

NEW YORK GUILD IS CHALLENGED BY PUBLISHERS

Collective Bargaining Authority Questioned

The New York Guild has taken the first steps in collective bargaining with the publishers and press association proprietors in its territory. It has formulated a program of proposals to be laid before the owners as a basis of discussion, and has asked the Publishers' Association of New York City, and other publishers, to appoint representatives to meet with its Executive Committee, or a subcommittee thereof, as soon as possible.

In reply to the guild's first letter the following reply was received:

"Gentlemen:

"Answering your letter of March 7th.

"The Newspaper Code provides that employees shall have the right to bargain collectively through representatives of their own choosing.

"Your letter does not state that you have been authorized by the employees of all the newspapers, members of this association, or, in fact, of any of the individual newspapers, to represent them in such negotiations. Without such credentials the association has no authority to meet your representatives.

"Yours very truly,

"Publishers Association
of N. Y. C.

"Martin V. Kelly,
Executive Secretary."

The Guild's Reply

To this the Guild replied several days later as follows:

"Dear Mr. Kelly:

"The Newspaper Guild of New York is amazed and regretful at the apparent decision of a majority of members of the Publishers' Association of New York to refuse to meet employee representatives except on a strictly legalistic basis. The newspaper men of the city have been given to understand for years that relations between publishers and their editorial employees are quite naturally those of friendly associates engaged together in producing fine newspapers to their mutual advantage, and on that basis the relations have been traditionally informal, democratic and free from legalisms.

"Since, however, your association has placed the matter of even meeting with representatives of the guild at their request in a different category, the guild's executive committee is communicating this viewpoint to members. We would like to make it clear at this time, however, that the guild's officers and executive committee will be glad to meet any or all of

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Rockford Guild Asks For National Charter

ROCKFORD, Ill.—Staff members of the Morning Star and Register-Republic have applied for a national charter for the Rockford Newspaper Guild.

Rae Small is president, Harvey Jewett, vice-president, and Herman G. Nelson, secretary.

Guilds in Several Cities Draft Survey Reports

The May issue of The Guild Reporter will contain reports of surveys on wages, hours and the general economic condition of editorial employees, now being drafted by the Newspaper Guilds of New York, Philadelphia and several other cities.

Below is printed the report of the Rockford, Ill., Guild, the first to be received at national headquarters. A preliminary report of the Richmond Guild appears on Page 2.

Committees working on these surveys are asked to submit reports in the form of news stories. The figures generally are so depressing that our rewrite staff refuses to handle them.

AVERAGE WAGE \$29 IN MID-WEST TOWN

Rockford Men Spend 8 Per Cent More Than They Earn

ROCKFORD, Ill.—The average weekly wage of nineteen editors, desk men, reporters, and combination desk men and reporters (excluding women, managing editors, and editorial writers), on the news staff of the two Rockford papers is now \$29.02, according to a survey just completed. This breaks down as follows: five editors, \$37.00; three desk men, \$27.73; three desk-reporters, \$17.87; seven reporters; \$26.94; one cameraman, \$35.

These nineteen men have the following average qualifications: years employed on Rockford newspapers: 7.3; total years of newspaper training: 10; Education above first eight grades; six years. The number of four-year college men is 7.

Reports on previous salary experience for fourteen staff men who were employed here on November 1, 1929, are available. At that time, they were receiving an average weekly salary of \$38.35, as compared to a present average salary of \$30.54. The average reduction is 20.4 per cent since 1929. The highest weekly salary ever paid to any of these fourteen men was \$55 and the average all-time peak of the group was \$41.13. The present average salary is 25.7 per cent below this figure. The average starting salary of the same group may

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Rochester Calls for Wage Scale Higher Than Printing Unions'

ROCHESTER, N. Y.—A wage and working-hour agreement for submission to publishers was approved at a general meeting of the Rochester Guild at a meeting in the Power Hotel.

The session was attended by nearly 75 per cent of the working news-

For the benefit of the non-journalist reader who may be puzzled at this request, it should be stated that printers, in general, are much better paid than the men who write and edit the news. Even on some of the great New York dailies many experienced reporters and copy editors receive less than linotype operators.

paper men and women of the city and was presided over by Francis Bonn, president.

It was decided to ask for a forty-hour, five-day week, a wage scale higher than that paid in mechanical departments, limitation of apprentice and space writing, and

San Francisco Guild Organized After Months of Quiet Negotiation; Baltimore Newspaper Men Unite

Maryland Group Begins With 44 Members

Charter Meeting Held With- out Opposition From Owners

BALTIMORE.—Two weeks after the first formal steps to organize the Baltimore Newspaper Guild, forty-four men and women have applied for membership. At least ten others, according to temporary officers, have indicated verbally that they intend to join.

The first meeting of the Baltimore Guild was held March 11 at the Lord Baltimore Hotel. Approximately forty-five persons were present and at the conclusion of the meeting thirty-five men and women signed up. Nine others applied at the next meeting. The forty-four represent every daily in Baltimore.

The group was addressed by Colonel Beverly Ober, executive officer, first division, NRA; Daniel A. deSouza, president of the Washington Guild, and John Milligan, chairman of the Washington Times chapter.

Temporary Officers Elected

James F. King of the Post was elected temporary president and Thomas M. O'Neill of the Evening Sun temporary secretary. The president was instructed to name a constitutional committee representing each of the four daily newspapers in Baltimore.

