NATIONAL MONTHLY

The Guild Reporter

FOR THE 4th ESTATE

Copyright 1934 by the American Newspaper Guild

VOL. 1 NO. 6 NEW YORK, N. Y., MAY, 1934 PRICE, 10 CENTS

Chapter Head Dropped From Hearst Examiner To Facilitate 'Economy'

Editorial Writer, 7 Years With Chain, Is Fired in San Francisco

Louis Burgess Dismissed on Becoming Guild's Envoy

SAN FRANCISCO—The new guild here is under its first baptism of fire. Louis Burgess, editorial writer for the San Francisco Examiner and an employee of this and other Hearst papers during the last seven years, was fired April 4, seven days after he had discussed guild matters with his publisher as chairman of the Examiner chapter.

Burgess was handed a check for the remainder of the week and for two more weeks in advance by Charles Stanton, managing editor of the Examiner. Burgess reported that Stanton had told him that the action was taken pursuant to a telephone call just received from Clarence Lindner, general manager of the Examiner, at that moment visiting the Hearst ranch at San Simeon. The reason given, according to Burgess, was economy. That is, another guild member, on the main news copy desk, was to take over during part of his day the makeup of the editorial page, largely filled by matter written elsewhere than in San Francisco, and the copy desk man or others would supply whatever local editorials were necessary.

Long With Hearst Chain

Stanton is reported to have told Burgess of high regard for Burgess personally and for his work. Burgess backs this up by citing his long and successful association with the Hearst papers.

The executive committee of the guild for the whole Bay immediately met on this case. Careful steps have been taken toward thorough investigation. The American Guild responded by wire with the strongest kind of support. The executive committee here has asked a few days to complete whatever can be done here and to assemble all facts.

184 Have Paid Dues

This critical matter arises just as the guild here has completed elections for the year, with 184 dues-paid members, as follows:

San Francisco Examiner (Hearst), 68; San Francisco Call-Bulletin (Hearst), 41; San Francisco News (Scripps-Howard), 33; Associated Press, 16; Oakland Post-Enquirer (Hearst), 26.

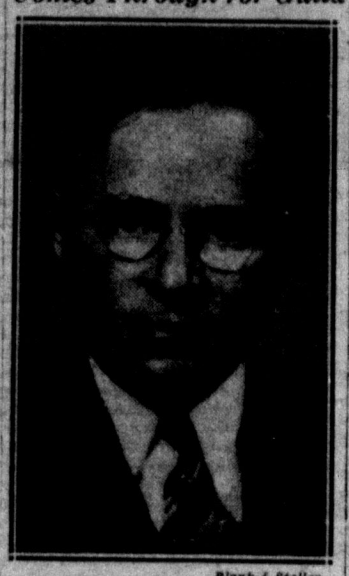
The officers are: President, Arthur Caylor, News; vice-president, W. H. Grattan, Post-Enquirer; sec-

Continued on Page 5, Column 2

In This Issue

Convention Plans 1, 2
Editorials 6
Features 6, 7, 8
Financial Statement 9
N. Y. Report to Roosevelt 8
N. Y. Survey Report 12
Organization News 2, 3, 4, 5
Press Association Code 4
Symposium on Unionism 4, 10, 11
Record Contract 1, 9
Rockford Pay Rise 5

Comes Through for Guild



Blank & Stoller

J. DAVID STERN

GUILD NEGOTIATES INITIAL CONTRACT

Wages Improved, Closed Shop Granted in Philadelphia

By PAUL COMLY FRENCH

Philadelphia has taken the lead in collective bargaining with publishers and has negotiated the first contract since the organization of the American Newspaper Guild.

The contract, signed by J. David Stern, publisher of the Philadelphia Record, and the Newspaper Guild of Philadelphia and Camden, was formally exchanged at a general meeting in the Broadwood Hotel April 7.

Under the terms of the agreement the economic status of the men and women on the Record is bettered, while at the same time it marks the first step in what we hope will be a national movement to raise the standards of journalism.

The real significance of the contract, however, lies in the fact that it disproves the age-old theory that newspaper men could not and

Continued on Page 9, Column 3

BROUN AND EDDY CHIDE PUBLISHERS ON 'PAY SECRETS'

Editorial Workers Charge 'Shocking Inequalities' at Code Hearing

Newspaper editorial workers on April 30 charged the American Newspaper Publishers Association with obscuring statistics on wages in an effort to conceal "shocking wage levels."

Holding out against frequent interruptions from members of the Newspaper Code Authority, Jonathan Eddy, executive secretary of the American Newspaper Guild, criticized the authority for its procedure in calling a wage hearing at the Waldorf-Astoria in New York without making their data available in advance to the guild.

Eddy, flanked by Heywood Broun, president of the guild; Allen Raymond, head of the local guild, and Morris L. Ernst, guild counsel, demanded the publishers submit the underlying data on which they based a recent report on news men's salaries.

Figures Are Wanted

"We should like to inspect these figures," Eddy declared. "We assume that the reason for the delay in collecting them and for submitting them in their present obscure form are that the figures indicate such shocking wage levels for editorial department workers that the publishers are loath to disclose their economic practices to the public."

Howard Davis, chairman of the code authority, and Elisha Hanson, counsel, defended the right of the board to hold a hearing on wages in order to accumulate a body of fact to be submitted to the National Recovery Administration, which has final power to fix minimum rates of pay.

Davis and Hanson asked the guild representatives to submit their figures for the information of the authority. Eddy agreed to this, but again insisted on examining the basic reports behind the publishers' findings. Eddy's request will be considered by the authority, Davis promised.

Further Delay Feared

Eddy and the other guild men proposed that both publishers' and guild's figures be submitted to the NRA division of planning and research for a report. Davis countered with the view that this would

Continued on Page 10, Col. 5

Jonathan Eddy's Credentials

By HEYWOOD BROUN

From the earliest days of the Newspaper Guild it was evident that Jonathan Eddy of the New York Times would win at least one title hands down. He was the hardest worker. One of the great difficulties of any newspaper organization is the fact that no reporter can tell ahead of time just where he is likely to be on any given date. But as long as Eddy was anywhere within range of New York you could always count on his being present at meetings, or if he wasn't there he'd telephone.

For months he took on a job of secretary and gave all his mornings to the guild. He must have been working at least a sixteen-hour day during this period, and I rather imagine that when he went to sleep he dreamt about the guild.

It became a favorite phrase among all his co-workers to say, whenever any difficult chore came up, "Let's turn that over to John Eddy." I confess that I added to his burden by sending at least 300 or 400 letters over to him to answer. This wasn't sheer laziness, although that might have had something to do with it. The fact of the matter was that Jonathan Eddy knew more about it. He became the guild's first constitutional lawyer, a sort of unofficial supreme court. Whenever we were puzzled as to whether some action could or could not be taken under local or national regulations, Jonathan Eddy was summoned for an opinion. And I might add that to me he seemed the best sort of supreme court justice because when the constitution stood in the way of some

Continued on Page 7, Column 2

National Convention At St. Paul June 5 To Plan Bargaining

Invitation From Governor, Mayor and Guild of Twin Cities Accepted; Local Units Urged to Speed Proposals

By WILL LISSNER

The American Newspaper Guild will hold its second convention in St. Paul from Tuesday, June 5, to Friday, June 8.

The Minnesota city was chosen because of various considerations, among them the fact that it is far enough north so as not to be oppressively hot during the convention and that it is centrally located.

In making its choice, the national executive committee of the guild accepted the invitation of Governor Floyd B. Olson of Minnesota, Mayor William Mahoney of St. Paul, the St. Paul Association of Commerce and the Newspaper Guild of the Twin Cities of Minneapolis and St. Paul.

Program in Preparation

A memorandum has been sent to local guild officers to evoke a definite program and to urge the immediate creation of committees in each guild to receive and formulate proposals for action by the convention.

It was thought advisable, the memorandum said, that delegates be included in these committees and that all those slated to attend the convention apply immediately for vacation periods that would include the convention week.

Suggestions and recommendations received thus far from guilds in various parts of the country and from individuals seeking to organize guilds indicate that many problems now facing the guild movement will be threshed out on the convention floor.

The delegates probably will want to formulate a set of objectives that will be applicable in all parts of the country, it has been suggested. The adoption of a suitable program by the national organization would relieve local guilds of the necessity of defining their objectives, some local promoters believe.

