drafted by an organization committee elected at the first meeting of the group February 4, was submitted to the meeting and was debated section by section. After more than two hours of discussion, during which a few minor changes were made in the committee's draft, the constitution was adopted.

On the organization committee are Raymond A. Werneke and William E. Rall of the Blade; Carl Adamshick and Ernest Jones of the News-Bee and Wilfrid Hibbert and Dan Palmer of the Times. Mr. Adamshick also is temporary secretary of the guild. This committee was re-elected at the February 11 meeting and commissioned to draft a set of by-laws, to be submitted at the next general guild meeting March 4.

Units are now being organized in the three offices. Under the local constitution each unit will have three officers — chairman, recorder and finance officer—these three to be the unit's representatives on the guild executive board. Guild officers will be elected at a general meeting from the board. The guild election will be held at the March 4 meeting.

At the first meeting of the group February 4 Lloyd White of the Cleveland Press, vice-president of the American Newspaper Guild, outlined the organization, purposes and progress of the national guild. The first meeting was attended by seventy-five persons from the three papers.

No opposition whatever to formation of the guild has been encountered. Grove Paterson, editor of the Blade and vice-president of the American Society of Newspaper Editors, in a conference with Mr. Overmyer expressed great satisfaction with the organization's aims and said there would be no executive interference. Later in his syndicated "Way of the World" column he lauded the proposed organization. The Blade is a Paul Block newspaper.

The News-Bee, a Scripps-Howard paper, also praised the guild plan editorially.

Norfolk Establishes 4 Editorial Prizes

NORFOLK, Va.—Four awards for journalistic excellence have just been established by the Norfolk-Portsmouth Newspaper Guild. They will be made monthly by committees of the editors and managing editors of the Virginian-Pilot and the Ledger-Dispatch, and a quarterly citation will be made by comparison of work on the two papers.

Awards will be for the best news story of the month, considering preparation and presentation; for the best example of writing; for the best straight news headline, considering completeness and mechanics, and for the cleverest headline.

Pending acceptance of a national newspaper code, the Norfolk-Portsmouth Newspaper Guild is initiating a movement for organization of locals in all cities of Virginia and North Carolina.

Lenoir Chambers, associate editor of the Virginian-Pilot, was first elected president of the Norfolk-Portsmouth Guild, but he resigned with the explanation that he believed direction of the guilds should remain with the news workers. He subsequently accepted a place on the executive committee, however, and is lending enthusiastic assistance. Joseph A. Leslie, of the Virginian-Pilot, was elected president in his stead, and Mr. Leslie, now in Richmond reporting the General Assembly, is attempting the formation of a State committee to further guild organization.

Tulsa Guild Puts First Issue Of Its "Baby Reporter" to Bed

TULSA, Okla.—The Oklahoma Newspaper Guild of Tulsa, with half a hundred newspaper men of Tulsa and vicinity in its fold and membership constantly growing, published on January 28 the first issue of its own Guild Reporter. It was a one sheet journal, thirteen by ten and one-half inches, printed on newsprint by two of the guild's officers.

One of the principal features was a statement of the aims of the Tulsa Guild, which follows:

(1) Establishment of minimum salary and maximum hour regulations, but without denying individual right for negotiation to better himself.

(2) An agency for collective bargaining and representation under the NRA newspaper code industrial board.

(3) To collect and present to proper authorities data as to salary, working hours and conditions.

(4) To watch any legislation or administrative enactment affecting newspaper men and their working conditions.

(5) The promotion of measures for providing against the exigencies of age, sickness, death and financial misfortune.

(6) Securing the advancement of newspaper work in all its branches and obtaining for newspaper men, as such, formal and definite professional standing.

(7) To deal with questions affecting the professional conduct of the guild members.

(8) To promote high entrance requirements in the profession, with special attention to the "coolie labor" threat.

(9) To work toward a sound and enforceable code of ethics.

(10) To help place members in jobs through exchange of employment information.

Paper Printed Under Difficulty

In writing recently to the secretary of the American Newspaper Guild, to explain why the Tulsa Guild had chosen for its organ a name identical with that of the national organization's paper, Edward D. Burks, vice-president of the Tulsa Guild, disclosed with delicate touch of humor the difficulties which his organization had experienced in giving birth to that first flower of Tulsa journalistic enterprise.

"Sorry about the Guild Reporter," he wrote. "Being broke, the president (Joseph Meyer) and myself, being jackleg printers, got together one Sunday afternoon, wrote the copy in a country shop nearby, set it, locked it up and ran it off. We couldn't find sufficient type to handset the mask, 'Oklahoma Guild Reporter,' so did the next best thing and made it 'Guild Reporter.'"

The Tulsa boys are now combing Oklahoma for those extra type letters for Number No. 2 of Volume No. 1.

OMAHA-COUNCIL BLUFFS GUILD

OMAHA.—The Omaha and Council Bluffs Newspaper Guild was organized here January 28 at a meeting in Hotel Paxton, attended by thirty-five newspaper men of both cities.

Fred Carey of the Bee-News was elected president, Bob Phipps of the World-Herald, vice-president; Hugh A. Fogarty, Associated Press correspondent, treasurer, and E. W. Williamson of the Bee-News, secretary.

Harry Hauck Jr. of the Council Bluffs Nonpareil and Fred Stouten of the Bee-News were elected members of the executive committee, and selection of a seventh member of the committee was deferred.

The secretary was instructed to apply for a charter to the American Newspaper Guild.

JERSEY CITY PUTS OBSTACLES TO ROUT

Hesitancies Overcome; Guild Formed in Hudson County

JERSEY CITY, N. J.—The Hudson County Newspaper Guild was organized at a meeting held Saturday, February 3, in the law office of Abraham Levine, 905 Bergen Avenue, Jersey City, with a large turnout of newspaper men from the county present.

Formation of a guild, which had been delayed for months because of uncertainty in the ranks of news employees, was effected in an efficient manner, with Paul Fredrickson of the New York Times, chairman of the constitution committee of the New York Guild, lending suggestions in shaping the constitution to conform with the national regulations.

Stephen Haff Jr. of the Jersey Journal, Jersey City, served as temporary chairman, and Horace A. Tani of the Hudson Dispatch, Union City, as temporary secretary, pending election of permanent officers on Saturday, February 17, at the headquarters of Albert L. Quinn Post, American Legion.

Other speakers were Emmett Crozier of the Newark Ledger, who is president of the Newark, N. J., Guild and treasurer of the National organization, and Clyde Beals of the New York Times.

GARY, IND., MOVES QUICKLY INTO LINE

Elects Wolever as President and Draws Up By-Laws

GARY, Ind.—The Gary Newspaper Guild, prompt to line up behind the program of the national organization, elected permanent officers at a meeting held January 29. The officers are: John F. Wolever, president; Raymond S. Brooks, vice-president; Frank L. Brunckhorst, secretary, and Erwin Crewe Rosenau, treasurer. These men, with Paul Thixton, constitute the executive committee. The guild has ratified the national constitution and the executive committee has drawn up by-laws.

The membership supported the Newspaper Guild of New York in its protest against the appointment of Ralph Pulitzer as Deputy NRA Administrator, in charge of the newspaper code.

Discussion of the Pulitzer appointment was brief. It was the consensus that the New York Guild had shown good leadership so far, and that it would be well to align with it on this issue.

The meeting was held in the Lake Superior Court. Until other quarters are found, it was voted to hold future meetings at the Central Y. M. C. A.

Bargaining Is Next For New York Guild

Continued from Page One

come from the top; but the executive committee has referred all matters involving broad, basic policy to the representative assembly.

This was notably true in the case of the protest against the appointment of Ralph Pulitzer as Deputy Administrator in charge of the Newspaper Code. The action was brought up in the representative assembly by individual delegates, after discussion with the men in their shops, and the action authorized by the assembly was put into effect at once by the executive committee.

The need to make the organization responsive to the will of the membership was recognized by the constitutional committee, which has been working to harmonize the local constitution with the national and bring it up to date in the light of experience. The committee has submitted the following provision, to be voted on by the assembly and later by the membership:

"The membership at large of the guild shall have the right, by petition signed by 200 members representing at least ten units, to call a general meeting for the purpose of ratifying or revoking any action of the representative assembly; and where such action fails of ratification by a majority vote of a general meeting, it shall be, and shall be deemed to be null and void."

Further to tighten up its organization, the New York Guild has defined its position as to who is eligible for membership and as to the type of organization to be set up for unemployed editorial workers. The following recommendations of the eligibility committee were adopted by the representative assembly:

I—For membership shall be eligible all those contributing directly to the editorial output of daily or weekly newspapers or daily press associations and syndicates in New York City supplying editorial material to newspapers that pay for the service, to include generally:

Staff and full-time reporters;
Departmental editors, their assistants and secretaries;
Copyreaders;
Photographers and photographic printers;
Librarian and assistant;
File clerks;
Tabulators of editorial material;
Artists;
Full-time feature writers;
Copy boys and others directly under the jurisdiction of the editorial side;

II—Unemployed persons who normally would fall in the foregoing classifications shall be eligible to full membership. The secretary shall organize a special chapter of the guild for the unemployed members, to be known as the Registered Chapter, which shall be represented in the representative assembly on the same basis as the other chapters. Unemployed workers may join this chapter or the chapter, if in New York City, with which they were affiliated when last regularly employed.

The secretary is now organizing the Registered Chapter for the unemployed.

TWIN CITIES PUSH MINNESOTA DRIVE

Duluth Backs Effort Toward Forming State Guild

MINNEAPOLIS.—Early formation of a Minnesota Guild was proposed here at the February meeting of the Newspaper Guild of the Twin Cities (Minneapolis and St. Paul).

Progress indicated that a statewide organization would be feasible, the Duluth Guild having undertaken the enrollment in the northern and the Twin Cities in the southern.

Ralph Ellingwood, president of the Southern Minnesota Guild, came from Rochester to attend the Twin City meeting. He reported that twelve towns had been represented at Rochester when the Southern Minnesota unit was established. L. E. Swandberg of Faribault, was elected vice president; S. L. Lyksitt of Rochester, secretary, and Harold Peterson of Red Wing, treasurer. The towns represented in the Southern Minnesota Guild are Stillwater, Faribault, Mankato, Red Wing, Rochester, Owatonna, Austin, Albert Lea, Fairmount, South St. Paul, Winona and Montevideo.

Impressed by Enthusiasm

The officers of the Southern Minnesota Guild, Mr. Ellingwood reported, had been instructed to apply to the National Guild for a charter and to collect funds to meet the national assessment.

Gustav B. Wollan, secretary of the Twin Cities Guild, reported that four Twin Cities newspaper men who attended the Rochester meeting had been impressed by the enthusiasm. Most of the towns represented now have 100 per cent membership, he stated.

R. S. Gilfallan, president of the Twin Cities Guild, pointed out that the movement nationally had reached such magnitude that benefits to working editorial newsmen were beginning to accrue. He cited the reinstatement of six men who had been dropped in a staff reorganization in New Jersey, the elimination of a system of penalizing men for errors on some Twin Cities newspapers through enforced layoffs without pay and the sidetracking of obstructionist tactics in one of the Duluth editorial departments through a change in the editorial executive.