The committee submitted a proposed constitution at a meeting at the Lord Baltimore Hotel on March 18. Most of the provisions were approved without debate, but the guild instructed the committee to redraft the regulations on membership and finance for the sake of clarity.

The final draft is to be submitted to the guild at a meeting to be held on March 25, at which time permanent officers of the guild are to be elected and steps taken to conduct a survey of the working conditions of newspaper editorial employees in Baltimore.

There have been no signs of man-

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Junior Guild Organized At Washington and Lee

LEXINGTON, Va.—Students of Washington and Lee University recently voted to organize a Junior American Newspaper Guild.

In taking this action the students expressed their accord with the principles of the American Newspaper Guild. The junior guild sought the approval of the national guild and asked that it recognize the junior organization and set up a procedure by which the junior guild might become affiliated with the national guild. The organization had the approval of William L. Mapel, director of journalism.

ORGANIZER NEEDED IN NATIONAL FIELD

Philadelphia Finds Staffs Too Busy to Promote Guild

PHILADELPHIA.—Events of the past month have indicated strongly to local guild officers the need for immediate employment of a national executive secretary to carry on organization work.

The Philadelphia-Camden Guild's organization committee, headed by Thomas E. Miller, has done excellent work in an ever-widening field but the demands have been too great for men whose principal efforts must continue to be centered on regular daily jobs.

The local guild has taken most of Southern New Jersey as its province, and a South Jersey unit has been organized to include suburban Camden and Gloucester Counties, as well as the outlying counties of Burlington, Ocean, Atlantic, Cape May, Salem and Cumberland.

Meetings have been held in the central Jersey points of most of these counties and a substantial number of the eligible newspaper men have become members. Frank Sheridan of the Camden Post has been in charge of the South Jersey drive.

Two completely independent guilds have sprung into being with the aid of the local organization. The Lehigh Valley Newspaper Guild was formed nearly a month ago and includes men in Allentown, Bethlehem, Easton and Stroudsburg, and the Wilmington Newspaper Guild was organized on March 4 at a meeting addressed by Roger Gibson of the Philadelphia Evening Bulletin.

The local guild is pressing its

Continued on Page 6, Col. 4

Chief of Oklahoma Guild on Crusade

STILLWATER, Okla.—Duncan Wall, secretary of the Oklahoma Newspaper Guild of Tulsa and associated with the extension department of Oklahoma A. and M. College at Stillwater, explained the guild plan in an address before the Press Club here.

It was suggested at the meeting that journalism students be taken into the guild, possibly as associated members, in order to provide them with an affiliation when they leave school.

Coast Men Face Editors With Meeting Notices

Fear Dies Out as Pioneers Win Use of Bulletin Boards

By DON STEVENS

SAN FRANCISCO.—Once upon a time a certain newspaper man in San Francisco burst into pathetic rage. 'Twas on a night last summer when the intention of the majority of publishers became only too painfully apparent as to a code—if any—for the "peculiarly situated" Fourth Estate.

Such wrath is an old story and not unique. But the form it took did hold and still holds a plain lesson. In fact, it provided in itself one of the strongest spurs toward organization work here.

Lone Organizer Gets Busy

Because, you see, this foolish newspaper man, burning bright, shot off \$25 worth of paid night letters to President Roosevelt, General Johnson, Richberg and Secretary Perkins, presuming thereby to protest in the name of a most unorganized and most paradoxically voiceless group. The very futility and expensiveness of such an action merely drove the thorn deeper into his own inarticulate hide.

To borrow the apt expression of a San Francisco Guild member since, while he described in a meeting his experiences at "individual negotiations with the boss," this telegraphic orgy indulged in by a stone-cold, sober lad must go down as a "great hysterical event." For it started a midsummer night's dream of organization.

The situation on this coast was admitted even by those on the Eastern seaboard to be a tough one. There were many reasons, most of them far more imaginary than real, as always, but no less potent in the minds of the eligible workers. Still fresh in their minds was the mass "firing" here during an attempt at editorial unionization some years ago.

In Touch With Headquarters

Another obstacle to what they considered at first as "sticking their heads up" and "risking their jobs" was the willingness of many to put up with most anything in order to reside in this greatly press-agitated region. And the economic and spiritual beating which surviving staffs had been through, what with personnel and pay cuts, had left them groggy, scared and bewildered.

Some men and some staffs, too, as everywhere else, considered their cases as more fortunate than those of others, or at least not so bad. And the feeling was let the devil take the hindmost. It took a lot of preaching to get that basis of comparison out of the heads of some to where they could see that, as in a poker game, the higher the ante the bigger the bets and raises. That is, the better the average pay and conditions and standards of work in the industry, then the better the lot of the specially desirable workman. Old stuff, but still with many a head for it to be pounded or massaged into.

Of course, all this time, unknown to other missionaries, individuals on various staffs were quietly getting in touch with the national organization, beating around in the dark like we were on the Examiner. Finally the Examiner group de-

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Organization Progress and More About Publishers' Code

FINING SQUADRON OF FIFTEEN PUSHERS TWIN CITIES DRIVE

Organizers to Cover 4 States From Minneapolis-St. Paul

MINNEAPOLIS—Regional organization of the Newspaper Guild of the Twin Cities of Minneapolis and St. Paul.