Bargaining Methods an Issue

It has been recommended that constitutional provisions for collective bargaining be revised so as to make it incumbent upon local guilds to consult with the national organization before proceeding on matters concerning the economic status of their members.

The executive secretary of the American Newspaper Guild has described the provision that the National Guild shall not intervene in collective bargaining negotiations by the local guild unless requested to do so "as dangerous in that it tends toward lack of unity."

He has pointed out that the provision "deprives the membership of any local guild engaged in collective bargaining of the benefit of the knowledge and advice of the national organization, which is in a position to keep in view the outlook and plans of the national organizations of publishers."

Data on conditions of work being collected from more than twenty organizations of newspaper men in foreign countries by the American Newspaper Guild will be available for presentation, it is hoped. A large quantity of material on the form of contract used for collective bargaining in other countries will be presented, together with data

Continued on Page 2, Column 3

STAY OUT OF UNION, PEW TELLS GUILD

A. F. of L. Will Welcome You, Howard Advises 700

Text of Pew and Howard speeches on Pages 10, 11.

By RICHARD G. WEST

Marlen Pew, editor of Editor and Publisher, warned 700 members of the Newspaper Guild of New York, meeting at the Hotel New Yorker on Sunday, April 22, to stay out of the union movement. If the guilds throughout the nation allied themselves with the American Federation of Labor, he said, it would mean the end of journalism as an independent profession.

Praising the guilds, he declared that they already had "demonstrated, triumphantly" that they could stand on their own feet and be more valuable to their members than a trade union of writers.

Self-Respect "First Duty"

"A man's first duty is self-respect," he said, "and that means providing himself and his dependents with a sufficiency within his power. His second duty is to his vocation. Fortunate is he who can maintain his professional or trade standards, prey on none of his fellows, yet continue to live in the competitive world. The guild seems to offer this remarkable advantage."

Mr. Pew was one of three speakers at a symposium on the union question. Charles P. Howard, presi-

Continued on Page 11, Col. 4

Fort Worth Working For 100% Enrollment

FORT WORTH, Tex.—Fifty newspaper men and women took part in the organization of the Newspaper Guild of Fort Worth, comprising more than two-thirds of those eligible for membership.

It is expected that when an enrollment campaign is concluded, the total membership will include the sixty members of the staffs of the morning and evening editions of the Star-Telegram, the Press and several weekly newspapers. The guild has adopted a constitution in conformance with that of the national guild and will be a county-wide organization.

The officers are John Ellis of the Star-Telegram, president; Charles Howard of the Press, vice-president; Miss Averill Gouldy of the Tribune, secretary, and John Parker of the Star-Telegram, treasurer.

ST. PAUL PREPARES CORDIAL WELCOME FOR GUILD ENVOYS

City to Fete Newspaper Men, Vacation Program Offered

Delegates and visitors to the American Newspaper Guild's national convention in St. Paul June 5 to 8 will find that every effort has been made to insure them entertainment, recreation and relaxation suitable to their vacation periods, the convention committee of the Newspaper Guild of the Twin Cities reports.

The invitation to the American Guild stressed the fact that there would be plenty of entertainment and that "you should bring your girl friend." A dinner-dance is planned for the convention eve. During the conference period and afterward there will be trips into the Thousand Lakes country.

Canoe Vacation Offered

Writers on vacation and nature lovers are to be offered a one-week canoe trip at the convention's conclusion, the national headquarters was informed. In addition, delegates are to be guests at resort points for the week end following the convention.

The national office announced that it was now seeking to arrange for reduced railroad fares. Where guilds cannot afford to send as many delegates as they would like, it is hoped that newspaper men and women will consider the low cost of the vacation facilities offered and attend at their own expense.

Arrangements for a special pullman car, which probably will leave New York late on Saturday night, June 2, are being made by the national office. Provided enough passengers come from the Massachusetts area, the car could be made up in Boston late that afternoon, it was said.

Delegates from Schenectady, Albany and Troy could board the car early Sunday morning, June 3, and Rochester and Buffalo delegates could join the party early in the forenoon. The car would reach Cleveland about noon, Toledo in mid-afternoon, arriving in Chicago at seven or eight o'clock Sunday night.

World's Fair a Possibility

Those who wished to spend a day at the World's Fair and possibly join in a final organization meeting in Chicago could stay over a day and still arrive in St. Paul in time for the convention opening.

Delegates and other newspaper workers who are going to St. Paul are under no obligation to use the car, but the round-trip fare under the arrangement will be only slightly more than the usual one-way trip fare it was pointed out.

It is expected that the Century of Progress Exposition in Chicago will make special arrangements for receiving guild visitors.

In addition to the dinner-dance and other events, the committee of the Twin Cities Guild plans to have a golf tournament for the men delegates on Wednesday, June 6, and an afternoon and evening of separate entertainment for the women attending. During the tournament, the women will be entertained at a separate country club.

A civic dinner to the delegates is planned by the St. Paul Association of Commerce for Thursday night, June 7. Under the tentative plans made business meetings would be held Tuesday, Wednesday and Thursday, if necessary, and possibly on Friday morning.

Plans for Visits to Resorts

The State Tourist Bureau is negotiating to provide the week-end visit of the delegates to resorts in the State. The Twin City Guild is planning to include this feature at no cost to the delegates. As a foil to the business grind of the sessions, there should be a central hotel, individual cabins and such diversions as golf, tennis, trap-shooting, bathing, boating, canoeing and dancing, the committee believes.

In reporting its plans, the Twin Cities Guild committee pointed out that many of the delegates and visitors would have to spend their vacations as economically as possible and that this consideration would guide the committee in all its arrangements.

Governor Olson, in his letter to the executive secretary, said that his invitation was personal as well as official, inasmuch as he is an honorary member of the Newspaper Guild of Minneapolis and St. Paul and took part in its organization there.

Southern Minnesota for Butler And an Enforced 40-Hour Week

OWATONNA, Minn., April —.— More than fifty newspaper men attended the third monthly meeting of the Southern Minnesota Newspaper Guild, which was organized in Rochester in January.

A resolution adopted by the meeting asked President Roosevelt to issue an Executive order declaring an NRA forty-hour week for editorial department employees on all daily newspapers.

Other resolutions indorsed Major General Smedley Butler for the post of administrator of the newspaper and graphic arts codes; urged the appointment of Edward Burks of Tulsa, Okla., as a member of the newspaper industrial board and requested the appointment of Heywood Broun, president of the American Newspaper Guild, as a member of the code authority to represent the organized editorial workers of the United States.

Ralph Ellingwood of Rochester, president of the Southern Minnesota Guild, reports 100 per cent membership among newspaper workers in the territory.

Delegates from Austin, Rochester, Faribault, Mankato, Winona, Owatonna and Red Wing discussed local problems at the meeting, which also was attended by sixteen members of the Twin Cities Newspaper Guild.

WORKERS 'TRADED' IN UTAH PAY CUTS

Salt Lake Men United to Stop Cheap Replacements

SALT LAKE CITY. — Editorial workers on the three daily newspapers of Salt Lake City have completed organization of a guild with virtually unanimous enrollment. The few holdouts are rapidly signing up.

There was considerable opposition on the part of the management of one of the papers, owing probably to a misunderstanding.

The guild has done considerable work in the way of indorsing resolutions to the National Recovery Board concerning the code and has made surveys of the wages and working conditions which it finds satisfactory as to hours, there being a universal forty-hour week under the blanket code, but as to pay has found that, in addition to the successive reductions, there has been a gradual elimination of older employees for the apparent purpose of replacing these with newcomers at reduced remuneration. This has resulted in an actual basic salary reduction far greater than the figures would suggest.

The papers have been trading workers about for the purpose of cutting down salaries, in the consensus of the Salt Lake City Guild board.

Officers of the guild have been elected as follows: President, William C. Patrick, Tribune; vice-president, Al W. Ferguson, Telegram; secretary, Frank Winn, Deseret News; treasurer, Theodore W. Long, Telegram.

Chapter organizations have been completed on each paper as follows:

Tribune — Chairman, L. Noble Robison; vice-chairman, N. L. Wilson; controller, James Walsh.

Deseret News — Chairman, Henry Smith; vice-chairman, Gale E. Martin; controller, George M. Easter.

Telegram — Chairman, Fred E. Bagby; vice-chairman, Frank H. Baker, controller, Jennings Phillips.

The chairmen of the chapters, together with the officers, make up the board of directors of the guild.

"I am also pleased to report that the publishers here believe in the guild movement, and have been friendly to us in our efforts to organize."