The Twin Cities organization authorized the staffs to call meetings for the formulation of contracts with the publishers covering wages, hours, vacations, dismissal clauses and other conditions. Such contracts are to be submitted to the Twin Cities Guild for consideration when it moves toward contractual relations with the publishers.

Workers on Weeklies Invited

The constitution of the Twin Cities organization was altered to provide membership for newspaper men in towns nearby which are too small to maintain separate organizations. Both daily and weekly newspaper workers outside, and weekly newspaper workers in the Twin Cities may become affiliate members of the Twin City Guild.

The Duluth Guild sent word that it had gone on record as favoring the Twin Cities as the site for the National Guild convention in June, pointing out that a midwestern city was desirable from the standpoint of accessibility.

Before the national convention assembles the Minnesota organizations expect to have a Minnesota Newspaper Guild functioning.

PLAN GUILD PRIZES IN EDITORIAL WORK

Philadelphians May Reward Meritorious Service

PHILADELPHIA, — When the Pennsylvania Newspaper Publishers Association met here recently, one of the topics listed for discussion at a closed session of daily paper members was "The American Newspaper Guild and Local Guilds."

Immediately officials of the Newspaper Guild of Philadelphia and Camden, now numbering well over 600, became interested and decided to find out what the publishers would say. When the subject was raised, however, the chairman of the meeting cut off comment rather abruptly. Later it was learned that many publishers who knew little about the guild were anxious to hear it discussed. Convention officials explained they were forced to hurry over the topic for lack of time.

The guild did come in for considerable informal discussion in the hotel lobby, although most of the publishers present were from smaller cities and have had no contact with the guild as yet. Those interviewed expressed interest in the movement but did not commit themselves further.

A plan to have the local guild sponsor annual awards for excellence in newswriting, photography and other forms of editorial endeavor has brought much favorable comment here. It was pointed out that such awards would fulfill a fundamental duty of the guild in trying to raise the standards of editorial work.

A loan fund for guild members is also being set up, and other forms of benefits are on the way, Group buying and group medical care seem most likely to be of value.

Mayor Roy R. Stewart of Camden is being highly praised by Guild members for granting holders of guild cards the courtesy of the police and fire departments in his city. The cards thus take on equal rank with the reporters' police cards. Similar action has been requested from the City Council in Philadelphia, where reporters' cards have not been issued for two years for "economy" reasons. Mayor J. Hampton Moore of Philadelphia, who has never been noted for his friendliness to newspaper men, took no action on the guild's request.

A survey of wages and working conditions is being completed under the supervision of Richard V. Cornish of the Camden Courier. Organization work is being pushed in the surrounding territory by Thomas Miller of the Philadelphia News Bureau, who is chairman of the organization committee. In three days last week meetings were held in Narberth and Allentown, Pa., and Woodbury, N. J. A special foreign language unit is being formed in this city to take in eighteen daily and weekly foreign language papers.

Jerry Love of the Philadelphia Daily News has been named chairman of an unemployment registration committee, to take over CWA activities and also set up a permanent registration bureau for unemployed newspaper men and women. Lists of those registered will be submitted to publishers from time to time.

The resignation of Ralph Pulitzer was hailed by Paul Comly French, president of the local guild, in a letter to Heywood Broun. The Philadelphia-Camden Executive Assembly passed resolutions urging Mr. Pulitzer to quit just four days before he announced his resignation.

The Guild Reporter

Published by the American Newspaper Guild in the interests of newspaper editorial employees throughout the nation.

News writers designated as correspondents by the various guilds should communicate promptly with the editor.

This issue was set up and printed in the plant of the New York Evening Post, by arrangement with the publisher, and paid for by the Guild.

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Concerning a Policy

According to a custom made agreeable by long and honorable usage, the owner and editors of a new publication usually get together, even before the first Scotch bottle hes burst in the alley, and devise a statement of policy. This is solemnly rendered into type, proofread, sweated over, revised. When it is finally released to the public (the presses having been stopped once or twice to make sure that no enemy crept aboard and surreptitiously pied the type), there is occasion for mild rejoicing in the editorial bark. For then all hands have a light to steer by. It may be a weak beacon, obscure at best and given to total eclipse in moments of atmospheric expediency. But the fact that it is somewhere in the offing gives them a notion that they know where they are going, which is the next best thing, sometimes, to knowing.

One trouble with such a practice on a paper of this kind is that it has not one, but several thousand owners, all of them highly articulate and all of them bursting with editorial prejudices. Already the mails and our verbal advices begin to indicate divergent bulgings of opinion. One correspondent upbraids us severely for assigning important secondary motives to the publishers' recent freedom-of-the-press crusade. Another advises us to stop pulling our punches and cultivate the art of damnation. A third delivers a manuscript which indicates his preference for good humor above everything else. A reporter given to laughing through his teeth advances the notion that every publisher is an abject creature of commerce and that our purpose should be to reform him or at least treat him severely. One well-wisher salutes us as the newspaper man's newspaper and bids us get busy and realize our potentialities. He is seconded by another who favors free discussion of all the problems and interests of the trade and the encouragement of young journalists. A student of typography reminds us not to overlook features interesting to printers. Whereupon a news writer noted for his sane views cautions us to exclude from our columns everything but the most prosaic reports of proceedings in the guild.

We are advised to lay off and we are advised to lay on, to be a propaganda organ, a journalistic sightseeing bus, a forum for newspaper innovators and a stenographer's notebook. The owner, it would appear plain, is a national organization, diverse in its interests and in its thinking. And the editor, with the buck at their door, are quick to protest that a policy which would meet with unanimous, or even majority, approval would call for more insight, more journalistic sagacity and a livelier sense of prophecy than they venture to assert. It looks as though we would have to struggle along without a proclamation of policy.

This seeming lack of purpose, of course, is not without certain advantages. In the first place, it keeps outsiders guessing as to what we are shooting at as a publication. We may not know ourselves. But that will not make anyone's toes hurt or bring down any hobnails on our own.

In the second place it gives us latitude of expression, which seems not only laudable, morally, but a downright necessity.

In the third place, as the journal of the Newspaper Guild, it leaves us free to move with the organization. And who knows what the purposes of the guild may be five years hence, when it is universal, thoroughly mobile and possessed of respectable resources? There is no ground to assume that it will be to conduct itself militantly before employers who recognize, as many do now, the excelling value of fairness in the purchase of human services. Nor do we suppose that it will be the presentation of birthday flowers and swivel chairs to publishers who assert that journalists are still a race of vagabonds, and let them eat cake.

The editors hold no brief for flamboyant opinion, but it is probably fortunate that no journalist in the country, whatever his views on the trade, need feel that he is without an outlet for them now. There has never been a time when newspaper people have not complained bitterly about the restraints imposed upon them. There will probably never be another such occasion in our time for testing the worth of their claim to the right of independence. This is their paper, if they want it—their refuge from all the taboos and sacred cows, the material sins and the provincialisms of their own editors and publishers. Here, beyond the shadow of any counting room, they can hold forth on editorial practice; and here they can make what they will of new impulses and ideas in journalism.

This is, in brief, the opportunity they have been shouting for. What they make of it will do much to establish the value of their ambition to be journalists, per se, and the guardians of their own destiny.

30-Hour Week Bill

Newspaper men in common with other Americans who live by their wages will undoubtedly be interested in the Connery thirty-hour-week bill.

If enacted, it would not only vastly increase employment in newspaper offices as well as elsewhere but it would correct a number of abuses which have grown up because of the loose phrasing of the National Industrial Recovery Act.

The bill is printed herewith in full:

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that codes of fair competition, voluntary agreements, and licenses approved, prescribed, entered into, or issued under the provisions of the National Industrial Recovery Act shall be subject to the condition that no employee shall be required or permitted to work more than thirty hours in one week, five days in one week, or six hours in one day. In cases in which the President finds that an inadequate supply of labor exists and that the enforcement of such condition would unduly restrict essential functioning of industry or commerce, he may waive such condition to the extent and for the period found by him to be necessary to insure the essential functioning of industry and commerce.

SECTION 2. Codes of fair competition, voluntary agreements, and licenses approved, prescribed, entered into, or issued under the National Industrial Recovery Act shall be subject to the condition that in any case in which the maximum number of hours of work per week is reduced to thirty hours under such codes, agreements, or licenses, the wages paid to employees affected by such reduction of hours shall not be less for thirty hours' work than it was for the number of hours of work (if in excess of thirty) in effect prior to such reduction.

SECTION 3. In the administration of codes of fair competition, voluntary agreements, and licenses under the National Industrial Recovery Act, the President is authorized to provide for participation upon boards charged with such administration by a number of representatives of national trade unions equal to the number of representatives of employers upon such boards. In any case in which representatives of national trade unions would not, in the judgment of the President, adequately represent the interests of employees affected by any such code, agreement, or license, the President is authorized to select representatives of labor organizations which are not national in scope to represent such employees in the administration of such codes, agreements, or licenses.

SECTION 4. The provisions of this act shall apply to codes, agreements, and licenses, whether or not approved, prescribed, entered into, or issued prior to the enactment of this act. The President is authorized to prescribe such rules and regulations as may be necessary to carry out this act.

In Washington

Each month The Guild Reporter will reprint from some other publication an article of special interest to journalists. It may be a meritorious piece of reporting on any subject, or the apt discussion of an editorial problem; or, like the following from the New York Times, it may be both.

By ARTHUR KROCK

WASHINGTON, Jan. 30. — A young man in this city was graduated yesterday from one of the most difficult courses in the world. Neither he nor his instructors made any particular ceremony of the affair; it passed practically unnoticed by them and by him. But an examination was held, the answer to a question was given, and everything about a graduation exercise was there except the diploma.

The place was the office of the Secretary of the Treasury. The graduating student, after ten weeks of a very stiff and dangerous course, was Henry Morgenthau Jr., incumbent of that office. The faculty was composed of the newspaper men who gather the news of the Treasury. The examination was about as follows:

Reporter—Are any negotiations in progress with Great Britain for the international stabilization of currency?

Secretary Morgenthau—I can truly say today that there are none. But if you ask me next week, I won't answer.

That was the perfect reply of a public man from the standpoint of the press. Its primary aim is to disseminate accurate information in advance of the fact whenever possible. Its secondary function is to report that certain predicted eventualities will not occur. Its third office is to inform the public that no information in advance of certain events is procurable.

Public men who seek to deceive the press by statement or by implication are numerous enough. Usually it is done clumsily and is soon detected, after which the standing of the public man suffers with those whose duty it is to interrogate him. Sometimes diplomatic denials are found necessary by men in office, but even with those there is a right way and a wrong way.

The Censorship Episode

The official grown expert in his dealings with the press avoids most embarrassments and deceptions by declaring certain subjects taboo for questioning. When Mr. Morgenthau realized that, and proceeded to apply it to the forthcoming secret moves for currency stabilization, he qualified with the Treasury press as a stout and knowledgeable fellow.