This organization now has a membership which includes 88 per cent of the active newspaper workers in the two cities, and is conducting a campaign to extend the scope of guild activity throughout Minnesota and adjacent States.

Co-operating with the Twin City group, the Duluth Guild is contacting cities in northern Minnesota and Wisconsin with a view to expanding its organization into a Head of the Lakes Guild. The Southern Minnesota Guild is making progress with its membership work in the southern end of the State.

The Twin City unit, which assisted the Southern Minnesota Guild in its preliminary organization work, is now contemplating the organization of the western part of the State, the northern part of Iowa and the eastern part of the two Dakotas.

Jack Mackay of the Associated Press heads a flying squadron of fifteen Twin City newspaper men which is visiting cities and towns in the territory mentioned. A campaign fund to enable the squadron to carry on was appropriated at the last session of the Twin City group. Since it is deemed to be unfair for the few editorial workers who have not yet joined the guild to wait until actual benefits are in sight before they apply for membership, the guild has voted an initiation fee of \$5 for all who apply after April 1. Several holdouts have applied since this provision was adopted.

Resolutions urging the appointment of Heywood Broun to the code authority and Smedley Butler as its administrator and suggesting changes in the code provisions and the adoption by NRA of the press association code suggested by the American Newspaper Guild also have been adopted.

Another resolution calls for the naming of an executive secretary

Average Wage Is \$29 In Mid-Western Town

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years ago was \$25.80, only 16 per cent below their present average.

The four men employed since 1929 now have an average salary of \$29.00 a week, somewhat below the average salary at which they started, \$21.87. The average peak salary of this group was \$30, although three of the four, now receiving \$23.60 a week each, at one time were paid \$30.

Salaries paid to twenty-two employees, are required to support a total of fifty-two people in whole, and to support partly an additional fourteen persons. Twelve married men, receiving an average weekly salary of \$22.12, support thirty-eight people wholly, including themselves, and an additional eight persons partly. Ten single employees have an average salary of \$21.83 a week and support fourteen persons wholly, six in part.

Age and years employed here practically govern the salary received, as the following tables reveal:

Average Pay by Age Groups	
20 to 23 years	\$17.87
24 to 27 years	22.90
28 to 32 years	31.50
34 to 42 years	37.75

Average Pay by Years Employed Here

Five or less	\$21.88
6 to 9 years	30.83
Over 9 years	36.18

In the matter of living expenses, the most significant finding of the survey was that the two major fixed items, food and housing, together require 58 per cent of the wages of editorial workers reporting. In general, most of those reporting encountered difficulty in their expenses other than food, housing and insurance.

St. Louis Guild Attacks Code; Requests NRA to Reopen It

ST. LOUIS—The executive committee of the St. Louis Newspaper Guild has adopted a report severely criticizing the newspaper code and asking the National Recovery Administration for a reopening of the whole matter of press employment management.

In its present form, the code was criticized by a special committee on the following points:

Failure to provide a five-day, 40-hour week for all newspaper employees.

Failure to make provision for representation from newspaper workers on the code authority.

Inclusion in the code of provisions which, in effect, would permit publication of big city newspapers to pay employees as little as \$10.50 a week.

The committee suggested that the code define more specifically the term "executive" and urged that a minimum wage for executives be fixed. It also recommended that executives be prohibited from replacing or doing the work of em- ployees.

It urged that the code make some provision for including sub-editors in the 40-hour week schedule provided for other news department employees.

"We strongly urge," the report said, "the elimination of the clause, 'Provided that office boys and girls

by the American Newspaper Guild carry on organization work in those communities which need such assistance."

Richard Giffman, president of the Twin City organization at the last meeting called attention to the fact that the American Newspaper Guild will need the money the local guilds are to provide for national work until the June convention much sooner than it can be realized. Consequently, the guild voted to assess the members \$1 each to meet the balance due from the Twin Cities. The assessment is to be paid in fifty-cent installments within the next two months.

The convention committee of the Twin City Guild is endeavoring to induce the executive board of the American Newspaper Guild to select one of the Washington Guilds for its representative at the annual convention in June. It is pointed out that the Twin Cities are centrally located from an east-to-west standpoint and yet are not too far north for Southern delegates—especially in June.

Better Press Code and One for Associations Asked

By HAROLD BREARD

MONROE, La.—Acting unanimously at a special meeting, the Monroe Newspaper Guild voted support for the executive committee of the Washington Guild in its protest against the newspaper code promulgated February 15.

Letters endorsing the Washington action were dispatched to General Hugh S. Johnson, NRA Administrator; George Buckley, special administrator in charge of the newspaper code; John Eddy, national secretary of the American Newspaper Guild; and the ANPA Code Authority.

A letter advising Morris Watson, chairman of the press association committee of the American Guild, that Monroe was in sympathy with the movement to obtain a code for press associations by April 1 was sent him March 4 by the Monroe executive committee.

C. S. Lecky, an unemployed member of the Monroe Guild, was appointed recently to handle Federal Government relief work in Ouachita parish, in which Monroe is located. Prior to the assignment, he was a CWA timekeeper.

"The plan we are pursuing at present is to permit the newspaper men in any city to enroll directly in the national organization, after which it is a simple matter to set up a local guild. This relieves the men of the need of sticking their necks out . . ."