HOURS, WAGES BAD IN TEXAS CAPITAL

Guild's First Victory Is Two Weeks' Vacation With Pay

AUSTIN, Tex.—The Austin Newspaper Guild was successful in its first collective negotiation with a publisher when members of the American-Statesman editorial staff were granted two weeks' vacation with pay. Heretofore the policy had been one week with pay and additional time without pay when desired by the employee.

Wage bargaining has not been undertaken pending the promulgation of code regulations for cities the size of Austin.

In a survey of hours and wages on the city's three daily papers it was found that on the Austin Daily Dispatch, owned by the Knape Publishing Company, the average wage for the guild's five editorial department members was $14 a week. Two members of the staff were drawing salaries below the minimum stipulated in the President's blanket code. The paper carries the Blue Eagle.

The American and Statesman, both members of the Marsh-Fentress chain, were surveyed as a single unit. On the basis of a forty-hour week, the twenty members of the two staffs receive an average of $23.84 a week. Employees on these papers are paid for overtime work.

However, several salaries for fully competent newspaper men and women are at the minimum. Others work part time. Four 10 per cent salary cut were enforced during the depression by these papers, and, except in a few cases only, one 10 per cent restoration has been made.

The committee report showed that on the Dispatch members of the editorial staff worked as much as seventy-two hours a week.

The survey has not been extended to the State House correspondents and wire service men, whose salaries are substantially higher. For use in bargaining, the Austin Guild will submit a detailed report to National Guild officials.

The fecundity of the University of Texas School of Journalism and the abundance of young candidates generally have helped to keep salaries low.

The three Austin newspapers report 100 per cent guild membership

National Convention At St. Paul on June 5

Continued from Page One

bearing upon possible standard forms of contract.

Other proposals include problems of national and local organization, membership, classification of members, dues, prizes for meritorious work, a model local constitution and co-operation with educational and cultural institutions in the journalistic field and with foreign organizations of newspaper men.

Regarding dues, it has been pointed out that the largest guild recently reduced dues to 50 cents a month for men making $25 or less, and this may sugest the desirability of scaling throughout the country.

Most of the guilds have dues of about 50 cents a month per member. The national dues, during the interim, are $1 per member for three months. These figures, of course, do not compare with the dues of other similar organizations, for the only active news writers' union, in Scranton, has dues of about $6 a month; the British Institute of Journalists, about $1 a month, and the National Press Club in Washington, $3.70 a month.

The executive secretary feels that dues should be revised upward rather than downward and that definite and more efficient machinery for collection should be devised.

"Our effectiveness as an organization would be enhanced many times if we were able to maintain a competent full-time representative in Washington, to pay the salaries of regional organizers and to maintain a staff of trained statisticians and economists," he believes.

The secretary has recommended a national assessment of 50 cents a month because the most important work of the national organization will center immediately in Washington and because of the need for an expansion that will blanket the country with guilds.

The present constitution contains a clause limiting its own life until the adoption of another constitution in the coming convention, it has been pointed out. The national convention might consider formulating a model local constitution and securing its adoption by all organizations as a means of strengthening and unifying the guild movement, it was suggested.

PAPER DISMISSES TWO ORGANIZERS

19 Withdraw Applications for Membership as Result

NEW BEDFORD, Mass.—Following the dismissal of two staff employees and the resignation, under pressure, of another, the work of organizing a unit of the American Newspaper Guild among the employees of the Standard-Times and Morning Mercury has been temporarily abandoned. Reports of threats of reprisal on the part of Basil Brewer, publisher, led to the decision of nineteen staff members to ask for the return of their application blanks for membership.

Although Mr. Brewer has been careful not to intimidate his employees openly, he has been quoted as saying: "There is going to be no guild at the Standard-Times. You may count on that." He pointed out that he had signed only the NRA blanket code. He said he was under no obligation to recognize a group of workers, although it was pointed out here that the American Newspaper Guild was recognized by President Roosevelt and the National Recovery Administration. All but five staff members of the two newspapers had applied for guild membership when the situation came to a climax with the resignation of Thomas J. Riley of the Standard-Times. To Charles J. Lewin, managing editor, Riley wrote: "Because I have received notification from Basil Brewer, publisher, that affiliation with the National Newspaper Guild will not be tolerated on this newspaper, and because I hold this to be in violation of my constitutional rights as a journalist and as an American citizen, I hereby submit my resignation . . ."

This was coupled with the firing of John A. Bowen, telegraph editor, and Bradford F. Swan, copy reader. "Economy" was given as the reason for their release, although the staff was brought up to its full strength again almost immediately.

A meeting of the staff with Managing Editor Lewin was called, and the staff agreed to give up the organization of a guild if Riley should be reinstated. Later the publisher offered to reinstate him, but Riley had obtained other employment.

Lewin explained that Brewer was opposed to the guild and was determined that it would not be organized in New Bedford. Brewer refused to reinstate Riley.

Another employee of the New Bedford papers was told by his boss: "You want to get ahead in this business, don't you? If so, you had better drop all thought of joining a guild or any other such aggregation."

Swan was employed by the Morning Mercury as a proofreader at $12 a week, and later was made night editor at the same salary. As a proofreader he worked from 7 P. M. to 3 A. M. and, additionally, in the day he wrote a waterfront column for which he received no extra pay. This $12 weekly salary continued for two weeks after the McGeary signed the blanket code and placarded the offices with the Blue Eagle. His pay then was raised to $30 weekly, but when Swan did not evidence enthusiasm over this extra reward, Publisher Brewer informed him that he had better look elsewhere for a job. Resigning from the Mercury, Swan was immediately taken on the staff of the Standard-Times, but was discharged soon afterward.

Mr. Brewer has taken pains to avoid a forthright denunciation of the guild. In the cases of Bowen and Swan he refused to bring up the guild question or mention in any way the effort to form a guild here. In Riley's case, the discussion of the guild in open forum was confined to innuendo.

Galveston Majority Favors Organization

GALVESTON, Tex.—A canvass of newspaper men who were unable to take part in the organization meeting of the Galveston Newspaper Guild discloses that when those who wish to join are enrolled, the guild will include practically all eligible men and women in the city, Maurice L. Gardner, the secretary, announced.

With the aid of the national organization, the local guild was organized by thirteen newspaper workers. A constitution was adopted at a meeting on March 25 and officers were chosen. The guild has informed the national office that it stands ready to co-operate along any line indicated.

TWIN CITIES LEAD NORTHWEST DRIVE

Planes to Be Used in Expanding Campaign for Unity

ST. PAUL.—Guild organization of the Northwest, including Minnesota, North and South Dakota and parts of Iowa and Wisconsin, is going forward under a regional plan devised by the organization committee of the Twin Cities Guild.

With northern Minnesota and northern Wisconsin organization work to be carried out by the Duluth and Superior guilds and southern Minnesota already well organized by the southern Minnesota unit, the Twin Cities committee is meeting individuals at various key points in the Dakotas and plans to have early meetings in those two States. Informal contracts already made indicate that the work will progress rapidly once the first meetings have been held.

General Conference Planned

The Twin Cities Guild officials plan a regional guild conference about May 15 to consolidate and complete the northwest organization and provide permanent regional offices in the Twin Cities.

Thirteen members of the organization committee met at Owatonna, Minn., with the Southern Minnesota Guild to aid in final plans for the latter's organization work which is to extend into Wisconsin and northern Iowa.

A report from Ralph Ellingwood of Rochester, president of the Southern Minnesota unit, demonstrates the interest displayed in the guild movement by eligibles in that territory: Of twenty-nine potential members in the seven towns of Rochester, Red Wing, Winona, Albert Lea, Owatonna, Faribault and Mankato, twenty-five are signed up and active. Winona delegates have driven 430 miles and Mankato delegates have driven 410 miles to attend the meetings already held. Ellingwood has driven more than 850 miles on tours of the district in connection with guild organization work.

Watch New York Guild

Close contact with the New York and Twin Cities Guild headquarters is being maintained by Southern Minnesota. All important actions of the Twin Cities in the matter of recommendations to the national organization and matters pertaining to general policy, such as wages and hours, have received wholehearted support. The group promises to be one of the most active and valuable in the Northwest.

A meeting at Sioux Falls, S. D., to which will be invited all nearby South Dakota eligibles and the thirty-five eligibles from Sioux City, Ia., was planned by the Twin Cities organization committee for this month. This is to be followed by a similar meeting in Fargo, N. D., to which will be invited North Dakota eligibles and those from extreme western Minnesota.