This new graduate from one of the most difficult courses in the world—any one who doesn't think so should face the inquisition twice daily in a position of equal responsibility—began his studies awkwardly. He imposed on his first day as Acting Secretary an unworkable censorship in the Treasury. All departmental news must come from his assistant, Mr. Gaston. No newspaper man was to be allowed to discuss anything, even for the mere purpose of getting background information, with any one else in the building. The second regulation imposed by the new Secretary was that the Negro attendants and the Treasury guards must snap to attention when their superiors walked through the corridors.

There had been a good deal of disorganization and undercover sniping back and forth in the Treasury, and the censorship rule was directed toward that. But it was unwisely conceived and unTactfully announced. Trial soon proved error, and a more sensible arrangement—very much like the old days of free intercourse among press and Treasury officials—was evolved. Also, somehow or other, the Negro attendants and the guards look as unmilitary as they ever did.

Roosevelt on "Bad Press"

After Mr. Morgenthau had made his two missteps, he departed, amid a storm of protests and volleys of satire, to visit the President at Warm Springs, wondering, no doubt, what the boss would say about his "bad press."

"Well, Henry," said the President, "you have certainly begun at the bottom. The only direction you can go is up."

That is what has happened. Mr. Morgenthau, so far as his important press relations are concerned, has gone steadily up. He has learned every day in the weeks that have passed since then. A really outstanding, straight-thinking man, he has discovered that it is safe and wise to be himself with his inquisitors. And, as yesterday's question and answer showed, he has perfected one of the most difficult of all techniques for men in office in Washington. He has been graduated with the probationary high degree of S. S. ("Straight Shooter").

Considering the importance of accurate public information in times like these, and the even greater essential that the public shall not be misinformed by certain types of official evasion, this represents a real achievement for the forty-two-year-old Secretary of the Treasury. But he is by way of accomplishing another necessary thing—the orderly reorganization of the department.

Due to Mr. Woodin's long enforced absences, his easy-going personality and the lack of sympathy with certain New Deal policies that affected certain high Treasury officials, that department was rather in a turmoil when Mr. Morgenthau took hold. He is getting it to run smoothly and noiselessly—the ideal state for this particular building.

The Secretary hasn't completed his task. He must find for Undersecretary, if he can, a man who knows law, finance, both private and Government, and yet who has no taint of Wall Street or kindred experience. Since most men with those qualifications have or have had connections that make Senators foam at the mouth, it is a taller order than the self-imposed one of Diogenes.

Guild Bargaining

(Reprinted from Editor & Publisher)

From time to time we hear that local newspaper guilds are preparing to enter into "collective bargaining" with publishers and that the national guild is awaiting the result of a nation-wide survey of working and wage conditions among newsmen before it attempts to say what labor union men would call "a scale structure." That the guilds have no definite, settled economic plan, either local or general, seems to be the present fact. What is now happening is a lively effort to organize the news writing forces and perfect a degree of "solidarity." Figures supplied by officers of the guild indicate a portly organization in some fifty cities, with many conspicuous exceptions. If 50,000 are eligible, it is perhaps doubtful if more than 10 or 12 per cent have taken membership. However, an organization of 7,000 news writers in the United States would constitute the largest body of its kind in the world—an amazing development in only a few weeks.

The course the guild organization will take in the immediate future, in our opinion, is being decided now. It will include, without doubt, definite and uniform plans looking to an improved economic status for the craft, with fixed minimum wages and maximum hours, and reasonable security of job tenure, but no one knows how these objects will be bargained for. Many disparities are to be reconciled as between small papers and big ones, prosperous and poor, morning and evening, seven-day, six-day and weekly, the numerous other inequalities by no means favoring common scales.

Then, too, there are publishers who appear to feel for the cause of the newsmen, wishing to see them at least get a break with the unionized mechanical departments, whereas other publishers view the creation of guilds as a force to be resisted to the last ditch. Until recently this opposition was not manifest.

Within a few days we have heard of several publishers who regard the guild as an enemy. To us, this is surprising. The common basis of opposition seems to be the familiar grounds taken by those who resist unionization. Some talk of the guild as possibly subversive of good journalistic principle, but the main argument is that editorial men are paid as well as the business can afford, that regulation of hours of employment is contrary to long-established practice and is unworkable, and that the drive is against the publisher's pocketbook at a time when he is crushed between the upper and nether millstones of reduced income and increased costs. In some newspaper offices newsmen are so well paid and so generously treated that workers consider it would be an offense against the employers to join a guild. We hear also of some opposition in cities where certain guild officers are not well regarded by publishers and in one instance we have learned of a protest against a community guild because its offices are to be located in another and rival city. All of the mixed and various conditions a national organization might expect to encounter are present in this situation.

But the surprising fact in guild opposition is the short-sighted view of publishers who resist on union labor grounds. Editor & Publisher has taken a definite and clear stand on the union question—not because of prejudice against the craft union movement but because we would consider it nothing short of tragic to see news writers drift into a form of organization that is utterly inconsistent with the pretenses of free journalism. The craft union labor movement is essentially a political-economic enterprise depending for success in large part upon propaganda. How could men maintain their liberty as news writers and owe allegiance to a union affiliated with other craft unions? However liberal-minded a man may think himself, it would stretch imagination to believe he could cope with the forces of class interest in time of stress if pledged to a union with affiliations. When loyalty flies out of the window in the newspaper business, the very best element is lost.

But there are powerful forces that constantly urge a union of news writers. They look with scorn on the guild idea, saying it is doomed to failure because it will not be a fighting body. These men came near to organizing the newsmen under NRA a few weeks ago as allies of A. F. of L. The fight against them is by no means won. It is still possible that guilds may become unions. Our own view is that the guild can achieve better results for members than trade unions. It can establish friendly relations with publishers and in a spirit of give-and-take work out the separate problems in the field to mutual advantage. We perceive standards of competence vastly improved. We foresee NRA objective reached without rancor, harassment, loss of professional honor or the prime things which all newspaper men hold dear. There is and can be no quarrel between editorial men and publishers—each is too dependent upon the other.

A Newspaper Guild in St. Louis

(From the St. Louis Post-Dispatch)

The formation of a local newspaper guild extends to St. Louis a movement which already includes organizations of newspaper workers in thirty-two cities in the United States. As such, it is part of a national movement under the Recovery Act, Section 7A of which guarantees the right of employees to organize if they choose to do so. It is, moreover, a natural development at the present time, since the multiplicity of tasks of the NRA administrators under the code program makes it virtually impossible for them to deal with masses of unorganized workers. The opportunity for guilds to better the lot of the average newspaper worker arises from the fact that in some newspaper offices conditions are needlessly undesirable. On newspapers whose conditions are fair, there will be little for members of a guild to do other than to lend support to a movement which can be the means of helping their less fortunate colleagues. Where the working day is unduly long and other conditions are objectionable, a guild may well prove the needed corrective agency. This is a time when a New Deal in national government is encouraging workers in all lines to lay the foundation for a fuller life. There is no reason why the men who gather, write and otherwise work with the day's news should be an exception.

What-a-Code

(From the New York Evening Post)

The newspaper code is a chiseling performance if there ever was one.

It does not abolish child labor. It does not provide minimum wages or maximum hours for editorial workers.

It does provide for "freedom of the press in a needless and silly paragraph. Concerning it the President rightly says freedom of the press" in a needless and silly than would the recitation of the whole Constitution or of the Ten Commandments."

The President's request for a forty-hour five-day week for editorial workers is purely a request and is not a part of the code.

The Evening Post is glad to honor that request.

Maedchen in City Room

By GRETTA PALMER

ABOUT once a month a nervous little girl in a mussed-looking hat appears at my desk and says, "I am a student of journalism. Will you please give me your views on the outlook for women in the field for our school paper?" You have had them, too. And you know the answers.

One of New York's great newspapers today employs no women on its city staff. Another has a female battery of one. A third, which prides itself on its liberality, has two working for the desk, one in the financial department, and had more until marriage and other events fortunately decimated their ranks. There is a woman Sunday magazine editor in New York, a woman literary critic, a woman editor-in-chief and there are plenty of woman women's page writers and society chatterers. But of girl reporters under the aegis of the city editor, there are still precious few.

The Old Fraternal Spirit

Your little girl from Hunter College or Columbia wants to be one of them a year from now—of course she does, and nothing that you can say will deflate her hopes. She thinks—quite rightly, by the way—that the reporter on general assignments meets such interesting people. She thinks it must be wonderful to have a scrapbook full of signed articles. She loves the Glamour of the Game. (The caps are Hunter's and Columbia's.)

The chances are about ten thousand to one that she will ever land a job as a New York reporter, and a hundred thousand to one that she will do it without previous reportorial experience out of town, unless her father owns the paper and she inherits it first. And if she ever does, the magnificence of her lot is still, I believe, questionable.

For sex equality does not prevail in the city room—and don't let any editor contradict me, either. It is true that a year or so ago one of the big morning papers had a first string girl reporter, who wrote the lead running stories for weeks at a time. It is true that the average feature writer, female, draws down as good a salary as the man working at the adjacent desk. But he may be going somewhere. She, if she stays in the newspaper business, almost never is.

Sex and the Typewriter

Before the alert young man reporter there are two definite courses open. He may become a junior executive (did you ever hear of a girl assistant city editor?) and in time work up to be the managing editor, editor and, eventually, the Big Shot. Or he may cleave to his typewriter and bang out a notable career for himself as a Washington correspondent, a dramatic critic or a columnist big enough to differ from the editorial page of the paper for which he works. The most brilliant women writers, somehow, never do these things.

There should be no sex discrimination among writers, Heaven knows. There is nothing about a typewriter which can offend the sensibilities of the gentliest-nurtured girl nor is the physical effort involved great enough to tax her strength. But women, according to the curious tradition of editors, are interested in nothing but other women. (The fact that they scatter like dynamite when other women come into the room does not disabuse editors of this mossy notion.)

A man reporter may be assigned to tackle a prospect of either sex. A girl who is given a man to interview may bank on it that there will be imbedded in the assignment the suggestion that she get him to unload his views of childbirth or the modern girl or "Do Men Wish Their Wives to Work?" The thing is inevitable. As a recent and more harsh critic of the capitalist press expressed it, they are asked to write "Fluff-stuff."

Now, I am no opponent of fluff-stuff—I think it's fine. But it so happens that the juiciest assignments on a newspaper concern other subjects—subjects which I believe women are quite as capable of treating as men. And it is my profound conviction that there are few subjects as dull to a woman reporter as another woman.

An Opportunity for Someone

We modern women are surprisingly well-rounded persons, taken all in all. We have a certain elementary grasp of politics and of psychiatry and of economics—what the economists have left of it. We might make excellent political experts or sound market advisers, notable dramatic critics or brilliant writers of those diatribes known as editorials. But do we ever get a chance? No!

Some day some editor is really going to listen when his publisher tells him the familiar story about women buying 85 per cent of the merchandise sold in America. Some day he is going to tumble to the fact that his advertisements are directed to one sex while his reading matter, in large part, is slanted to the other. He is then going to hire a gang of competent women to give the woman's touch to his stories on City Hall and Senate investigations and the Nazi movement and all the subjects which have been verboten to the girl reporter.

And that publisher is going to make a fortune.