All But 2 Eligibles Enrolled In Wilmington's 3-Staff Guild

WILMINGTON, Del.—The Newspaper Guild of Wilmington was formed here at a meeting in the Y. M. C. A. on March 4 by the editorial employees of the three local newspapers—the Evening Journal, Every Evening, the Wilmington Morning News and the Sunday Star. His administration was reported at a second meeting held on March 11, the guild represents all but two of the active newspaper men in the city.

Charles L. Reese Jr. of the Journal copy desk was elected president of the guild at the organization meeting. Other officers are: vice-president, Charles M. Hackett, city editor of the Star; secretary, Walter E. Smith, reporter of the News; and treasurer, George Shofman, reporter of the Journal.

The Delaware territory presents some problems in organization as there are no daily papers published anywhere in the State except in Wilmington.

Richmond Claims \$35 Wage Average

Typical News Man Is 35 and Has 11 Years' Experience

RICHMOND, Va.—The composite picture of the Richmond newspaper man is a worker who is thirty-five years old, has had eleven years' professional experience and works forty-five hours a week for which he is paid a salary of \$35.00 on which to support himself and two dependents, according to preliminary survey on a survey conducted by the Richmond Newspaper Guild.

On the basis of forty-two out of the three local papers, the Post-Dispatch, the Globe-Democrat and the Star-Times, Newspaper workers in East St. Louis intend to affiliate with the St. Louis guild.

Curtis A. Betts, veteran political reporter for the Post-Dispatch, is president of the St. Louis organization. David Brown, city hall reporter on the Globe-Democrat, is vice-president and William F. Gould, former city hall reporter of the Star-Times and now on the editorial staff of the Post-Dispatch, is secretary and treasurer.

A temporary organization has been operating several weeks, with Buford Sommers of the Associated Press as president, Robert Emahiser, city editor of the Press, as vice-president, and Ray Seelig, Spokesman-Review reporter, as secretary-treasurer.

Questionnaires have been sent out in the interests of a general meeting of all editorial workers in the city. At this session the permanent body may be formed and members enrolled to make representative unit for each newspaper. Editorial workers on duty and weekly newspapers in neighboring towns and cities will be asked to attend the meeting and join the national guild.

A question agreed upon for discussion at this session is the forty-hour, five-day week. Editorial employees have been working a forty-hour, six-day week, with pay ranging from \$14 to \$20. However, existing staffs were not enlarged. This has forced some men to work more than a forty-hour week. In these cases the hours overtime being paid for on a pro rata basis. A few men have been given a \$35 minimum and required to work approximately fifty to sixty hours a week.

College journalism schools present a problem to the reporter. There is likely to result when graduates are given for \$10 or \$15 a week or even less. Reporters suggest this is a problem for serious attention in the coming editorial section of the newspaper code.

Spokane Men Join Guilds Speak Out on Conditions in Newspaper Industry

NEWARK ACCEPTS BLACK PLAN FOR DISMISSAL BONUS

ALBANY—A resolution requesting that April 1 be set as the final day for the press associations to submit a code under NRA to General Hugh S. Johnson has been adopted by the Tri-City Newspaper Guild, representing editorial employees of Albany, Schenectady and Troy, and forwarded to Washington.

President Roosevelt was urged to impose upon the stalling press associations, at a public hearing, the proposed code submitted in December, 1933, by the press association committee of the Newspaper Guild of Newark by the publisher of the Newark Star-Eagle. The proposal has been accepted.

The scale, as submitted to a committee of the Newark Guild—the committee which negotiated with Paul Block, the publisher, over the dismissal of several Star-Eagle employees some weeks ago—follows:

For less than one year's service on the paper, one week; more than one year but less than two years, two weeks; less than three years, four weeks; three to five years, six weeks; five to ten years, eight weeks; ten years or more, six months.

Plan Presented by Auk

Harry Auk, vice-president and general manager, acted for the Star-Eagle, and the guild committee which accepted the plan was composed of Emmet Crozier, president of the Newark Guild; E. B. Berlin, editor of the Sunday Call and Stephen Merrill of the Associated Press.

Efforts to secure a bonus scale followed the settlement of the press association case on the Star-Eagle. During a conference with Mr. Block, the committee pressed a demand for a definite commitment and this resulted in the draft presented to the guild by Mr. Auk.

In taking up the identical case with Mr. Block, the guild was able to secure the reinstatement of one employee and payment of a more generous dismissal bonus in other cases, according to a scale proposed by the publisher himself.

Carrying on from this point, the Newark Guild is now engaged in a survey of working conditions and salaries in this city, with a view to negotiating agreements with other publishers.

The survey will be made along the lines of the questionnaire in the last issue of The Guild Reporter and will include other questions designed to elicit information on conditions peculiar to Newark.

The guild is also considering the question of social activities as a pertinent and desirable feature of its program. There is a tendency among some members to shun this form of activity, but a large number of them feel that a closer unity is likely to result when guild members come to play as well as work together.

At the president of the guild put it:

"Social activities will not be considered factors in the success or failure of the guild, which, if it is to succeed, must justify itself on other grounds first. But the question of using social activities as a means of making the guild more attractive to some members who may find the routine meetings dull will be fully considered."

Virginia Peninsula 100% For Affiliation

NEWPORT NEWS, Va.—Here is a 100 per cent vote to affiliate with the American Newspaper Guild:

Employees of the Daily Press voted on March 11 to affiliate with the guild with the national organization. The local guild anticipates 100 per cent membership from the Press and the Times-Herald, and the guild will be titled "The Newspaper Guild of the Virginia Peninsula."