Mackay Directs Organization

Heading the Twin Cities organization committee is Jack Mackay of the Associated Press. Fourteen other St. Paul and Minneapolis members are working with him, in groups of three or more, to take trips, at short notice, to any point designated. Automobile transportation has been used to date but planes will be used on the trips to Sioux Falls, Fargo and Bismarck.

As far as possible, according to Mr. Mackay, the committee intends to leave organization of surrounding territory, whether dailies or weeklies, to the respective guilds, and the committee is concentrating on organization among dailies at key points in the region.

Other members of the Twin Cities organization committee are J. O. Meyers and Bill Haman, St. Paul Daily News; Louis Green and Walter Forbes, Minneapolis Tribune; M. W. Halloran and Louis Mills, Minneapolis Star; Adolph Regli and C. W. Clogston, Minneapolis Journal; A. U. Speer and C. D. Johnston, St. Paul Dispatch; W. A. Hallberg, United Press, and Felix Wold and Jay Vessels, Associated Press.

Lynn Unit Applies For National Charter

LYNN, Mass.—A permanent set-up for the Newspaper Guild of Lynn, recently organized, is now being effected. The guild has adopted a constitution and has made application for a charter to the American Newspaper Guild.

ST. LOUIS UNIT ORDERS SURVEY BY PROFESSOR

Economic Information Intended for Wage Bargaining

By WILLIAM F. GOULD

ST. LOUIS.—A survey of salaries and working conditions of St. Louis newspaper men and women will be started within the next few days under the direction of Professor Joseph M. Klamon of Washington University, St. Louis.

The purpose of the survey, which was voted by the executive committee of the St. Louis Guild last week, is to determine the actual economic condition of St. Louis newspaper workers, the information to be used as a basis for any future negotiations with the newspaper managements on salary questions or the like.

In Charge of the Survey

The St. Louis committee in charge of the survey comprises Curtis D. MacDougall of the Star-Times, chairman; Wayne Parker, president of the Globe-Democrat chapter, and Mrs. Fay Proffiet, feature writer on the Post-Dispatch. MacDougall is a former instructor in journalism at Wisconsin and Lehigh universities.

The executive committee voted to have another committee appointed to inquire into the question of the employment of journalism students on the staffs of papers at little or no compensation. Some of the members of the committee felt that this practice, if encouraged, would deprive professional newspaper men of employment.

MacDougall, at the committee meeting, defended the practice, asserting that lawyers and doctors were glad to employ students in their offices to learn the professions of law and medicine and he saw no reason why newspapers should not do the same thing. A number of students from Washington University have been used on minor assignments by the Star-Times.

The St. Paul Convention

Guild members are discussing the coming national convention at St. Paul. At the executive committee meeting it was informally decided that the St. Louis Guild should send four delegates. Each of the three chapters will send a delegate and pay his expenses, while the city guild will send the fourth delegate and pay his expenses.

So far only one chapter has elected a delegate. The Globe-Democrat Chapter met last week and selected Rex Colle as its delegate. Other chapters are expected to name their delegates within the next month.

Since the meeting President Betts of the St. Louis Guild has notified all chapters to prepare suggestions for a program to be presented at the national convention for consideration by the local executive committee meeting in May, so that the delegates will have a definite program to follow when they arrive at the national convention.

Mississippi Elects A Temporary Staff

GULFPORT, Miss.—Steps to organize Mississippi's first newspaper guild were taken at a meeting of Mississippi Coast newspaper men at Biloxi recently. Cosman Eisendrath of the Daily Herald at Biloxi and Gulfport presented correspondence with the American Newspaper Guild and also exhibited the national constitution. Discussion on phases of the organization followed and a committee was named to report at the next meeting. That will be within two weeks, when it is believed that the Mississippi Guild will be permanently organized.

Officers named were Glenn Rutledge, Associated Press editor for the Daily Herald, Gulfport, president; Paul Tibbler, Biloxi, treasurer; W. H. Sparkman, Pascagoula, vice-president, and Mr. Eisendrath, secretary.

The gathering was the first ever held of all writers of the Coast section and the matter of organizing was enthusiastically received by the twenty newspaper men present.

Contact has been made with virtually every Mississippi daily, and while many are too small for individual chapters they are expected to affiliate as members at large. It is hoped to establish chapters at Jackson, Meridian and one or two other points as well as on the Coast.

Governor Pays for Parsnips At Akron Newspaper Dinner

By DON STROUSE

AKRON, Ohio.—A Governor finally has paid his own dinner check at a banquet. The Hon. George White did it at the first "gridiron" dinner of the Akron Newspaper Guild.

Lieutenant Governor Charles Sawyer, Adjustant General Frank D. Henderson and Mayor I. S. Myers and his cabinet—"guests" of the guild—paid $3 for their dinner, too. The feast was attended by some 400 of the State's political, industrial and civic leaders, and the guild added insult to injury by lampooning them in skits. Seventy-five members of the guild, employed by Akron's two papers, the Times-Press and Beacon-Journal, were introduced to the grinning assemblage, and, grinning in return, they tooted their talents at diverse aspects of political life in the State.

It was the guild's first public function, and a profit of $300 was realized. The demand for tickets exceeded the capacity of the Mayflower Hotel, and many public officials who desired to attend were unable to get in.

The two newspapers co-operated in giving the dinner advance publicity—using art displays the day of the affair and sending photographers for pictures of the guests. No women, except guild members, were admitted. It will be an annual affair.

Heywood Broun has been indorsed for appointment to the industry's Code Authority and Garland Ashcraft of the Cleveland Press for a place on the Newspaper Industrial Board. Other resolutions ask that the term "executive" be defined in the code as "managing editor," and that the Press Association Code proposed by the guild be enforced by Executive order.

The establishment of prizes for outstanding editorial work and of a code of ethics are under consideration.

TULSA REPORTERS TICKLE UNION BUG

Oklahoma State-Wide Guild to Be Formed in May

TULSA.—A mobilization of the newspaper editorial workers of Oklahoma into a State-wide guild was planned here today at the meeting of the Oklahoma Newspaper Guild of Tulsa, and the call is going out for a State meeting in Stillwater on May 6.

Membership of the Tulsa Guild has been spreading until its sixty-six local dues-paying members from twelve Oklahoma cities felt that a wider union of editorial workers was possible. The State meeting will elect delegates to represent Oklahoma at the National Newspaper Guild meeting at St. Paul.

Eddy Invited as Speaker

An invitation to John Eddy, national executive secretary, to speak at the Stillwater State meeting has been dispatched.

The program committee also is arranging for entertainment for families of the newspaper workers so that the Sunday junket to Stillwater, the home of Oklahoma Agricultural and Mechanical College, will be a pleasant outing. Efforts to obtain some other widely known newspaper man as a speaker are under way.

The movement by Oklahoma publishers, headed by Lee M. Nichols of Bristow, to organize newspapers in favor of the open shop and to petition political candidates to remove the union label from political literature in the current State campaign was condemned in a resolution by the editorial workers. The newspaper typographical unions, meeting on the same day, likewise condemned the move.

The editorial workers felt that Nichols's leadership in this movement disqualified him as an official enforcing the Graphic Arts code which smaller newspapers may elect to join in preference to the A. N. P. A. code.

30-Hour-Week Bill Favored

Because the publishers of Oklahoma formally notified the Representatives and Senators of the State of their opposition to the Connery 30-hour-week bill, the editorial workers forwarded a resolution to each in favor of the bill. The action was intended to express approval of the principle, although the 30-hour week would represent about half-time on most State papers.

The editorial guild also added a protest to the many now on file with Washington officials protesting the non-recognition of the newspaper guild on the industrial board. It was pointed out that such recognition was given to the typographical unions, many of which are at least immediately protected by contracts as to wages and hours.

It was announced that Edward D. Burke, vice-president of the Tulsa Guild and a third vice-president of the American Newspaper Guild, had accepted an invitation to address the journalism students at Kansas State College, Manhattan, on April 26.

EL PASO DRAWS UP BARGAINING BASIS

Texas Pioneer Guild Asks 40-Hour Week, Graduated Pay

EL PASO, Tex.—The El Paso Newspaper Guild, one of the first organized in the Southwest, approved a wage and working hour agreement for submission to publishers at a recent meeting in the Hussmann Hotel.