Until then the little girls from Hunter and Columbia had better get a job at Macy's—they might grow up some day to be fifth vice-presidents at a salary that would make a New York city editor cry into his slug of rye.

Moulder of Public Opinion

TWO or three days before Christmas a gentleman who represents California newspapers called the gentleman who is now before this typewriter.

"Hey!" he said, "I understand you are out of a job."

"For bargaining purposes, that is correct," I averred.

"Well, there is a dandy job open in the northern part of the State. Special situation, you know. You got to know all about politics and agriculture and water rights. I told 'em you were the only man available who could handle it without going completely screwy."

"Thanks," I smirked. "How much does it pay?"

"Don't ask me," the voice over the wire replied, "but he sure needs a good man. This publisher is quite a chi— quite a business man and has got plenty dough."

"O. K." quoth I, "We'll look into the matter. I could sure use some of his dough."

In a Little Town Up North

So a few hours later the writer found himself some two hundred miles distant from his present place of abode, in a little town in Northern California. (See Chamber of Commerce folder for description of climate and scenery.) The publisher, whom we will call Mr. X, met him in the office of one of his many business establishments.

"Well," said Mr. X, squinting down his cheroot, "What do you know about farming?"

"I know enough not to want to be a farmer," I replied. "Besides, I know some of the intimate secrets of the Durco-Jersey family; that you shear sheep in the spring and not in the fall; that you can feed cheap feed to expensive beef but you can't vice versa; that Calvin Coolidge should never have posed with an old fashioned rake in his hand, to impress machinized agriculturists, and that shaking hands with a horny-handed son of the soil is worse than writer's cramp."

"They do get a bit exuberant," Mr. X observed, "but as Pop-eye has so aptly put it, 'They are the salts of th' ert.' Without them, most of us couldn't live."

The writer looked at the luxurious office and agreed heartily.

"Do you know anything about the problems of irrigation?" Mr. X wanted to know.

"Aye," responded the respondent.

"You understand riparian rights, of course?"

"'Tis an old English custom," I replied. "It requires that persons taking water from a stream must return same to same undiminished in quantity and unimpaired in quality."

He Knew All About It

"So see th' English," Mr. X replied with some show of exasperation. "Some yokels down the river are suing me for a million dollars, all on account of that fool law. What has become of rugged individualism?"

It seemed best to stick to the subject of water so I observed that you could buy a great deal of water for a million dollars.

"Well, Mr. X replied with what I thought to be pardonable pride, "These birds claim I stole the Sacramento River."

"What in the world could you do with an entire navigable river?" I asked in astonishment.

"Oh, I have quite a few interests around this part of the country," he replied, "A power plant here; a water company there; a few thousand acres of rice further down the river. It all goes, if you get what I mean."

"But what about these farmers who haven't any water?" I wanted to know.

"Oh, they have water, all right," Mr. X. replied, "You see, the Pacific Ocean came in where the river used to be. The salt doesn't seem to do their crops any good. The Government should do something about it. Build a dam, maybe."

"And you want me to try to convince the folks hereabout that you should be allowed to keep the river?" I asked.

"That is only part of it," said Mr. X, cheerfully. "There is another angle. You see, we do quite a mercantile business—or did do quite a mercantile business. We want things handled so we can keep the river and make them like it. We don't want to lose our cash customers."

As to Other Duties—

"Is that all of the assignment?" asked ye ever-watchful scribe.

"Well, yes," he replied, "except the regular routine news. There's quite a lot of news around here. The news editor begins at seven in the morning. You wouldn't need to be around any earlier. You ought to manage to attend as many night meetings as you could. I guess you couldn't attend much more than one a night and on Sunday about all you would have to do would be to go out and get a story on the baseball game. We haven't done anything about church news yet. That may come later."

Ye scrivener gulped but was quick enough on the trigger to beat Mr. X. to the punch.

"How much do you expect to pay for the job?" asked yours truly.

"To tell you the truth," said Mr. X carefully, "We cant pay a great deal. The paper's revenue won't stand it. A business should stand on it's own feet, you know."

"How much?" I repeated, doggedly.

"We are now paying our news reporter fifteen a week," he ventured.

We gave him the glassy eye.

"Naturally, we expected to pay more," continued Mr. X. "This special work is worth something to us. Say, twenty or twenty-five a week."

It Was Nice to Have Met Him

"Mr. X," I replied kindly, "I have a great deal of admiration for a man who can tote off a good-sized river. I would like to be your devoted slave, but not for twenty-five a week, or anywhere near that figure."

Mr. X seemed surprised, but bore up very well.

"There are a lot of newspaper men out of jobs," he pointed out.

"Quite so," I said, "Quite so. But I'm not one of them. I am a ward of Uncle Sam. Every day at noon, I report for work as a foreman on a CWA project, where I watch and instruct a gang of men who know more about what they are doing than I do. At 5 o'clock of the same day, I return to my home for refreshment and repose. This goes on for six days and on the seventh, I rest. I spend the mornings writing whatever pleases or composing excuses to my creditors. For all this I receive about what you offer for my undivided time and attention during practically all of my waking hours. Now, just as man to man, Mr. X, which job would you prefer?"

"You win," said Mr. X, with a smile. "And just to show you I'm a good sport, I'm going to pay your expenses for this trip."

Which just goes to show that a man can be a gentleman, even though a publisher. D. J.

Old Men and Machines

The story of how three press association telegraph operators were reduced to the rank of "attendants" and deprived of some 50 per cent of their old salary, after being saddled with insurance sponsored by their company, is related in a confidential letter to *The Guild Reporter*. The reason for their demotion was the adoption of the teletype on their division.

"After seven years of the process of transformation, during which we all changed our vocations from Morse to printer operators and mechanics," says the letter, "the process which we helped to perfect is turned on us as a club, to render our combined ninety-three years of service and hard grinding under the old Morse regime a complete ruination of every hope we ever aspired to realize."

About six years ago, the writer states, the management, "by moral suasion," induced every employee possible to purchase additional surety under a blanket policy with a large life insurance organization. The writer hung onto his policy through a period of bitter stress "because of my faith in the management" and because "due to the nature of my work, I could not obtain other insurance."

However, he continues, "I will probably have to relinquish it," along with home and other insurance. One of the other two demoted men already has given up his home, he said.

"Some two years ago," the letter goes on, "we all received notice that henceforth the ——— was disassociating itself from the dual connection with this particular insurance arrangement, which, we now see, was paving the road to the ultimate dumping of all of us out on the world at an advanced and perilous age."

The writer expresses doubt that the "elimination of thousands of workers and their displacement by machines" is progress. He is, indeed, "desperate over the situation," as it affects him and his family.

A Cub Thinks It Over

At the risk of causing some of its older readers to get suddenly and nostalgically drunk, The Guild Reporter prints this engaging letter from a cub to his columist hero:

Dear Mr. X—

From three year's work in collegiate and metropolitan journalism I almost feel I could address you by your first name; reading so many letters reproduced in this or that column makes me do it the conventional way. As thus:

More than two years ago, while a sophomore at the University of P——, I decided to switch from an English major to a journalism major. By a series of freak coincidences I had been thrown into contact with "the boys of the press." And recalling my slight interest in the "profession" during my high school days, I decided then and there I was going to be a newspaperman.

The Urge to Write a Column

That fall I started working for the school paper and in two years my name became a campus byword. For after covering every news beat there was I demanded I be made a columnist. Twice I wrote a gossip column, once for three weeks, once for a month. Each time I was muzzled for being too frank. The second column almost got me taken for a ride; the Associated Press and the Richfield Reporter carried the news of the death of the column, "his popular daily feature which kept the campus agog during the month it appeared——"

Came the vacation, with one more year to go, and I decided to go to the big city and get a job during the summer just for the experience. I've been here for two months, the last five weeks working on this paper—advertising work which, of course, I am not a good hand at, but it is employment while being 1,000 miles away from home, it is experience (for I am seeing the town), and it is a job—I am the only one from the Daily Z—— who has come down here this summer to try his luck without a dollar in his pocket.

In the——— I read your column; last night's column (the one about the NRA as regards the press and the false glorification of the boys who scribble their souls out for less than what a decent clerk, knowing much less, gets for much less work) made me want to write a fan letter to someone. I don't know, to a shadow under whose name and byline syndicated material appears, something I don't often humble myself into doing.

What I really wanted to say, and this is my only justification for interrupting you, is that that column is telling all your readers exactly what—and more—I've learned since I started getting kicked out of the local city rooms here when on the quest of "anything in the editorial department, Sir?"

Not Wanting for Advice

There is always the decent lad, young or old, who will stop a punk like me, before I get out the door, and tell me what he thinks of the craft—each one so far has admitted the pay is lousy for the work and many of them have said they wished they could quit—but the work holds a fascination for them—I don't think they will quit until they are burned to a crisp from too much flying around the flame.

Even the short time I have been at it (watching the work right up to "going to bed," has bred in me the hankering to be in a city room among the frantic reporters, the hard-boiled city editors, the clatter of typewriters, the clinking of the linos and the mess that is found only in a newspaper office—why?

There are several ways of facing the problems as I see it.

There is the average man's reaction, two reactions really.

On the one hand, the average man gets into the game, stays for a comparatively short time, decides the whole business is screwy, gets out and promptly makes fairly good as a salesman, a clerk or a small business man.

The other average man—sticks. And becomes somewhat of a newspaper man; goes from one beat to another and from city to city—and ends up on the copy desk.

Then there is the more-than-average man. I will not try to type him, except for convenience of the moment. Like Ben Hecht—who gets training for fiction in the police court. Max Miller—who makes people pay to read about his work as a reporter. Winchell, McIntyre, yourself and the other columnists—who have a specialty and have that specialty down so well it lifts them right out of the city room.

Disillusion Setting In

Not that the conclusion is worth while (probably it sounds damnably trite coming from any one who is supposed to know a little about the "profession"), but I think it is up to a man to find out whether he really has enough on the ball to rise out of the city room—if not journalism is not for him if he is wise enough to realize it.

But the thrill of knowing the News before it happens is too often fatal.

Myself, I am already disillusioned in the ordinary newspaper man's lot and if after a few years of being away from home and mother I don't become something more than a clod in front of a typewriter I will decide to go into something else. I am, of course, going back home to finish school before cutting the final ties.

Already I have plans for a book——.

A year from now and it will be finished or nearing completion.

Then I will really face my first Big Test.

Now I must go into the composing room and supervise the make-up on my boss' page which closes in an hour.

I trust a letter like this doesn't bore you too much. I wanted to let you know how I "get" what you write; and to give you a slant of an undergraduate (in more ways than one) on the situation.

I have written like this to only a few others, Winchell, McIntyre, Theodore Dreiser, Max Miller and always was surprised because I got an answer.

Would appreciate any reply, however short.

Excuse the lousy typing, it is being done in a hurry.

Sincerely,
W—— F——

The Newark Guild's Historic Meeting With Paul Block

Right of Arbitration Established; New Dismissal Policy Introduced

By STEPHEN MERRILL

NEWARK, N. J.—The first major engagement of newspaper workers organized as a guild and a publisher who used his hitherto unchallenged right to dismiss employees without consideration for their length of service on his newspaper and without adequate dismissal bonus has passed into history, with newspaper folk generally viewing it as a surprisingly effective demonstration of what the guild movement can accomplish.