Officers elected:

President, G. Edward Travis of the Times-Herald; vice-president, Lewis E. Allen of the Press; secretary, Robert B. Smith of the Times-Herald; and treasurer, Howard E. Lee of the Press.

The executive committee is composed of the officers and the following men: Charles M. Pace, head of the Hampton news bureau of the two papers; Lloyd Williams, head of the Williamsburg bureau; William W. Jones, head of the Gloucester-Matthews bureau; Louis Chamberlin of the Press, and G. Lynwood Price of the Times-Herald.

In charge of drafting the by-laws and constitution of the guild is the following committee: John D. Everhardt, chairman; Fred J. Naff, and Charles M. Pace.

Eighteen newsmen joined the guild at the opening meeting.

Albany Favors Executive Code If Press Services Stall Further

NEWARK, N. J.—A dismissal bonus scale ranging from one week for less than one year's work to six months for ten years or more has been proposed by the Newspaper Guild of Newark by the publisher of the Newark Star-Eagle. The proposal has been accepted.

The scale, as submitted to a committee of the Newark Guild—the committee which negotiated with Paul Block, the publisher, over the dismissal of several Star-Eagle employees some weeks ago—follows:

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Guids Speak Out on Conditions in Newspaper Industry

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Benefits Ranging to Six Months' Pay Won by Guild

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NEWS MEN DOUBLE IN PUBLICITY JOBS

Driven to It by Low Wages on Papers, Newark Finds

NEWARK, N. J.—The fact that some newspaper men are compelled to double as press agents in order to support themselves and their families has been brought to the attention of the Newark Guild of Newark. The issue of their eligibility for membership in the guild was debated these points:

(1) That for the future good of the press and the guild all publicity work by newspaper men must eventually be banned.

(2) That such a ban need not be suddenly and ruthlessly enforced; that the guild should endeavor first to secure the reinstatement of one employee and payment of a more generous dismissal bonus in other cases, according to a scale proposed by the publisher himself.

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Guids Speak Out on Conditions in Newspaper Industry

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Benefits Ranging to Six Months' Pay Won by Guild

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NEWS MEN DOUBLE IN PUBLICITY JOBS

Driven to It by Low Wages on Papers, Newark Finds

NEWARK, N. J.—The fact that some newspaper men are compelled to double as press agents in order to support themselves and their families has been brought to the attention of the Newark Guild of Newark. The issue of their eligibility for membership in the guild was debated these points:

(1) That for the future good of the press and the guild all publicity work by newspaper men must eventually be banned.

(2) That such a ban need not be suddenly and ruthlessly enforced; that the guild should endeavor first to secure the reinstatement of one employee and payment of a more generous dismissal bonus in other cases, according to a scale proposed by the publisher himself.

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Monroe Indorses Washington View

Better Press Code and One for Associations Asked

By HAROLD BREARD

MONROE, La.—Acting unanimously at a special meeting, the Monroe Newspaper Guild voted support for the executive committee of the Washington Guild in its protest against the newspaper code promulgated February 15.

Letters endorsing the Washington action were dispatched to General Hugh S. Johnson, NRA Administrator; George Buckley, special administrator in charge of the newspaper code; John Eddy, national secretary of the American Newspaper Guild; and the ANPA Code Authority.

A letter advising Morris Watson, chairman of the press association committee of the American Guild, that Monroe was in sympathy with the movement to obtain a code for press associations by April 1 was sent him March 4 by the Monroe executive committee.

C. S. Lecky, an unemployed member of the Monroe Guild, was appointed recently to handle Federal Government relief work in Ouachita parish, in which Monroe is located. Prior to the assignment, he was a CWA timekeeper.

"The plan we are pursuing at present is to permit the newspaper men in any city to enroll directly in the national organization, after which it is a simple matter to set up a local guild. This relieves the men of the need of sticking their necks out . . ."

All But 2 Eligibles Enrolled In Wilmington's 3-Staff Guild

WILMINGTON, Del.—The Newspaper Guild of Wilmington was formed here at a meeting in the Y. M. C. A. on March 4 by the editorial employees of the three local newspapers—the Evening Journal, Every Evening, the Wilmington Morning News and the Sunday Star. His administration was reported at a second meeting held on March 11, the guild represents all but two of the active newspaper men in the city.

Charles L. Reese Jr. of the Journal copy desk was elected president of the guild at the organization meeting. Other officers are: vice-president, Charles M. Hackett, city editor of the Star; secretary, Walter E. Smith, reporter of the News; and treasurer, George Shofman, reporter of the Journal.

The Delaware territory presents some problems in organization as there are no daily papers published anywhere in the State except in Wilmington.

Richmond Claims \$35 Wage Average

Typical News Man Is 35 and Has 11 Years' Experience

RICHMOND, Va.—The composite picture of the Richmond newspaper man is a worker who is thirty-five years old, has had eleven years' professional experience and works forty-five hours a week for which he is paid a salary of \$35.00 on which to support himself and two dependents, according to preliminary survey on a survey conducted by the Richmond Newspaper Guild.

On the basis of forty-two out of the three local papers, the Post-Dispatch, the Globe-Democrat and the Star-Times, Newspaper workers in East St. Louis intend to affiliate with the St. Louis guild.