The guild will ask for a forty-hour week, a graduated scale of wages based on experience, limitation of apprentices, time and a half pay for overtime in excess of four hours a week and official recognition of the guild as representative of editorial workers.

The guild voted to admit copy boys. Membership now comprises 71 per cent of the eligible editorial employees of the four El Paso newspapers—The Times (morning) and The Herald-Post, World-News and El Continental (all evening). Five of the ten remaining non-members have indicated they will join. A membership committee has been appointed to discuss the guild with the "holdouts."

The average wage now paid to editorial employees on one paper is $23, on another, $22.50, and on the other two, $11. In the last three years editorial workers on one paper have received a 30 per cent reduction in salary and those on another 20 per cent. One of the papers paying an average salary of $11 began publication two years ago and the other paying the same scale is a Spanish-language daily.

Before formation of the guild, the managing editor of an evening paper indirectly displayed antagonism to organization of editorial workers. When the business manager of the same paper heard that such a movement was in progress he called the publisher of another paper and asked, "What are you going to do about it?" The publisher said he was not going to do anything to prevent his workers from organizing.

The morning after the guild was organized The Times printed a story outlining the purpose of the chapter and naming the officers. Since then the managing editor who showed resentment has reversed his attitude.

Johnston, Pa., Enlists 2 Neighboring Cities

JOHNSTOWN, Pa. — Establishment of two new units of the guild in neighboring cities before May 1 is expected to result from an organization meeting of the Newspaper Guild of Johnstown, Gregory Greene was elected temporary president of the Johnstown Guild and Dan Zahm, vice-president.

Several other cities have begun to show signs of activity, it was reported at the meeting, despite a generally apathetic attitude on the part of South Central Pennsylvania newspaper men. Invitations have been extended to members of the staffs of all papers here. When a representative enrollment is obtained, a new constitution will be drawn, it was decided.

TOLEDO PUTS CUBS IN APPRENTICESHIP

3-Year Training Required to Become Craftsmen

TOLEDO, Ohio.—The Toledo Newspaper Guild, without being able to find precedents for guidance, has set up its regulations in regard to guild membership. In doing this the guild members consider that pioneer work has been done.

At the first meeting of the Toledo newspaper workers, when the guild plan was discussed, there was indication of two widely different views in regard to membership. Many felt that the proper procedure was that of immediate organization with all editorial department workers admitted to full membership who had signed the original sheet which indicated an interest in guild organization. Others insisted that definite standards be set at once and a demarkation be made between experienced newspaper workers and the beginners.

Major Editors Ineligible

The first committee on drafting the constitution set the membership limitation as any person gainfully and regularly employed by an editorial department of an English language daily newspaper of general circulation in the Toledo metropolitan area. Another limitation in the constitution was that no person with rank above that of city editor, having the power to employ or discharge, should be eligible.

In drafting the by-laws, the committee set up group of craftsmen and apprentices to separate the experienced from the inexperienced. The first committee report on by-laws was adopted with changes and additions, but the membership section was rejected. Much opposition was raised to the section on equivalents. This original draft set up a five-year apprenticeship with a possible maximum reduction of three years through the application of equivalents. Listed in the equivalents were college work, college work which included journalism courses, and newspaper correspondence work. These were rejected.

Apprenticeship Three Years

In the membership by-law which was finally adopted, the equivalents were not listed in detail as they were in the first draft. The rule as it now stands is that the unit may set equivalents to shorten the apprenticeship but the equivalents must be approved by the guild executive board. "Education, special training, and experience of value in newspaper work may be offered for consideration as equivalent" is the provision as it was finally adopted. The regular apprenticeship is three years and equivalents cannot reduce this to less than one year.

The Toledo Guild membership is now in three groups: Craftsmen, apprentices and auxiliary apprentices. All who have had at least three years' experience in an editorial department of a daily newspaper in the actual production of the newspaper were admitted as craftsmen and craftsmen cards have been issued to them.

Those with less than three years' experience were placed in the apprentice list. But the number of apprentices was limited in the by-laws to not more than 10 per cent of the number of craftsmen. Under this limitation, the working staff of two of the newspapers in the guild had more apprentices now working than would be allowed. Rather than drop these, the auxiliary list was provided.

The auxiliary apprentices pay the regular dues and the time they are on this list will count toward the three-year apprenticeship. The only difference between the apprentices and the auxiliary apprentices is that the auxiliary list members have no vote.

Promotion for Apprentices

The auxiliary arrangement was devised to take care of the list of workers in full at the time of organization. It will not apply to any persons who may be employed after the adoption of the by-laws. As apprentices are promoted to craftsmen, the workers on the auxiliary apprentice list will be advanced to apprentices. After those on the auxiliary list as it now stands are advanced, the auxiliary list will be ended. This will work out during this year.

"As cramped as our chapter's finances have been, we have managed to eke out a bit of gasoline money for our 'flying squad' most every week end—but, man, did you ever figure out distances in this section?"

CLEVELAND CALLS FOR PAY INCREASE

19 to 33 Per Cent More Is Asked for News Staffs

CLEVELAND. — Negotiations looking to increases in salaries have been instituted by the Cleveland Press and the Cleveland News units of the Guild.

The programs of the two units differ in that the Press unit is campaigning for a restoration of two pay cuts totaling 19 per cent, while the News unit has asked for wage increases ranging from 15 per cent to 33 per cent.

Decision to open negotiations with the publishers was reached in both cases after many members of both units had expressed the belief that business conditions warranted such action.

Situations Differ

The situation at the News was found to be considerably different than that at the Press inasmuch as most of the News editorial department employees in the lower pay brackets had received wage adjustments that brought them up to substantially the same salary mark they had previously reached.

A program of wage cut restorations would not, then, have helped those receiving the least money, and it was decided by the executive committee of the News unit to recommend to its members that the wage adjustments be considered purely on a percentage basis for all.

Questionnaires were submitted to all editorial department workers at the News asking that they give information regarding their length of service to the paper, total time in the newspaper business, salary at its highest and lowest mark while with the News, and like information.

71 Out of 97 Answer

Of the ninety-seven editorial department workers, all of whom are members of the guild, seventy-one answered the questionnaires. Salaries were found to range from $10.50 (for some office boys) to $85. Many of the higher salaried employees did not answer the questionnaires. A considerable number of salaries were found between $15 and $35.

The program submitted to the News unit membership by the executive committee called for a minimum of $15 a week for office boys; a wage increase of 33 per cent for all editorial department workers receiving between $15 and $25, exclusive of office boys; an increase of 25 per cent for those between $25.01 and $35; an increase of 20 per cent for those between $35.01 and $45, and an increase of 15 per cent for all those receiving more than $45.

Submitted to Publisher

The unit members approved the program and it was submitted to Dan R. Hanna Jr., president and publisher of the News, together with a brief setting forth arguments for the wage increases. The executive committee to date has held one conference with Mr. Hanna on the situation, which was in the nature of a preliminary discussion. Concrete developments are expected within two weeks.

The request of the Cleveland Press unit was transmitted in a letter to Editor Louis B. Seltzer on March 28, and on April 10 the brief was filed with the publishers at Mr. Seltzer's suggestion.

The Press brief outlined extensive lineage gains of the Press, pointing out that the paper's business, now on a rapid upgrade, was near the level of the dates when the cuts were put in, while the living costs were rising in the city.

Still Under 19 Per Cent Cut

The majority of the Press staff is still carrying a total of 19 per cent salary reductions.

The brief showed that with the whole 19 per cent restored, and with the cost of living increased, the staff's purchasing power would still be 19.4 below that of 1932, before the cuts were made.

"The Press employees willingly shouldered their proportionate share of the losses as business dropped," the brief stated. "Should not the publishers shoulder now a part of their employee-consumer losses as business and prices rise?"

"Then, too, city editors of the —— and —— are much given to employment of youngsters just out of high school . . . or college students . . . at a couple of dollars a week, though there hasn't been so much of this lately."

NEWS STAFFS GET LABORERS' WAGES IN WASHINGTON

Reporters Answering Survey Average 69¾c. an Hour

The average news writer in Washington receives a wage of 69¾ cents an hour, and has worked 6.8 years at his calling to achieve a wage slightly better than that paid a garbage collector but below that paid to a hod carrier.

The average photographer is, by one blinking penny, not so fortunate. He gets 68¾ cents an hour, which makes him a trifle better paid than a fireman or oiler and about on a par with a baker.