With the guild idea spreading rapidly across the country, it fell to the lot of the Newspaper Guild of Newark, one of the first to be organized, to take up the cudgels in behalf of certain members who had been ousted from their jobs and to set a precedent for taking up such dismissal directly with the publisher.

Paul Block was the publisher. The Newark Star-Eagle was the newspaper in the case; seven of its editorial workers had been dropped December 28. The Newark Guild lost no time in mapping a course of action and going ahead swiftly. The outcome was that one employee was reinstated; promise was given by Mr. Block that in the case of four others he would recommend more generous dismissal pay than had been accorded them, commensurate with their length of service on the Star-Eagle; while in the one remaining case, in which the facts indicated the dismissal was justified, no recommendation was made, either by the Star-Eagle chapter of the guild or by a committee which waited on Mr. Block.

Three days after the seven were dismissed, the board of governors met and after hearing a report on the dismissals from the Star-Eagle chapter appointed a committee to meet with Mr. Block. The committee men were Emmet Crozier of the Ledger, president of the Newark Guild and treasurer of the national organization; E. B. Berlinrut of the Sunday Call and the writer, who is with the Associated Press.

From data supplied it by the Star-Eagle chapter, the committee learned that some of the disharged employees had been on the Star-Eagle for two years or more, two for a few months and one for more than twenty-two years. This employee gave his age as seventy-six years and said he had been in continuous service on the paper for fifteen years.

With all the facts on the seven before it, including length of service, salary, dependents, immediately available means of support and dismissal bonus, the committee met Mr. Block. The conference was held in his offices at 247 Park Avenue, New York, on the afternoon of January 11.

A memorandum giving complete data on each dismissed employee had been prepared and this was presented to the publisher. He took it for study and promised to inform the committee of any conclusions he might reach.

Significance of Occasion Noted

At the very outset of the interview, Crozier declared:

"This is an historic occasion, Mr. Block, because it is the first time editorial newspaper workers, organized as a guild, have met with a publisher to discuss at the conference table problems vitally affecting employer and employee."

As the discussion got under way, Mr. Block displayed great amazement that a seventy-six-year-old employee of his should have been dismissed. He immediately telephoned the general manager of the Star-Eagle and asked that the man be reinstated.

"If you can't give him back the same work he was doing," Mr. Block said over the telephone, "give him something else to do. But do me the favor and take him back."

"And if you plan to make any other change in the future," he added, "I wish you would first talk to me about it."

Then he turned to the committee and expressed regrets that a man so old and so long in the paper's service should have been dismissed. He was equally regretful that a man of this length of service had been provided with only a month's dismissal bonus, as the committee's memorandum informed him.

Regarding this case, the memorandum said:

"The committee feels sure you will agree this case presents vividly the tragedy of a man grown old in service and in the end dismissed —presumably because he has grown old...The committee believes you will subscribe with it to the principle that a man grown old in the service of his newspaper is not to be cast adrift to shift for himself in the waning years of his life. Humanity and justice demand that he be provided for."

Mr. Block expressed agreement with the principle enunciated. He said also that when a man had worked any considerable time on a newspaper he was entitled to a liberal dismissal bonus.

"I would personally favor," he asserted, "two weeks' pay for six months' service, four weeks for a year, six weeks for less than two years and three months for two to three years."

Friendly to the Guild Idea

In regard to the other cases, Mr. Block referred to the memorandum and the committee's assertion that the employees had been dismissed without stated cause or explanation. He said he did not think it necessary to give a reason for dismissing employees.

From the start of the interview the publisher showed friendliness toward the guild, saying it was "a fine thing." He cautioned, however, that the movement would fall short of its purposes if it should lean toward trade unionism. Publishers, he said, would then vigorously oppose it.

At the same time, he said, journalists were the lowest paid class of workers in the country, considering the type of service they performed.

At one point in the interview, when the principle of "security for newspaper workers" was stressed by the committee, Mr. Block quickly rejoined:

"You talk about security for newspaper workers. What about security for publishers? What will you do when a man leaves my employ to accept a job from another publisher at much higher pay?"

The committee replied that this was one of the points to be included in a code of ethics which the National Guild would promulgate, but at the same time it was pointed out that well-paid newsmen were not likely to drift about from job to job.

Arrangements were made for another conference in which questions arising out of the memorandum would be discussed. One of the points stressed in the memo was the possible effect of unwarranted dismissals on the morale of the staff. In this connection it said:

"This committee respectfully urges you to consider also this question, which it feels is a vital one to you as a publisher. A great newspaper cannot be produced by a staff whose morale is shaken by the threat of dismissal—the dread that 'I may be next.' We are given to understand such a condition exists on the Star-Eagle.

"First-class newspaper workers employed on the staff of the paper feel they cannot do their best work, knowing that so many of their colleagues, equally good newspaper workers, have been, or are being, dismissed for what they consider inadequate reasons.

Purposes of Guild Described

"As you may know, the Newark Guild is affiliated with the American Newspaper Guild, which was recently organized in Washington. The purposes of the guild, as set forth in its constitution, are to promote the welfare of its members, provide some degree of security, improve standards of work and wages and in general elevate the status of the Fourth Estate.

"It is because we are keenly interested in making the profession of journalism more secure for its workers and to create a uniformly higher standard of work that we present to you this statement of conditions as reported to the committee by the Star-Eagle chapter of the Newspaper Guild of Newark.

"We trust you will be swayed by these facts to take such action as will tend to promote the principles herein set forth, thus securing justice for those former employees of yours and at the same time we believe contributing to the editorial excellence of your newspaper."

A complete report of the negotiations with Mr. Block was made by the committee to a meeting of the general membership on January 21. Intending to hold a symposium on the guild movement, the board of governors invited a number of leading editors and publishers of New Jersey to express their views.

Some were known to be hostile, others friendly. Mr. Block was among those invited, but he wrote that an out-of-town engagement would prevent his attendance on that day. To express his appreciation at being asked to attend, he asked the Newark Guild to be his guest at a buffet supper. After some debate the invitation was accepted. The supper was held January 25.

Willard E. Bowman, editor of the Star-Eagle, appeared in behalf of the publisher. The only other invited speaker to attend was John Borg, publisher of the Bergen Evening Record, Hackensack. Replies to the guild's invitations indicated that many of the editors or publishers were out of town on that day, some even being away on vacation.

"As I understand the guild movement," Mr. Borg said, "it aims to get for the editorial workers benefits such as are now being enjoyed by mechanical employees who are unionized."

It was his view that the battle of the guild should be to equalize the wages paid to editorial and unionized mechanical workers on a newspaper. Then he pointed out that publishers would strenuously object to unionization of newspaper workers.

He expressed himself as strongly in favor of the guild, pointing out that his editorial staff was 100 per cent guild organized. He recalled when the first moves to form a guild in Hackensack were made he was asked by other publishers what his attitude would be.

"I told them," he said, "that my employees had the right to join any organization they chose."

Mr. Bowman declared that "as far as personally am concerned, I am heartily in favor of the guild movement," but he warned it not to become radical. He, too, felt that any attempts to form a union would be resisted by publishers.

More than 120 members of the Newark Guild attended the supper given by Mr. Block at the Downtown Club in Newark Thursday night, January 25.

Mr. Block's Remarks

The host made a brief speech expressing his pleasure that so many had come and reiterated his friendly sentiments toward the guild. He again took occasion, however, to warn against unionism.

"I want you to understand," he explained, "that I am not opposed to unions." It was his view that the union idea would not work well in the editorial department.

He said, too, that he would ask the editors of his other newspapers to encourage the formation of guilds in their cities.

Those present at the supper described it as a pleasant occasion, which enabled newspaper workers to meet a publisher in a social way.

The committee which negotiated with Mr. Block was again called into existence two days after the supper by the dismissal of several additional Star-Eagle workers, members of the guild. The negotiations in this instance are still pending.

In most cases those dismissed had been employed on the newspaper for periods ranging from a few days to nearly two years.

The Guild Financial Statement And Estimated Expenditures

The backbone of any organization is strong or weak according to its finances. Under date of February 8, the following statement by the national finance committee went out in mimeograph to all national and local guild officers.

Fellow Guild Officer:

Enclosed is a statement of the American Newspaper Guild finances, which at first glance might seem to indicate that we are a going concern. We have a balance by virtue of the fact that our organization activity has been severely curtailed in order to maintain that balance.

Considering that our estimated membership would come somewhere near 7,000, the fact that to date less than $1,200 has been received shows that something must be done immediately if we are really going to put across and make permanently effective our national organization.

The American Newspaper Publishers' Association, which deals with individual publishers where we deal with vastly greater numbers of individual employees, maintains an office force with rows of stenographers and filing clerks, in order to keep their business in hand. With our office force of two we are merely scratching the surface. Our publication, around which the whole movement centers, is most inadequate both as to size and permanent staff. In fact, it has no permanent staff at all, and the work has to be done at intervals by persons whose main interest is, rightly, their jobs as newspaper men.

Furthermore, we have repeated calls for speakers in cities as yet unorganized or only partially organized. And in every case where a good speaker from an active guild has filled an engagement and been on the spot to tell the newly formed organization what is going on and what our objectives are, a firmly established guild has resulted; moreover, one that has been able to collect its national dues and contribute that much to the national movement.

Unless this matter of dues collection is speeded up we shall go into next summer's national convention in the same financially helpless condition as when we entered the one-day convention last December in Washington. By next summer we should aim to have a financial reserve that will enable us to adopt a thoroughgoing program and not only adopt it, but give it the financial backing that will make it effective.

Our immediate objectives—approved wage and hour levels—are comparable to those of the labor unions, but compared with labor unions our dues are negligible. We started out with the notion of getting somewhere by the collection and presentation of facts. Like any organization with similar problems, we need full-time paid experts collecting those facts—having already learned that we cannot depend upon the haphazard co-operation of outside agencies, such as the Publishers' Code Authority, the Bureau of Labor Statistics or the Russell Sage Foundation, all of whom have offered "co-operation."

It is urged that every responsible executive committee officer of the national and local guilds regard this problem of creating an effective organization as a personal responsibility and bear always in mind that real effectiveness will depend just as much upon money as upon fine words. Each officer is urged to take this up as soon as possible in his local guild. This appeal naturally does not apply to the few organizations which have paid up 100 per cent.

Earnestly,

NATIONAL FINANCE COMMITTE.
Emmet Crozier, Chairman.
John Eddy.
Andrew McClean Parker.