Curtis A. Betts, veteran political reporter for the Post-Dispatch, is president of the St. Louis organization. David Brown, city hall reporter on the Globe-Democrat, is vice-president and William F. Gould, former city hall reporter of the Star-Times and now on the editorial staff of the Post-Dispatch, is secretary and treasurer.

A temporary organization has been operating several weeks, with Buford Sommers of the Associated Press as president, Robert Emahiser, city editor of the Press, as vice-president, and Ray Seelig, Spokesman-Review reporter, as secretary-treasurer.

Questionnaires have been sent out in the interests of a general meeting of all editorial workers in the city. At this session the permanent body may be formed and members enrolled to make representative unit for each newspaper. Editorial workers on duty and weekly newspapers in neighboring towns and cities will be asked to attend the meeting and join the national guild.

A question agreed upon for discussion at this session is the forty-hour, five-day week. Editorial employees have been working a forty-hour, six-day week, with pay ranging from \$14 to \$20. However, existing staffs were not enlarged. This has forced some men to work more than a forty-hour week. In these cases the hours overtime being paid for on a pro rata basis. A few men have been given a \$35 minimum and required to work approximately fifty to sixty hours a week.

College journalism schools present a problem to the reporter. There is likely to result when graduates are given for \$10 or \$15 a week or even less. Reporters suggest this is a problem for serious attention in the coming editorial section of the newspaper code.

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ORGANIZERS BRING 3 NEW UNITS INTO CLEVELAND GUILD

**Membership Nears 300 Mark;
White Re-elected President**

CLEVELAND.—Intensive organization activity was reported March 11 at the first annual meeting of the Cleveland Newspaper Guild. Three new units were inducted into the organization and all present officers were re-elected for the ensuing year.

Membership in the Cleveland Guild jumped close to the 300 mark with the admission of units from the Newspaper Enterprise Association, Central Press Association and foreign language newspapers.

White Retained as President

Officers re-elected were Lloyd White of the Cleveland Press, president; John W. Hass of the Cleveland News, secretary; I. L. Kenen of the Cleveland News, first vice-president, and Garland Ashcraft of the Cleveland Press, treasurer. In addition, Bruce Catton, member of the executive committee from the Newspaper Enterprise Association, was elected to the newly-created post of second vice-president.

The report of the organization committee, given by Jack B. Clowser of the Cleveland News, disclosed that employees of the Associated Press, United Press and International News Service also have joined the guild. They will meet shortly to elect officers of a new press association unit.

Members of the editorial staff of the Cleveland Plain Dealer, a group remaining outside the fold, were invited to the meeting. About thirteen attended.

A. J. Bushier has been elected president of the Central Press chapter. George Stephens is secretary. Vernon Green treasurer and George Green delegate to the guild executive committee.

Willis Thornton is president of the NEA chapter, Israel Klein, treasurer and Mr. Catton delegate to the executive committee.

J. M. Barbu, editor of the American Rumanian News, is delegate to the executive committee from the foreign language newspaper unit.

Chapter Enrollment Announced

It was announced that thirty-one of the thirty-five eligible at NEA have become members; that twenty-one out of twenty-four eligible at Central Press are members; and that the foreign language unit will probably have about twenty-one. The Cleveland News editorial staff is organized 100 per cent and only two out of 105 eligible on the Cleveland Press are still non-members.

The guild recommended the appointment of Heywood Brown, president of the American Newspaper Guild, as one of the presidential members of the Code Authority. It voted to ask General Johnson to name, and the NRA Labor Advisory Board to recommend, Lloyd White, vice-president of the national organization, as one of the employee members of the Newspaper Industrial Board. The American Newspaper Guild was asked to concur in this recommendation.

The guild resolved to expend every effort in getting the national convention to come to Cleveland in June. It called upon President Roosevelt to impose upon press associations by April 1 a code that would also include feature and photographic syndicates.

For Universal 40-Hour Week

It urged the extension of the 40-hour, five-day week to editorial employees on all newspapers as a means of re-employment. It voted to ask Dr. Isador Lubin, commissioner of the Bureau of Labor Statistics, to survey the economic status of editorial employees the country over and to begin the survey in Cleveland. It named a committee to investigate the possibilities of co-operative buying and group medical and legal services for newspaper men and women on the recommendation of President White. The motion was offered by Fred H. Sterbenz of the Press.

The proposal to make compulsory the rotation of officers each year was defeated after considerable argument.

Gene Kelley, chairman of the CWA unit of eleven men who lost their newspaper jobs and obtained employment through the local guild on a CWA project, brought in a resolution of thanks, especially to Garland Ashcraft, chairman of the employment committee.

Buffalo Press Club's Obituary, With Notes on Guild Successor

By OVIATT McCONNELL

The Buffalo Newspaper Guild was born on the afternoon of Sunday, January 21, emerging from the vitals of the Press Club through a kind of Caesarian operation, not without much labor and pain and an obligate of off-stage noises that might be described as squawking. The parent organization had been slightly moribund for a period of months before the emergence of the guild, and upon that blessed event promptly perished, leaving its property, its debts, and its legal name, the Buffalo Newspaper Club, Inc., to its successor.

A peculiar set of circumstances brought about the birth of the Buffalo Guild in this manner, which may be unique. The Press Club was a relatively new organization, a little under three years old. In December, 1932, it adopted a new constitution, providing for the admission to its membership all members of an old Buffalo Press Club, numbering in all a few dozen men, some still in newspaper work, some out of it.