The desk men, veterans of their craft, with an average experience of 11.9 years, are paid 99 cents an hour, less than is paid by newspapers to their own pressmen, stereotypers or photo-engravers. The average is 74½ cents.

Taking all editorial department employees together, their average wages work out to 74½ cents an hour, a scale 11 per cent lower than that paid to a longshoreman.

These are a few of the highlights of a report filed by the Washington Newspaper Guild, Thursday, April 5, with the Recovery Administrator Hugh S. Johnson. The guild, through its code committee, asked General Johnson to take these figures into consideration when the code authority of the newspaper business files with him the determination of hours and wages required by the newspaper code. On February 17, the publishers were ordered to file their determination within sixty days. It has not yet been submitted.

The guild filed a report with ten exhibits, showing in great detail the results of a wage survey undertaken by newspaper employees in Washington. With the figures on wages and hours here, it filed wage scales drawn from various sources for many callings, including the newspaper mechanical trades, policemen, street car conductors and motormen, building trades mechanics and Federal employees.

Polite Gestures From Papers

Although several Washington newspapers have made polite gestures in the direction of a forty-hour week, the survey showed that the average work week for all reporters was 48.2 hours, for photographers 44.6, for desk men 45 hours. Librarians and copy boys on some of the papers were the only ones reporting a forty-hour week. For the former the average wage was $16.89 a week, or 42 cents an hour. Copy boys reported average wages of $14.25 for their forty hours. The average working week for all editorial department employees was 45.8 hours.

The report somewhat sardonically compares the fate of the average reporter with that of a policeman, who not has been pictured as "not a happy one."

"Our analysis shows," it says, "that the average reporter (calculated from seventy-eight replies) employed in the national capital is paid $33.80 for an average work week of 48.3 hours, or at an average rate of 69¾ cents an hour, and that he has had, on the average, 6.8 years of training and experience on the job in addition to his schooling.

Less Than Policeman's Pay

"A police private with five years of experience gets 96 cents an hour.

"A detective sergeant, who is supposed to develop investigation skill comparable to that of a reporter, but who is called upon for no exercise of skill in writing, is paid $1.30 an hour, or nearly twice the hour rate of the average reporter.

"For his initial employment, in his first year and without prior experience, required to have an education equivalent only to four years in a primary school, the Washington police private receives $1,920 a year, or $36.54 for a forty-eight hour week; 8.6 per cent more than the average Washington reporter gets after 6.8 years of experience, with presumably the equivalent of a college education antedating his employment."

The guild asked General Johnson, who is to be the final arbiter in the matter, to incorporate in the code a scale not lower than the following:

Copy boys, $15 a week. Anyone engaged in the preparation of news photographs or art, including librarians, $25 a week. Any of the latter with more than one year's experience, $35 a week, or with two years' experience, $40 a week.

It asked for a five-day, forty-hour week for all news department workers.

Baltimore Unit Gains Steadily; Protest Made in Sale of Post

BALTIMORE—During the last few weeks the membership of the Baltimore Newspaper Guild has increased gradually to fifty-five, with additional employees of the Sun, the Evening Sun and the News-Post, the three dailies, showing indications of their intention to join soon.

At a recent meeting Ernest von Hartz of the Sun was elected president; Clinton H. Johnson of the News-Post, vice-president; H. Bowen Smith of the Evening Sun, secretary, and Henry Jarrett of the Evening Sun, treasurer. An executive committee, including the officers and Robert Thompson of the Associated Press, George Ruark, News-Post photographer, and Frances Turner of the Sun, also was elected.

Short Notice Protested

With notice of only a few hours, the Scripps-Howard Post was sold to the News, Hearst's paper in Baltimore. Possibly half a dozen Post employees, in all, were taken over to the consolidated News-Post, while the remainder of the staff was told that two weeks' pay would be given them on succeeding pay days if they had obtained no other employment. Many of the Post employees had been receiving salaries that provided only a day-to-day existence, if that.

The day after the sale was consummated, the guild unanimously empowered the executive committee to send a telegram of protest at the short notice and meager salary provision to Heywood Broun, with the request that the contents of the wire be sent to Scripps-Howard officers. Most of those men and women from the Post are still unemployed, incidentally, with no real prospects of getting jobs.

Guild Adopts Constitution

A constitution intended to serve until the national guild convention in June has been adopted, and several organization meetings have been held at the Press Club. Meetings hereafter probably will be held at the Knights of Columbus Building. At the most recent gathering, Jonathan Eddy, national executive secretary, introduced a questionnaire and explained the objectives and activities of the national body.

The attitude of the publishers and managing editors seems to be friendly, and the guild's efforts to gain members are being openly discussed in the city rooms. No noisy campaign is being carried on, but the members are working with determination to enroll a majority of those eligible. It may take time, but the officers and executive committee feel that the ultimate results will be more satisfactory than if an organization committee were set up and the heat turned on, as has been the case in some cities.

PRESS ASSOCIATION CODE IS INDICATED

Staffs Urged to Join Guild, Defend Their Interests

The American Newspaper Guild has been assured that press associations will come into a code as soon as the directors of the Associated Press, whose April meeting was held April 19 and 20, give authority for the officers of that organization to act.

All of the major wire services are reported to have committed themselves. Whether they will submit a separate code for press associations or come into a supplement of the newspaper code is not known at this time.

The press association committee of the American Newspaper Guild has announced that it will continue to demand an open hearing, so that the working conditions, wages and hours of press association employees may be aired, before any code or any code supplement is signed by the President.

An intensive campaign to enlist all press association and syndicate editorial employees in the guild now is under way.

The right of the guild to represent them is clear in Washington, Cleveland, Newark and New York. Other large centers are lining up fast.

Press association employees who are not members of the guild are being asked to join at once or execute an authority which will give the American Guild the right to represent them both in the code matter and in collective bargaining.

The form of the authority is printed just below this story. Any non-member of the guild who is employed as a press association editorial worker and wishes to be represented in these matters should execute it at once and forward it to Morris Watson, chairman of the press association committee, American Newspaper Guild, 35 West Forty-second Street, New York, N. Y.

For Press Service Employees

Authority to Represent

The American Newspaper Guild hereby has authority to represent me in any negotiations pertaining to a code of fair competition for press associations and/or in collective bargaining with my employer.

(Sign) .....

Employed by .....

City .....

(Story on code prospects above, at left)

8 UNITS AT BOSTON ORGANIZED FULLY

Broun is Urged as Appointee to Code Authority

BOSTON—The Newspaper Guild has adopted unanimously the major points of the guild constitution and voted to ask that Heywood Broun, National Guild president, be appointed to the newspaper code authority.

Members voted that unit officers obtain accurate information whether any Boston newspaper except the Daily Record was on the five-day forty-hour week, and that the guild officers send affidavits concerning the Boston situation to national headquarters. The Hearst-owned Record has gone on the five-day week, and the Hearst-owned American will do so, it was reported.

Eight of the fourteen potential Boston units are fully organized. They are the Herald, the Morning Globe, the Evening Globe, the Traveler, the Associated Press, the Record, the United Press and the Transcript. Not yet organized are the Post, the Christian Science Monitor, the American, the Sunday Advertiser, the Copeland News Service and the International News Service. The Monitor is now being organized.

Pending a decision as to the amount of dues to be paid, it was decided to levy an assessment of $1.50, which may be applied toward dues. The question of indorsing the program of the Washington Guild for certain changes in the newspaper code and other objectives was put over.

Temporary Chapter Set Up in Greenville

GREENVILLE, S. C.—A temporary organization for the Newspaper Guild of Greenville, set up here on February 26, has extended invitations to members of the staffs of the Piedmont and the News to take part in effecting a permanent organization. The temporary officers are C. B. Mitchell, president; William O. Vara, vice-president, and Jack Giles, secretary.

GUILD MOVES FAST, SAYS UNION HEAD

Our Rise Is Contrasted With 82-Year I. T. U. Fight

MINNEAPOLIS.—The Newspaper Guild's swift emergence as a national body was contrasted with the International Typographical Union's eighty-two-year struggle to achieve its present influence by Charles P. Howard, president of the union, at a recent meeting of the Twin Cities Guild.

Mr. Howard said that he was impressed with the guild's methods of organization and he complimented "for their intelligence and vision" those editorial workers who had led the way. The atmosphere was one of intense cordiality between the mechanical and news groups, and later in the day, when Mr. Howard was a guest of the St. Paul Typographical Union at a golden jubilee dinner, R. S. Gilfillan, president of the Twin Cities Newspaper Guild, was one of the speakers.