Following is the financial report as sent to the Guild officers:

December 15, 1933, to January 31, 1934

RECEIPTS

Organized Guilds	
Akron, Ohio	$25.00
Atlantic City	10.00
Austin, Tex.	5.00
Cleveland	101.00
Detroit	48.00
Duluth	15.00
Gary, Ind.	12.00
Hackensack, N. J.	22.00
Lansing, Mich.	19.00
Minneapolis-St. Paul	75.00
Monroe, La.	11.00
Newark, N. J.	150.00
New York	250.00
Omaha and Council Bluffs	22.00
Philadelphia and Camden	225.00
Richmond, Va.	35.00
Rockford, Ill.	19.00
San Antonio, Tex.	37.00
Spokane, Wash.	5.00
Tulsa, Okla.	14.00
	$1,119.00
Individuals and unorganized communities	54.00
Donations for postage, etc.	5.10
TOTAL RECEIPTS	$1,179.00
December 15, 1933, to January 31, 1934	

DISBURSEMENTS

Office Expenses	
Rent	$64.09
Salaries	195.00
Postage	40.39
Stationery	97.79
Supplies	29.24
Telephone	7.32
Telegrams	15.25
The Guild Reporter:	
Printing (December issue)	122.50
Printing (January issue)	76.85
Postage and mailing	48.16
TOTAL DISBURSEMENTS	$900.80

RECAPITULATION

TOTAL RECEIPTS	$1,179.10
TOTAL DISBURSEMENTS	690.80
BALANCE	$487.30

ESTIMATED EXPENDITURES
January 1 to June 30, 1934

	Per Month	Six Months
SALARIES		
1 Secretary-bookkeeper, $30 a week	$125	$750
2 stenographers at $25. a week each	210	1,260
1 Office boy	62	372
OFFICE EXPENSES		
Rent	75	450
Typewriters and office furniture	10	60
Printing: Letterheads, membership cards, envelopes, application blanks and miscellaneous items	200	800
Telephone	10	60
Telegraph and long distance telephone	25	150
Postage	50	300
THE GUILD REPORTER		
Printing and mailing	200	1,200
Postage	100	600
TRAVELING EXPENSES		
PRE-ORGANIZATION EXPENSES		
Credit to Cleveland Guild for pre-convention activities		100
Credit to New York Guild for pre-convention activities		250
Bonding treasurer		10
CONVENTION EXPENSES		
Executive officers and members at large of Executive Committee (June) at $125 each.		1,375
Total	$1,067	$7,537

EMMET CROZIER, *Treasurer*

Since the treasurer drew up his report the Albany-Schenectady-Troy Guild has turned in $123, the Rochester Guild, $110; Cleveland, $50 and Minneapolis-St. Paul, $25.

The Akron Newspaper Guild has called to our attention the fact that the $14 a month pay specified in the mail report for an office boy does not conform to the NRA minimum of $14.50 a week. If and when an office boy is hired, members may be assured that we will pay as much and more than the NRA calls for, as indicated in the revised budget above.

At present, for part time help, we are paying $4 a day.

Printers vs. Pulitzer

Among the labor union groups to share credit with the American Newspaper Guild for the successful protest of Ralph Pulitzer's appointment as NRA deputy administrator in charge of the newspaper code is the World-Telegram Chapel of Typographical Union No. 6 in New York (the World-Telegram being one of the two newspapers in America in which Mr. Pulitzer is financially interested), which adopted the following resolution:

WHEREAS, We read in the press that Ralph Pulitzer has been appointed deputy administrator to have charge of the Newspaper and Allied Codes; and

WHEREAS, We oppose the appointment of any publisher or any person affiliated by business reasons with publishers; and

WHEREAS, We see nothing in Ralph Pulitzer's record as publisher of the one-time New York World to justify a belief that he will have the employees' interest fairly at heart in the position of deputy administrator; and,

WHEREAS, On the contrary, his record in the closing out of the New York World leaves him in no position to restrain even the most ruthless activities of any publisher in dealing with employees; and

WHEREAS, To the best of our knowledge, newspaper employees' organizations were not consulted in this appointment, which may have a significant effect upon the future of the employees in this field; therefore, be it

RESOLVED, that we, members of the World-Telegram Chapel of Typographical Union No. 6, in special meeting assembled on Friday, February 2, 1934, protest to President Roosevelt and General Johnson against the appointment of Ralph Pulitzer, and ask the appointment in his stead of a man who has demonstrated to labor's satisfaction that he has the true interest of labor at heart; and be it further

RESOLVED, That we commend our fellow workers affiliated with the Newspaper Guild for their prompt action in protesting against the appointment of a publisher as Code Administrator; and be it further

RESOLVED, That we offer our fullest co-operation to the Newspaper Guild in any movement that has for its purpose the bettering of conditions for workers in the newspaper industry; and be it further

RESOLVED, That this resolution be sent to Typographical Union No. 6, to the Newspaper Guild, and to President Roosevelt and General Johnson.

New York Guild's Proposed Questionnaire on Journalists' Economic Status

The following is the text of a questionnaire which the Newspaper Guild of New York will send to its members:

I. Vocational History

Editorial position held.....
Newspaper .....
Salary received .....
YOUR PRESENT JOB—How obtained .....
How long held .....
Do you wish to stay or leave (use code letter for reason for leaving) .....
How do you plan to get new job .....

PREVIOUS JOBS

Kind of business or profession....
Type of position.....
City and State.....
Annual income earned.....
Date entering position.....
Date leaving position.....
Reason for leaving.....
Means of obtaining position.....

II. Changes in Economic Condition in Newspaper Career

a. Have you had promotions? Yes .... No.
Were they made in regular routine....
Were they made because of increase in size of staff .....
b. Has your income increased through
Regular promotions....
Investments.....
Other sources (or NRA)....
Bonuses.....
Outside writing and for similar journalistic work.....
c. Since November 1, 1929, have your earnings been decreased through
Salary reduction....
Enforced vacation....
Part-time basis of work (space or salary)....
Shorter work week....
Loss of bonus....
Reduced market (or pay) for outside work....
Personal reasons (or NRA)....
d. Since November 1, 1929, have your hours of work
Increased....
Decreased....
Unchanged....
e. Have you done other work than newspaper work?

III. Living Standards Among Trained Newspaper Workers

1. Is your income sufficient to cover the following, and about how much do you spend annually on each?
Housing....
Food....
Dress....
Travel....
Clubs....
Medical care....
Insurance....
Carfare....
Interest on loans....
Personal expenses....
2. Do you borrow through
Advances on salary....
Banks....
Morris Plan or other loan organizations....
Insurance policy....
Friends or relatives....
3. These loans are used for
Medical care....
Clothing....
Help for other members of family....
Travel or vacation....
Other occasions....
4. Have you savings accounts (check type of saving)
Insurance....
Stocks and bonds....
Real estate....
Mortgages....
Investments....
Banks....
Building and loan....
Other....
Are you solvent or insolvent?
5. Are you....your dependents in need of medical....surgical....dental....treatments which you cannot afford?
Give details.
Would you take advantage of group medical care if it reduced your expenses materially....
6. Have you kept your family small because of: Uncertainty of tenure of job....small salary....other dependents....

IV. Working Conditions on Present Newspaper

1. Does your employer provide
Life insurance....premium $....
No premium....
Liability insurance $....for injuries during work time....
Annual vacation of....weeks....with pay....without pay....
Salary advances $....
Loan fund for employees....
Weeks' notice before dismissal....
Weeks' pay before dismissal....
2. Your working week is....days or....hours.
3. Your salary is paid weekly....semi-monthly....monthly....
4. Is your department adequately staffed....
5. How many additional persons could be placed in department under proposed 35-hour week....
6. Do you see chances of promotion from or in your department....
7. Do you wish to change your job to: Other department....other newspaper....same town....another town....other work....
8. How many hours outside working time do you spend in individual writing....

V. Education

1. Schools and/or college
Graduated from.....elementary school at....in....(yr.)
Graduated from....high school at....in....(yr.)
Graduated from....school of journalism....in....(yr.)
Graduated from....graduate school at....in....(yr.)
Correspondence course in.....taken.....
Cultural course in.....taken.....
Other studies.....
2. How did you decide to enter newspaper work?
School....college....business life....accident.....
Other reasons.....
3. Did you get financial help by....loan....own work....scholarship....in....school....college....graduate school....accident....
4. Are you still paying any part of loan made in school and/or college.....

VI. Unemployment

1. How long has your average period of unemployment been prior to 1929....
2. How many unemployed persons in your immediate family....
3. If you became unemployed would you
Seek another newspaper job....
Accept publicity or advertising work....
Seek other employment....
Accept CWA or other "made" jobs....
4. If you became unemployed have you
Savings or other investments to last six weeks....
Resources for borrowing to last six weeks....
Some member of the family with whom you could live for six weeks....
No resources at all.....
5. Are you in debt.....how much.....

VII. Personal Statistics

1. Age: 20-30....30-40....40-50....60-70....
2. Marital status: Single....married....widowed....divorced....separated....
3. Nationality....
4. Citizen: Yes....no.....
5. Do you live in: Your own home....pay rent....board....furnished room....
6. Dependents:
How many children wholly dependent....partially dependent....
How many adults wholly dependent....partially dependent....
The number has increased....decreased....since 1929.
7. Are you self-supporting? Yes....no....
8. Do you share a joint income....
Husband-wife....parent-child....
Other family relationship....

VIII. What You Expect From the Newspaper Guild

1. Which of these things should the Guild try to obtain?
Improved wage standard.....shorter working week.....
Improved editorial standards....
Group insurance....unemployment insurance.....
Group medical care....employment service.....
Co-operative buying....restoration of pay cuts....minimum....week notice of dismissal.
Other....
2. Do you think dues are: Adequate....insufficient....too high....should be graduated....

Unions With Guild On Pulitzer Issue

Continued from Page One

typographical union officers in New York appeared together to ask that various work projects be pushed by the Civil Works Administration.

A. F. of L. Head for Affiliation

A report reached the guild's national headquarters that William Green, president of the A. F. of L., was friendly to the idea of the guild's becoming a union under the A. F. of L. banner. The guild did not ask that this report be confirmed, but Allen Raymond, president of the New York Guild, invited Mr. Green to address the New York membership in February on the movement's possibilities.

Soon after that the appointment of Ralph Pulitzer as administrator of the newspaper code was announced, to be opposed immediately by the New York Guild and later by the national organization. Armed with telegraphic authority from members of the national executive committee, Mr. Broun and Mr. Eddy, as national president and secretary, sent letters to the presidents of the four big mechanical unions asking their co-operation in the protest.

Major Berry, head of the pressmen's union, replied that he would investigate the appointment. President Howard of the Typographical Union expressed deep interest. He said he would get in touch with the photo-engravers' and stereotypers' unions, and next day he reported that he was in a position to act for the presidents of both those organizations in a protest against the Pulitzer appointment.

Mr. Howard and Mr. Broun arranged to go to Washington to protest to General Hugh S. Johnson and President Roosevelt. Other business prevented Mr. Howard from taking the same train as Mr. Broun, and when the latter, in Washington, learned that he could see the President at once, Mr. Howard empowered him by telephone to speak for the labor unions.

World-Telegram Chapel Protests

Meanwhile local units of mechanical unions were joining the guild in its anti-Pulitzer fight. The World-Telegram Chapel of Typographical Union No. 6 in New York (the chapel of one of the two American newspapers in which Mr. Pulitzer is financially interested) adopted a resolution of protest at a special meeting.