Brought a Treasury of \$400

These were admitted to the club as non-voting members. They brought with them a treasury of nearly \$400, but it should not be said that this had any causal connection with the merger.

It should not be said, either, that this little legacy brought with it a certain laxity in collection of dues, yet it is true that somewhere short of midway of the year 1933 dues stopped trickling into the club treasury, and when the year had finished its course the legacy and the rest of the treasury were gone, spent for the most part for rent.

Only a handful of men (the club was not open to women) carried an active interest in the club throughout the year, and it happened that these were the men most active in the formation of the Buffalo Guild. It seemed apparent to them that if a guild were started the Press Club would die for lack of attention and that it would be an ungracious act to members of the old club to let it die thus, after their legacy had been used to finance the club.

This was the principal motive of those who favored making the club into a guild, but there were some other considerations. From a practical standpoint, there seemed to be advantages in having an organization with a roster of names and machinery for operation to start with and quarters (in the Hotel Statler) with a favorable rental arrangement.

Moreover, the Press Club itself had already played an active part in preliminary guild organization. The board of directors sent three of its own members to Washington (F. W. Morrison of the Courier Express, Don Bermingham of the News and J. Winton Lemen of the Times) at the time of the formation of the American Newspaper Guild as legates of the Press Club with instructions. Part of the costs of the trip was financed by the club treasury, and this was a further obligation to be considered.

But there was a nobler motive, too, namely, that the Press Club had shown a rich vein of social ore that had already been tapped. It had provided a meeting place for men of the three Buffalo newspapers—the Evening News, the Times, the morning Courier-Express. Men who had worked in newspaper offices here for decades had become acquainted for the first time in the Press Club and at its occasional parties.

It seemed a pity to discard this and to substitute for it an organization of purely craft interest. It seemed to sponsors of the guild-club plan that the craft and social interests might supplement one another and that the result would be an organization richer than either a straight craft guild or a club. Be-

sides, the very name guild suggested an organization with social as well as professional interests.

The plan met with strong objections. The advantages of starting a guild from scratch were patent. The machinery of the Press Club was markedly different from the machinery of the new city guilds and might prove cumbersome. The Press Club had other legacies than its few sticks of furniture—remnants of animosities, remembered political maneuverings that had left scars; above all, the fact that the club had started out with general enthusiasm that had lapsed into general apathy.

But the argument that "we owe it to the old timers who gave us their money not to fold up" prevailed.

The annual meeting of the club was called on that Sunday afternoon, and the constitution was amended to make a guild of the club by unanimous vote of the fifteen or so members, of a roster of more than 200, who attended.

Women Declared Eligible

The changes were simple. The name was changed to the Buffalo Newspaper Guild. Women were admitted to full membership. The objectives were enlarged to include "collective action to improve the conditions under which newspaper men and women work," and the safeguarding of their rights "as newspaper men and individuals." The board of directors—the governing body with full responsibility for the organization—was enlarged, three directors from each member paper instead of two, making a board of ten persons, the president being ex-officio a member.

This annual meeting was adjourned twice, covering three Sunday afternoon sessions. At a later one, membership was extended to include not only "publishers, editors, writers, artists," etc., but all persons who directly contributed to editorial production of the daily papers.

There were nominations for officers for the guild, and results of the first election were announced as follows:

President, Clarence Bull, reporter Evening News; vice-president, undecided; secretary, Oviatt McConnell, reporter Times; treasurer, Gene Korzeilus, sports writer.

Directors:

Courier-Express — Thomas C. Brown, telegraph editor (member for Buffalo of the executive committee of the national guild); Albert J. Duffy, copy chief; Francis W. Morrison, day telegraph editor.

Times—P. D. Fahnestock, financial editor; J. Winton Lemen, chief photographer; Fred Charles, editorial writer.

News—Don Bermingham, reporter; Rollin Palmer, editorial writer; Edward P. Hartnett, city editor.

The vote in the annual election was surprisingly large to those who had pioneered in guild organization here. The staff of the Evening News, largest of the three Buffalo papers, had been exceedingly coy to the guild plan during the months that preceded formal organization, and some expected a scant dozen ballots. Instead, there were forty-eight votes cast from the News—enough to give News candidates for two offices a comfortable margin over competitors of the other two papers. In all, 116 votes were cast.

All voting members of the Press Club were, per se, voting members of the guild, for there had been no change of organization but only a change of name and objectives. But to insure a likelihood of sincerity in the balloting, each voter was required to sign a pledge of continued, paying membership in the guild.

About a dozen women already have joined the guild, and one was a nominee for office, runner-up in the election and defeated by a narrow margin.

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.

COLUMBUS DRIVES FOR 100 PER CENT

**Managements of Three Papers
Friendly Toward Guild**

COLUMBUS—"Columbus 100 per cent" is the slogan of an intensive membership drive launched by the Columbus Newspaper Guild.

Officers of the Guild are hopeful of putting Columbus in the 100 per cent class, following assurances from the managements of all three papers of their friendliness toward the guild movement.

These assurances were obtained by the executive committee in formal interviews with Edward A. Evans, editor of the Citizen; Norman J. Kuehner, managing editor of the Dispatch, and J. A. Meckstroth, editor of the Ohio State Journal. In each instance the committee was cordially received when it presented a full statement of the guild movement.

Citizen Takes Lead

At first, membership in the Guild was confined almost entirely to employees of the Citizen.