Mr. Howard said that he had promised Heywood Broun, president of the National Guild, and Jonathan Eddy, executive secretary, that he would yield to one of them or to a designee his proxy as a member of the Newspaper Industrial Board, when wage and other editorial questions were at issue, if such action were requested by the guild. The industrial board, Mr. Howard noted, was composed of four publishers' representatives and four officers of the newspaper mechanical unions—these to chose a panel of five impartial chairmen from among whom the deciding voter would be picked by lot in case of a deadlock.

In the even the other labor members delegated their proxies to guild representatives at hearings affecting editorial employees, the board would be composed of four guild members and four publishers, he observed.

Very emphatically, Mr. Howard pointed out that if the editorial workers wished to get adequate consideration before the board it was extremely important that they be well organized.

Before leaving the I. T. U. president, the Twin Cities Guild set as its first objective the restoration of all salary cuts.

Announcement that this question would be voted on drew the largest attendance of newspaper editorial workers of any meeting thus far. The guild relations committee had proceeded earlier to get the signatures of members to a power of attorney authorizing the guild to negotiate such questions with the owners. This action was taken on the advice of Elwood Pichette, counsel to the guild, who noted that since nearly 100 per cent of those eligible were enrolled, the signatures would obviate any protest by the publishers that the guild did not truly represent their employees.

The members of the relations committee are A. J. Crocker and A. U. Spear of the Dispatch, Fred H. Strong and Edgar L. Sharpe of the Daily News, H. R. Foster C. W. Clogston of the Journal, Cliff Wilson and Walter Forbes of the Tribune, Herbert Paul and M. W. Halloran of the Star, W. E. Hallberg of the United Press, and Jay Vessels of the Associated Press.

Allentown 100 P.C. ---Looking for More

ALLENTOWN, Pa.—Interest in the guild movement among newspaper men of the entire Lehigh Valley has reached a point that anticipates the complete organization of the workers on all newspapers in this area, which stretches for almost fifty miles along the Lehigh River. The incentive was given in Allentown by the Philadelphia Guild officers.

Allentown set the pace and organized the staffs of its two newspapers 100 per cent, providing a membership of forty-one. An organization committee was named by George Korson.

The area includes Bethlehem, Easton, Mauch Chunk, Lansford and Tamaqua. Stroudsburg is to be included. When completely organized, the Lehigh Valley Guild will have a membership of 100.

It was decided that the formal acceptance of the charter in May should be made the occasion of a dinner to which are to be invited many of the prominent citizens of the community with a view to establishing the prestige of the guild. Heywood Broun and John Eddy, of the National Guild, are to be invited. Mrs. Marguerite Marvel heads a committee of nine that will be in charge.

PITTSBURGH UNIT HAS 132 MEMBERS

4 Newspapers Represented in Original Guild Roster

PITTSBURGH.—The Pittsburgh Newspaper Guild is well on its way toward complete organization. Some 132 members have been enrolled, a constitution has been adopted and dates have been appointed for an election of officers and a consideration of by-laws and general laws.

The 132 members represent the Sun-Telegraph (Hearst), the Post-Gazette (Block), the Press (Scripps-Howard), and International News Service. Units met in their own offices April 23 and 24 to elect officers and unit members of an executive board. On April 27 the guild was to consider a set of laws drafted by a committee of eleven and nominate officers. The election was scheduled for May 1.

The constitution for the Pittsburgh Guild was adopted after a four-hour general session April 13. It is modeled generally after that of the Cleveland Guild, with local adaptations.

Associate Members Admitted

Possibly the most important difference is one of commission—Pittsburgh says nothing of ceasing work in its provisions on collective bargaining.

Eligibility is confined to persons eligible under the national constitution, with a provision for associate membership for persons whose interests lie nearer the employer than the employee.

Press associations with three guild members or more are granted autonomy. This provision was placed in the constitution at the suggestion of William J. Kelly, manager of the U. P. S. bureau here. It was this and the eligibility clause that aroused the most debate. The committee that drafted the constitution had inserted in the article on eligibility a clause providing that "no person shall be allowed active membership who has power to hire and fire."

That power varying on the different papers, it was finally decided to lay the issue at the door of the national guild with the executive board as arbiter.

Another problem facing the meeting was where to draw the line on press agentry.

Out-and-out press agents, of course, were barred. But many newspaper men, here as elsewhere, are compelled to double as publicity men to support themselves and their families. Several are serving candidates for office in the spring election. At least one is on leave of absence for that purpose.

Must Quit by July 31

The meeting worked around the problem by requiring termination of such work by July 31. At the same time, it provided for the adoption of a new constitution by that time, with an eye on the national convention and the probability of a uniform constitution for all guilds. The Pittsburgh Guild will have on its executive board three members elected by each unit and one from each "press association with more than three guild members electing to name such representative." Its officers will be chosen from the executive board with the exception of the president, who may be a non-member of the board.

The Post-Gazette thus far has the largest membership—fifty-four. It is followed by the Sun-Telegraph, with forty-seven. The Press has twenty-five and International News Service, six. Associated Press and United Press are not represented.

The Associated Press, however, has evinced considerable interest in the movement, having been represented on the committee that started the ball rolling here.

The membership today represents an increase of thirty since the original meeting. Temporary officers include Kermit McFarland of the Press, chairman, and Milton V. Burgess of the Sun-Telegraph, secretary.

Committees include the election committees, consisting of the original advocates and the steering committee named at the first meeting: McFarland, Burgess and (from the Sun-Telegraph) H. L. Browning and Arthur Chapman Jr.; Press, Robert Taylor and Cy King; Post-Gazette, Cornelius McFadden, Joseph J. Cloud, Paul W. Ramsey; I. N. S., J. William Theis; A. P., Marben Grahame, and U. P., Roscoe Snipes.

The by laws and general laws committee includes: Sun-Telegraph, James J. Long, George S. Conrad, Edward W. Prendergast; Press, Vin Sweeney, Ralph Reichold, Claire Bentley; Post-Gazette, Charles W. Fix (chairman), Howell F. Richards and Bill Dresher; I. N. S., Kelly, and A. P., J. A. Snyder.

Jersey Hints Publisher Coercion; Broun Steps In, Finds It's Not So

By STEVE MERRILL

NEWARK, N. J.—Members of the Newspaper Guild of Newark feel that the last issue of its publication, the New Jersey Guild Bulletin, constituted a bold challenge to the publishers.

"British and other European newspaper men and women," says an editorial in the Bulletin, "get dismissal bonuses. They get old age pensions. They get reasonable vacations, decent salaries and hours and many other benefits. They have acquired these through the negotiations of their associations and unions. . . . There is no reason why American newspaper workers should not get reasonable treatment. . . . If the guild movement is to justify its existence it must somehow win these benefits. European journalists have shown us the answer. Are we more timid than they? . . ."

Wage Survey Started

A news story reports the guild's start of a survey among its members with a view to gathering data to be used in negotiations with Newark publishers later this month on the questions of salary, working hours, and dismissal bonuses.

"Obviously," the story says, "the guild can do little without a basic groundwork of fact. It cannot enter into negotiation without averages at its finger tips as to the hours the newspaper man works, and the number and size of the meals his labor gets him."

Another news story is headed: "Coercion Hits North Jersey Guild Efforts." The story then goes on to say that while guild organization has gone forward in some parts of New Jersey, "apathy, plus a certain amount of publisher opposition, accounts for the lag in those parts of the State where it does not exist."

Elaborating on the "coercion" angle, the item reports a telegram sent by Heywood Broun, president of the American Newspaper Guild, to Harry B. Haines, publisher of the Paterson Evening News, in which Broun asked whether it was true that employees of the newspaper had been threatened with dismissal if they joined the guild.

Haines' reply quoted at length. In it he says:

"It is evident to me that you must have been misinformed and have the Paterson Evening News confused with some other newspaper."

Haines then goes on to say that he had heard another publisher had mentioned the possibility of drastic action if the editorial staff should become organized, and adds:

"In so far as we are concerned, we comply with all the regulations of the NRA. If it would not be a violation of confidence, I would appreciate your being frank with me and advising me as to the source from which you received the information on which your telegram is based."

Paper Friendly to Labor

Despite this denial, Haines is known to be definitely hostile to the guild idea and has not minced words in telling his staff so. At the same time, he is known, through the columns of his newspaper, to be a friend of labor in a city where labor organization has been raised to the nth degree.