The Representative Assembly of the New York Guild several days later adopted a resolution in appreciation of this action and of the good will expressed in the chapel's resolution.

Since that time the guild has had other relations with the mechanical unions. Unions in two fair-sized cities, one in California and one in Michigan, informed the national headquarters of the guild that they had been asked by local newspaper men to help in forming news writers' associations. In each case the reply of Secretary Eddy urged that guild lines be followed. If possible, in forming the new organizations.

Friendly contacts have been maintained with the News Writers' Union at Scranton, an affiliate of the Typographical Union. The Scranton union sent a representative to the first organization meeting of the New York Guild, and Mr. Broun recently spoke at a dinner of the Scranton union.

Printers Advise New York Guild

Certain members of Typographical Union No. 6 who have acted on its wage scale committee have been asked for advice concerning points which the New York Guild might desire to take up with publishers. They have given their counsel freely, pointing out in particular the advisability of having guild contracts with publishers expire at the same time as typographical union contracts, so as to strengthen the bargaining positions of both organizations.

Some publishers, following the "divide and rule" principle, have tried to play off local guilds against the mechanical unions, and vice versa. Thus, one publisher in Philadelphia told a guild man that "you fellows had better watch the unions because they are trying to get all the places on the code authority." Guild members in various cities have been told by publishers that, since they had the interests of the publishers' papers at heart, it was not to be expected, "of course," that they would "follow the tactics of the unions and make impossible demands."

On the other side, publishers' word has been passed to mechanical unions with contracts expiring that they could not expect the same consideration for their demands as in the past, "now that the guild is going to ask for things, too."

"Perhaps," replied one member of a union wage-scale committee, "you would like to have us get a guild committee to sit in with us and bargain with you jointly so that we may all know where we stand?"

The publishers' representative did not want any of that.

Guild Unity Bolsters Morale of Journalists

Continued from Page One

the co-operation of the mechanical unions. Letters to the presidents of the latter brought an immediate response from only one of the big unions. This was from Charles P. Howard, president of the International Typographical Union, who was in New York at the time. Mr. Howard was heartily in favor of the move and obtained the backing of Leon Deveze and Edward Volz, presidents of the Stereotypers' Union and the Photo-Engravers' Union.

It was agreed that Mr. Broun, representing the American Newspaper Guild, and Mr. Howard, representing the typographers, stereotypers and photo-engravers, should go to Washington and carry protests direct to the White House and to General Johnson. Because of negotiations between the typographers and publishers in New York City, Mr. Broun went down ahead of Mr. Howard to make the necessary contacts.

Thanks to one of our active co-workers in Washington he obtained a White House appointment much more quickly than had been anticipated. Mr. Howard was unable to attend the conference. However, the president of the ANG had the authorization to speak for the mechanical workers and appeared as representing the overwhelming majority of newspaper employees throughout the country.

For some days a telegraphic barrage had been descending on the powers in Washington as the result of the New York appeal. The White House, General Johnson and Charles Michelson, publicity chief of the Democratic National Committee and of the NRA, who had been responsible for Mr. Pulitzer's appointment, were well apprised of the nation-wide antipathy to the appointment on the part of the wage earners in the newspaper industry.

Mr. Broun arrived in Washington at 9 o'clock in the morning and in the afternoon was informed at General Johnson's office of Mr. Pulitzer's resignation.

Since it seemed to be a *fait accompli* he did not stress the appointment in his White House visit, but did take up again the plea that had been made twice before to President Roopevelt for a five-day week.

Mr. Broun left the White House with the distinct impression that the President was committed to such a provision in the code for larger cities and for papers of large circulation. This impression was borne out in the President's subsequent formal request for a five-day, forty-hour week on papers of more than 75,000 circulation in cities of 750,000 or more inhabitants. Herein, perhaps lies one of the most important achievements of the guild so far.

The American Newspaper Guild, however, believes that a restricted work week should be established in communities of all sizes and on papers of all sizes. It is not in favor of preferential treatment for employees of large newspapers.

On the other hand, if the stand is taken by the publishers that the five-day week is practicable only in certain cities and on certain papers, it is felt that the guild should take cognizance of this while bearing in mind the determination to continue the fight for a square deal for every one no matter where employed.

Another indication of progress comes to us in the form of an unconfirmed assurance that we have been successful in obtaining enlargement of the Newspaper Industrial Labor Board, called for in the proposed code, from four members to five. It was the understanding of the mechanical workers' unions that the figure of four had been arrived at in order to take care of the four major mechanical unions.

At our first conference with General Johnson, the general denied this and held that there was no occasion for increasing the number of the board in order to make room for a guild representative. The appeal, however, was carried repeatedly to President Roosevelt, and we now understand that it has been effective to the extent of obtaining that increase.

Still another encouraging factor, of course, is the provision in the code calling for a survey of hours and wages among editorial men. This survey has been completed, and just why it is being held up the ANPA is not saying. Editorial employees may draw their own conclusions.

If the ANPA survey should establish that editorial workers are grossly underpaid, that will assuredly be no argument in favor of continuing such underpayment.

The most important move before every guild today is unquestionably that of collective bargaining. It is hoped that the next issue of *The Guild Reporter* will contain a well-thought-out program of objectives to be offered to the New York City Publishers' Association by the Newspaper Guild of New York, which may form a basis of approach for other guilds.

The Philadelphia-Camden Guild, whose constitution permits the office units to act independently of each other, is about to present a contract to J. David Stern, publisher of the Philadelphia Record. It will request a closed shop.

It is felt at national headquarters that the approach would be far more effective if the whole local guild rather than one office were to act on such a question. Such a procedure makes for unified effort and for the realization that fundamentally the problems and the objectives of newspaper employees are the same no matter where they are employed. It creates not only a feeling of strength, but the actual strength that derives from unity of purpose and action.

The Philadelphia-Camden Guild has been more effective than any other, reports would indicate, in speeding guild organization during the past few weeks. It has sent out speakers and been active in furthering organization in Allentown, York, Easton, Bethlehem, Mauch Chunk and several smaller Pennsylvania towns. A suburban unit of the Philadelphia-Camden Guild is being organized in the Southern New Jersey counties of Burlington, Salem, Cape May, Gloucester and Cumberland, and in part of Atlantic County.

The Cleveland Guild has been extraordinarily effective throughout all of Ohio, as has the Tulsa Guild in the Southwest. The New York and Newark Guilds have done a commendable share of organization work, as has the Twin Cities Guild in the Northwest.

Everywhere, however, we are handicapped by a lack of speakers who can address groups of strangers and bring about guild organizations. In some cities where the leadership is dilatory and timid the lack of an organizer to get them straightened out is extremely noticeable.

As will be seen in the statement of the national finance committee printed elsewhere in this issue, it is hoped that a treasury more adequate to our tremendous organizational task will have been built up by the time of the national convention in June.

The opportunities for telegraph and mail activity in fostering organization all over the country are so great that there is the temptation to spend the money as fast as it comes in. It should not be inferred, however, that appeals for information and guidance are being ignored. On the contrary, such appeals are being responded to with full information and suggestions. But if we are able to send an organizer into every city where there is a disposition to organize we could build up one of the strongest organizations in the country almost over night. In short, our facilities are too meager.

In the meantime, the most important instrument in furthering organization is *The Guild Reporter*. Headquarters will do its share in seeing that, despite part-time work, it comes out on a regular schedule and with a creditable array of information, but guilds and individuals everywhere should do all they can to help its circulation.

Since the last issue of the *Reporter* appeared, the following guilds have been formally organized: Albany-Schenectady-Troy, Atlantic City, Boston, Buffalo, Council Bluffs-Omaha; Decatur, Ill.; El Paso, Texas; Honolulu, Hudson County, Lansing, Norfork, Oklahoma City, Providence, Roanoke, St. Louis (Globe Democrat), Salt Lake City, San Antonio, Spokane, Toledo, Washington and Yonkers.

Communications from some guilds just organizing have been addressed to the secretary at the New York Times, and, in one or two instances, have unfortunately been misplaced by him. All communications should go to the American Newspaper Guild at 55 West Forty-second Street.

"The staff of the —— is in accord with the aims of the Newspaper Guild of New York but local problems have balked a contemplated effort to form a guild here. Reorganization of the staff, plus the inauguration of a new news policy, has kept the city editor tied down to the desk on an eighteen-hour daily average and staff members are just beginning to adjust themselves to the change. . . . We will appreciate it if you will forward future copies of The Guild Reporter."

"If the filling out of application blanks is the quickest way to affiliate with the American Newspaper Guild, please send us fifteen as soon as possible. . . . You can count on an early remittance of the first assessment. . . ."

What Arbitration Accomplished In the 'Worst' Newspaper Town

By JOSEPH POLAKOFF

SCRANTON, Pa. — Scranton's newspaper men have been unionized for twenty-seven years and today their organization, known as Scranton Newswriters Union No. 3, of the International Typograpical Union, stands as a criterion for those interested in organizing newspaper men under the protective wings of the Blue Eagle.

Meager wages, miserable working conditions and the generally low standards in journalism early in the twentieth century called for a course of action upon the part of Scranton's news staffs. Organization was chosen as the way out. The newspaper men saw the advantages gained by industrial and mine workers through their unionism and they decided to pursue the same policy of collective bargaining to improve their wages and working conditions.

It was during the convention of the American Federation of Labor in 1901 in Scranton that John F. O'Sullivan of the Boston Globe, who covered the sessions, stirred up discussion for a newspaper men's union.

First Charter Issued in 1904

On March 3 1904, the International Typographical Union issued a charter to the Scranton group but the organization flowered but a short while before it withered. The charter was withdrawn. In 1907, however, the idea was revived and the union which was formed is the one which exists today.

Conditions among the newspaper men here at the turn of the century demanded unionism. E. S. Irwin, of the Worcester (Mass.) Telegram and Evening Gazette, once gave this description of Scranton from a newspaper man's standpoint:

"Scranton was nationally known as the worst place for a newswriter in the country, both as to working conditions and pay. Any reporter out of a job, who could raise the price of a ticket to Scranton felt he was sure of a job there, as no good man would stay in Scranton longer than it took money to get out."

Dan D. Lenihan, a charter member of the present union, aptly described the apathy of newspaper men to unionism when the union idea was broached to them in Scranton. Said Lenihan:

"Many of the reporters and editors never saw a pay envelope. They had to be content to live upon orders from the office on advertisers. This condition was due to the fact that newspaper men for years had been lulled into the belief that they were 'professional men.' They held that 'brains could not be measured by a wage scale.' Hence they led a life of la Bohemia and one that was not far removed from starvation."

A Parallel Seen Today

Lenihan's stab at the newspaper men's attitude toward the unionism of those days appropriately epitomizes the attitude of many contemporary newspaper men toward the current American Newspaper Guild.

In January, 1907, the Scranton Central Labor Union, a branch of the A. F. of L., sponsored the movement to organize the journalists of the city. Staffs of two of the three daily newspapers immediately united. The third daily and the Sunday publication joined shortly afterwards.

At the request of the Central Labor Union the I. T. U. issued another charter of March 11, 1907, designating Scranton as Local No. 3, the same name carried by Scranton's newswriters for their organization today.