Approval of the 30-hour week bill, introduced by William P. Connery Jr., chairman of the Labor Committee in the House of Representatives, was voted by the guild and notice of the action sent to Mr. Connery. Staggering of available employment represents an immediate and effective method of coping with the unemployment problem.

President Roosevelt and Administrator Hugh Johnson were urged to force press associations, outside the NRA, to submit a code by April 1, in a resolution adopted by the Columbus Guild.

In the event the code is not submitted by that time, the Guild urged the President to impose upon the industry the proposed code which was submitted on December 15, 1933, by the press association committee of the Newspaper Guild of New York, in co-operation with the Commercial Telegraphers Union of North America.

In another resolution addressed to President Roosevelt, General Johnson and Special Administrator George Buckley, the guild requested the President, by means of a public statement, to make clear the time the five-day, forty-hour week for editorial workers was intended to take effect.

Protest Article 4

The guild also recommended to the President that Heywood Brown be appointed to the code authority for the newspaper industry; protested Article 4 of the code, which sets a minimum wage of \$10.50 for office boys, learners, etc., and asked that the term "executive" be defined to mean "managing editor."

At a meeting of the Citizen unit of the Columbus Guild, Perry Morrison, makeup editor, was elected president and George Snodgrass, political editor, secretary.

The executive committee of the guild consists of Miss Pauline Smith, Citizen church editor; Perry Morrison; Francis Lauffer, Citizen court house reporter; William Marks, Citizen rewrite man, and Earl Minderman, president of the Columbus Guild.

Organizer Needed, Philadelphia Finds

Continued from Page One

fight in behalf of Major General Smedley D. Butler as permanent deputy administrator of the Daily Newspaper Code, and some other guilds have supported the movement.

Local guild officials believe General Butler is fully qualified for the post, and his impartiality and integrity cannot be questioned. It is felt furthermore that some one not connected with the publishing industry must eventually be chosen as deputy administrator.

The general committee of the local guild has made its feelings known concerning the code in its present condition and is behind the various movements to improve it. A ruling on the departments and classifications to be affected by the five-day-forty-hour week has been requested.

The question of working contracts has been a matter of considerable agitation, and one unit of the local guild, comprising members of the Record staff, has completed a contract to be submitted to its publisher. Other groups are seeking

DETROIT PROTESTS 'INCREDIBLE' CODE

**Labor Board Setup Attacked
in Request for Revision**

DETROIT.—Over the signature of Ralph Holmes, president, the Detroit Newspaper Guild has sent to Recovery Administrator Johnson the following telegram: "The Detroit Newspaper Guild joins heartily with the Washington Newspaper Guild in its objections to those features of the newspaper code which are disadvantageous to editorial workers."

"Especially do we emphatically object to the provision which permits newspaper publishers to name their own representatives on the Newspaper Industrial Board while denying to employees a similar right. This provision is so patently unfair that it seems incredible that it should have been put forward seriously or even temporarily accepted by the Administration."

"We most earnestly urge you as Recovery Administrator to effect a reconsideration of the entire code in order that these defects may be corrected."

A copy of the telegram was sent to the ANPA.

Connery Bill Endorsed

Previously, the Detroit Guild had sent a telegram, in triplicate, to President Roosevelt, General Johnson and George Buckley, administrator of the newspaper code, containing a resolution endorsing the Connery bill for the thirty-hour week.

Editorial workers of the Free Press have been on a five-day, forty-hour work week since March 11. This is in accord with the wishes of President Roosevelt.

The announcement came March 7 from Malcom W. Bingay, editorial director of the Free Press, as the members of the Detroit Newspaper Guild were completing a draft of their request for this move.

The Detroit Guild is considering what is believed to be an innovation in guild membership.

Mr. Holmes has recommended that former newspaper men and women, who have left editorial activities for other pursuits but whose former status would have made them eligible to guild membership, be allowed to become affiliated with the guild under "deferred memberships" and that they be issued cards as "deferred members" upon vote of guild units and payment of, say, \$1 annually.

Mr. Holmes introduced this suggestion after scores of former newspaper men and women approached him with queries as to their eligibility.

"It seems unfair," he said, "that former editorial workers should be prevented from identifying themselves with a profession in which they once worked and to which some may again wish to return. If a person is sufficiently proud of having once been identified with the profession to desire recognition in the guild, it seems only right to pass on that person's eligibility and permit membership of some sort."

a delay in, order that a city-wide plan may be evolved.

In the waning days of the CWA, employment has been found by the guild for nearly a dozen unemployed newspaper men and one or two photographers in making a complete survey of the entire CWA program here. Its findings will serve for reference in case any such program is attempted in the future, and also as a permanent history of the CWA in this area.

The first issue of the local Guild Reporter was published in February and another will be off the press soon. The papers are mailed free to the 680 members and extra copies are used for organization work here and in other cities.

The local wage survey committee, headed by Dick Cornish, Camden Courier, has received detailed employment information from about 325 members of the guild. Statistics tabulated from this survey will be presented to the code authority when it considers insertion of a wage provision in the code.

A committee on professional standards, with John Sullivan, Evening Ledger, as chairman, is making an exhaustive study of newspaper working conditions in all parts of the world, and these figures are being correlated with the local statistics.

A new and much more concise constitution has been drafted and will come up for action at the next general membership meeting April 8.