A few days following receipt of the second charter, the union presented demands to the publishers for a conference at which they would negotiate for an eight-hour working day and a higher uniform wage scale. The publishers scoffed at the union idea for professional workers and rejected the demands summarily at a conference.

Labor Influence Exerted

The newspaper men, backed by organized labor, continued their efforts. Conference after conference failed. Unionism appeared doomed. Finally, the union authorized the reporters of the various newspapers to negotiate as a group with their respective employers. The late Richard Little, publisher of the Scrantonian, the only Sunday newspaper in this city, looked over the proposal from his reporters and exclaimed gruffly, but in a pleasingly friendly way:

"Take that damned eight-hour day out; no reporter that is worth a damn would quit at the end of eight hours. And take $1 off all the way down the list and I'll sign it and give a week's vacation with full pay."

That was the opening wedge. The next day, E. J. Lynett, publisher of the Scranton Times, entered into a contract. The Scranton Republican and the Scranton Tribune, the other two dailies, held aloof for a while but later capitulated. The Tribune years ago merged with the Republican.

The first contract with the dailies resulted in wages being boosted from $12 and $18 a week to $18 and $26 per week for reporters. Editorial executives' salaries were raised from $25 to $32 and $37 per week. A weekly scale for apprentices, "cub" reporters, was fixed at about $10.

With the passing of the years, the newspaper men's union never had any extreme difficulty in negotiating other contracts with the publishers. As the cost of living went up, so did the pay. In fairness to the publishers, it must be said that they treated the union with dignity and decorum worthy of professional workers. Despite industrial upheavals and strikes in this region the newspaper men never were affected. The union always negotiated contracts with a facility astounding to labor organizers.

Seniority Rights Well Guarded

A graduated scale of pay, adopted by the union at its founding, is followed today. Five steps comprise the scale. The peak minimum scale is reached at the end of the fifth year. Newspaper men transferring from one paper to another maintain their ranking on the graduated scale.

Members of the Scranton newswriters' union at present enjoy working conditions well above the average in other cities of comparatively the same size. As a whole they are completely satisfied with their salaries and their hours of work.

Success of the union must be attributed to three great factors: the strong feeling for unionism in the region's population, the affiliation of the organization with the International Typographical Union, and the competency of the majority of the union's members in the local reportorial field.

SAN ANTONIO OUT TO LEAD IN SOUTH

Salaries of $14.50 to $30 Spur Organization Campaign

SAN ANTONIO, Tex.—With forty-seven of a possible sixty-five or seventy enlisted, the San Antonio Newspaper Guild has taken one of the leading positions in the South in the national movement to organize editorial workers.

A charter member of the national association, the San Antonio Guild contains three units. The units include employees of the Express (morning) and Evening News (evening), both published by the locally owned Express Publishing Co., and the San Antonio Light, purchased by William Randolph Hearst in 1924.

As news men know, salaries of editorial workers are lower in the South than in any other part of the country, unless it is the Pacific coast. Top pay for writers in San Antonio is $30 a week, with desk men receiving little more and often less. Most reporters are employed at weekly salaries ranging from $14.50 to $20.

Employees of the Express have not responded to the guild movement as enthusiastically as others. Only six of a possible sixteen have joined the guild. The city staffs of the Light and News, however, are 100 per cent, excepting the sports and society department of the News. The Light's group, with twenty paid members, is the leading unit.

Officers of the San Antonio Guild are William Keys, president (Express); Ben Baines, vice president (city editor, News); Cliff Potter, secretary (Light); and J. C. Oslin, treasurer (News).

Sigma Delta Chi Backs Guild In Poll of New York Members

By E. DICK ARMSTRONG

Sigma Delta Chi members working on New York daily newspapers are overwhelmingly in favor of the Guild movement, according to a poll taken recently by the New York Alumni Chapter of the collegiate fraternity, which is a national honorary journalistic society. A questionnaire was sent to the 125 members employed on the daily press in the city—but not to the many other workers in the metropolitan journalism field that embraces magazines, trade journals and weeklies—and fifty answers were received.

Six general questions were set forth and the responses to each indicated a wholehearted support for the American Newspaper Guild and its little brother, the Newspaper Guild of New York. In fact, as a result of the poll a resolution asking the national fraternity to indorse the Guild movement in principle was sent to the executive council, which now has it under consideration. The fact that several officers of the council have voiced friendly sentiments toward the Guild indicates that favorable action on the petition is not too much to expect.

Guild Support Wins, 38—7

L. B. N. Gnaedinger of the New York Times is president of the New York Alumni Chapter and H. B Hadley of the Wall Street Journal is secretary.

The first of six questions posed to the members was: "Do you favor the chapter's supporting the Newspaper Guild?" Thirty-eight responded affirmatively, seven negatively. The second question sought to ascertain to which, if any, factors in the guild movement the members objected. Five found fault with its union aspects, five said that insufficient stress was placed on the "raising of journalistic standards," two expresser fear of "alienation of high-salaried men," two regarded the New York Guild's $1-a-month dues as too high and one was skeptical of the Guild's ability to achieve its aims.

The third query, addressed to those openly hostile to the movement, probed into the reasons for their refusal to join the New York Guild. Only five men, four of whom were said to be employed by a newspaper whose ranking executive was, to put it lightly, unfriendly to the Guild, answered this question. All five attributed their reluctance to "personal convictions."

Would Raise Pay and Standards

Asked whether the Guild's purpose should be merely to raise wages, one replied, yes; merely to "raise journalistic standards," nine; to accomplish both, thirty-two.

As to how the Guild should function, three responded favorably to a suggestion that it act merely as a group of individuals bargaining collectively; thirty declared flatly for the New York Guild united with the American Newspaper Guild; five favored American Federation of Labor affiliation, and one was undecided.

The sixth question sounded the members on the advisability of petitioning the national fraternity to go on record in favor of the Guild movement. The affirmative votes totaled thirty-eight; negatives, six; undecided, one.

"Preliminary organization meeting held last week. Opposition publisher prohibited employees from uniting with us in perfecting organization. Believe one chapter here would result in opposition employees uniting despite protest. . . Please rush advice. . . "

Farcial Code Begs For Guild Opposition

Continued From Page One

would subscribe to the newspaper code rather than submit one of their own. Their sincerity is ready for the test. At this writing not one of them has stepped forward with a pen.

The whole situation, so far as press associations are concerned, is far too vague, and there is plenty of room to suspect that they intend to resist any actual participation in the new order of things to the bitter end. Their history in relation to the newspaper code is enlightening. They were totally unaware, except for news purposes, of the open hearing on the code which was held before Deputy Administrator Lindsay Rogers in Washington. It is true that they were not and could not be members of the American Newspaper Publishers Association, ostensible promulgator of the code. This provides no valid excuse, however, for their early ignoring. If it does, then why did they make the grand gesture of subscribing to the President's re-employment agreement for newspapers—a gesture which caused the re-employment of a few lowly paid clerks, and nothing else.

They continued to ignore the NRA until the day of the organization of the American Newspaper Guild, when a proposed code for press associations, drawn up by the guild and the Commercial Telegraphers Union of North America, was presented to General Johnson.

Code Called For the Following Day

The next day, and it must have been coincident, General Johnson announced that he had asked the press associations to submit a code. Well and good, but where the code? And therein the vagueness. In a roundabout way the guild hears that they replied to General Johnson to the effect that since they intended to subscribe to the Newspaper Code no code of their own would be necessary. Maybe it rested there and maybe it didn't. At any rate there has been no concrete commitment by either the NRA or the press associations.

The guild's struggle to obtain editorial benefits in the newspaper code have been persistent. Aided by able counsel in Morris L. Ernst and his associate, Alexander Lindey, it has sent numerous delegations to Washington and into other councils. It is ever growing more experienced and wary, and may yet be an even match for the powerful, older, publisher organizations.

Every step of the way it learns—as, for example, when it put forward the plan for a survey of wages before attempting to set minima. It should have known that the publishers were seizing upon the idea with an avidity that indicated a trump—for it came back to roost as the guild's idea that a survey should be made of wages and hours! Hours, indeed! The guild knew what hours it wanted, but it was a crafty idea for the publishers to delay any shortening of the work week.

Let there be no mistake, there is to be more struggle when time comes to determine hours and wages in accordance with the President's sixty-day limit. The guild must remain alert and tighten its lines. The direction of the publisher is determined—as witness the code he handed the President.

Better standards for the craft are coming. They've got to come. Out of the West and out of the North, out of the East, and out of the South, the spirit pulsates to the beat of the times. The American newspaperman will no longer be patted on the back and kicked in the pants—and like it.

News Guild Wins First Major Battle

Continued From Page One

plies only to a small per cent of the manufacturing employees.

"To find any formula which would increase wages for the workers above the minimum proved well-nigh impossible.

"A number of publishers whose collective agreements were about to expire or who had sufficient resources to do their bit under the National Industrial Recovery Act were perfectly willing to accept the formula of a 10 per cent increase on 1933 rates provided that the increase should not go above the prevailing rates in 1929."

H. N. Denny Succeeds Duranty at Moscow

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ow general manager for the Block papers; Morris Bishop Gilbert, who has since distinguished himself as an author of popular fiction and as a European correspondent, and John Eddy.

Denny was the only one of the group who couldn't "come in" when the story was clear. Instead he found himself in the midst of revolution and spent months covering the activities of the marines and of General Sandino, out of which grew his book, "Dollars for Bullets." When he did return he found himself established as a war correspondent. Subsequently he made three trips to Cuba and two to Haiti. Other outstanding stories which fell his way included the visits to this country of the Queen of Rumania and of the King of Siam.

Reported Ford's Capitulation

It was through Denny that Henry Ford chose recently to make known to the world that he had swung around in favor of the NRA. His exclusive interview with the automobile magnate caused a stir in the White House, in Congress and throughout the nation.

Under Denny's chairmanship the Guild committee on ethics was the first group of newspaper employees in the country to come out boldly and question the sincerity of various publishers in pretending that the NRA menaced the traditional freedom of the press. The resolution presented by the committee deplored any attempts to use the freedom of the press as a smoke screen behind which to deny employees of the press the benefits that other employee groups had expected under the NRA. The resolution was adopted by the representative assembly of the New York Guild. Today, the freedom-of-the-press furore has largely subsided.

Duranty, whom Denny replaces, has covered the Soviet Union for the Times since the Bolshevik revolution and has drawn much praise for his efficiency as a news gatherer as well as for his impartiality and clarity as a reporter. The Nation, liberal weekly, named him recently in its annual Roll of Honor, and cited the Times as well for printing his dispatches. He has been assigned a roving commission.

THE GUILD REPORTER

official publication of the American Newspaper Guild, will be published hereafter as a monthly. A national journal, controlled by the newspaper men and women of the country and drawing upon their talents, it will be unique among American publications. Journalism students wishing to obtain copies of The Guild Reporter are advised to subscribe jointly, by schools. We regret that we cannot accept their individual orders at this time except through committees designated by them to handle subscriptions and to receive the paper for distribution. The price has been set at 10 cents a copy and six-month subscriptions are being offered at 50 cents. The following blank should be used:

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