The Guild Bulletin reports also that in another city the editor of a newspaper spiked an organization movement by telling one reporter hat if he thought so much of the guild perhaps he'd better go to a city where the guild was already established.

In still another instance a guild was about to be formed when the word was passed around that the publisher frowned on the idea, which he felt might prove inimical to the newspaper's interests. As a result, guild organization plans came to a sudden standstill.

The guild spirit, however, is reported to be very much alive in almost every instance where it was temporarily set back by the implied threat of dismissal, and organization is merely a question of time.

10% RISE IS WON BY ROCKFORD GUILD

Blanket Increase in Wages for $29 Illinois Town

ROCKFORD, Ill.—Independent but parallel efforts of the Rockford Newspaper Guild and the International Typographical Union local to obtain wage increases culminated in a general increase of 10 per cent, effective April 16, for employees in all departments of the Rockford Register-Republic and Rockford Morning Star. The papers are published from the same plant by Rockford Consolidated Newspapers, Inc., of which Mrs. Ruth Hanna McCormick Simms is president.

In announcing the general increase, which restores one of the three 10 per cent horizontal cuts made in 1932 and 1933, Barney Thompson, editor-in-chief of the afternoon and morning papers, explained that the increase was justified on the business showing of the newspapers.

Announcement of the increase followed a series of conferences between the management and the executive committee of the guild which covered a period of six months. The increase was ordered less than ten days after the Guild Reporter had given front-page notice to a survey of wages and living expenses conducted by the Rockford Guild. The average wage of editorial employees was shown in that survey to be $29.02, so the average increase now is $2.90.

The wage adjustment, affecting approximately 230 workers, was enjoyed by business office and circulation staff employees, as well as mechanical workers and news department workers, including country correspondents.

The guild has petitioned the management for a standard two-week vacation with pay this summer. No action has yet been taken on this request.

"Several reporters of this city called on me and asked me to act as a 'go-between' for them. They fear that if the local papers find out that they are joining your organization one of them will be discharged as an example to the others . . . I am a general organizer for the A. F. of L. and willing to do anything to help the boys better their conditions in this city . . ."

Hearst Fires Leader of California Chapter

Continued from Page One

retary-treasurer, Don Stevens, Examiner.

The chapter chairmen, automatically members of the executive committee with the officers, are: News, Ben W. Horne; Call, Ernest Cope; A. P., Pearce Davies; Examiner, Louis Burgess; Post-Enquirer, H. R. Hill.

Unorganized chapters are the San Francisco Chronicle, the Oakland Tribune and the United Press.

U. P. Due to Organize Soon

Lack of belief in the benefits of organization seems the chief reason for the apathy of the Chronicle, where no outward opposition is understood to exist. Something similar, with perhaps less accent on the doubt of benefit, but more on the side of concern about the attitude of the management, appears in the Tribune case. The U. P. is expected to organize soon. Steps are being taken to iron out the other two problems. Both the Chronicle and Tribune are understood to have been somewhat more generous in the treatment of their staffs during the depression and under the NRA than some other papers; and for the moment, despite the fact that hitherto these staffs have been usually at a disadvantage in pay in comparison to other staffs here, the possibly short-sighted view is being taken that they are anyway better off than others.

The recently completed survey of hour conditions of the five organized chapters shows one outstanding point—that absolutely no change resulted from President Roosevelt's request for a five-day, forty-hour week for all editorial workers. Roughly half of the men working in these offices have those hours. The other half have hours and days ranging up to the most severe limit, from forty-eight hours, six days, to sixty-six hours, six days, and beyond. And there is plenty of coolie labor. Out of twenty-six members on one staff, nine make less than $25 a week. Of seventeen employed in that staff's local, sports and photography departments, ten make less than $25 a week, the seventeen being exclusive of editors. The average pay for the staff, excluding editors but including rewrite men, is $29.06. The copy desk base is $32.80.

Hearst Challenged at Capital; Guild to See About 3 Pay Cuts

WASHINGTON.—The following telegram was sent March 25 to William Randolph Hearst, at San Simeon, Cal., by the executive committee of the Washington Newspaper Guild:

"Referring to the front-page editorial in your papers this morning which states that 'the Hearst papers have increased wages and shortened hours in full accord with every request and requirement of the NRA. But the Hearst papers have gone further and made increases in wages and decreases in hours and departments which the rules and regulations of the NRA do not affect.

"This seemed an equitable thing to do and, although the Hearst papers were not required, nor even requested to do it, they have made that voluntary and unsolicited contribution toward the purpose of the NRA recovery program.'

"We hereby inform you that this guild has investigated wages and hours on all Washington newspapers. On the basis of eighty-one answers to our questionnaire from a substantial proportion of our members on your two Washington papers, we have established that the salary of the average news department worker on your Washington papers has decreased 20.8 per cent since 1931. He then was receiving $44.60. He is now paid $31.94.

"Your average reporter in Washington is now paid $31.13, as against $42.14 in 1931, a decrease of 26 per cent. Your photographers in this city now get $29.04, as against $39.51 in 1931, or a decrease of 26.7 per cent. Your artists here now draw $27.71 a week, as compared with $41.41 in 1931, or a drop of 33 per cent.

"There has been no general restoration of the three 10 per cent pay cuts on your Washington papers. The order to institute a forty-hour week last fall has not been enforced. Your news department workers in the national capital are working 42.9 hours per week on the average. Your reporters in this city are working 46.8 hours per week on the average. In due course the officers of this guild will wait on your representatives to have these conditions remedied."

PUBLISHER HOSTILE IN NEW BRUNSWICK

Boyd Would Regard Organizing as 'Unfriendly Gesture'

NEW BRUNSWICK, N. J.—Any attempt on the part of his editorial workers to organize into a guild would be regarded by him as "an unfriendly gesture," Elmer B. Boyd, publisher of the New Brunswick Daily Home News, told two members of the Newspaper Guild of Newark at an informal conference at his office on April 10.

Pressed for his reason, Boyd cited difficulties with unionized mechanical workers since he had taken over the management of the paper. He added that he preferred to have an "individual" staff and not one like the "run of the mill," as he said the members would become if they joined an organization like the American Newspaper Guild.

It was pointed out to Boyd that his employees would benefit greatly through the organization of a guild chapter; that the improvement in their work standards would mean an improvement in his paper; that association with other newspaper men and women from all over the country would permit an exchange of ideas that ultimately would benefit him indirectly.

Boyd replied that a guild would not be necessary to lift the work standards of his staff, since he always "encouraged" his workers to contact other newspaper workers. He saw nothing in the guild idea, he said, except the possibility of increasing the salaries on his staff and this he declared himself unable to do.

A smile broke over Boyd's features when he was asked:

"Would you penalize any member of your staff for attempting to organize a guild unit here?"

"I would consider it," he said again, "as an unfriendly gesture."

He would not amplify the reply.

Three New York Chapters Begin Group Bargaining With Publishers

Busy weeks lie ahead for the New York Guild. The members of the Times, Herald Tribune and Jewish Daily Bulletin chapters have asked the executive committee to initiate collective bargaining with the publishers of these newspapers at once. Similar action was being considered by the World-Telegram chapter as this edition went to press.

The executive committee was cloaked with power to begin negotiations with individual newspapers after the Publishers Association of New York, through its executive secretary, had raised a legalistic obstacle to dealings between the association and the guild. The work of conducting the negotiations will be divided among executive committee members so as to avoid, where possible, having any officer treat with his own employer.

Chapters to Be Consulted

There is a feeling in the executive committee that the officers of a chapter should be consulted between negotiation sessions with the chapter's employer, and also that the chapter should have, if it wishes, a representative present as an observer at the negotiations. Thus the guild negotiators may be kept in constant touch with the sentiment of the chapter, and the chapter may have immediate reports as to the way negotiations are progressing.

The fact that the actual negotiations for each chapter are in the hands of the city-wide executive committee and that the chapter representative acts merely in the role of watcher is deemed sufficient safeguard against anything smacking of so-called "employee representation," or company unionism.

A possible precedent in this regard was set on April 3 in that day three members delegated by the executive committee—Paul Fredericksen of the Times, Morris Watson of the Associated Press, and Luther A. Huston of the International News Service—called upon publisher representatives of the Herald Tribune. The three—accompanied by the Herald Tribune chapter chairman, Richard Crandell, present as an observer—presented a resolution, adopted by the chapter, asking that the five-day forty-hour week requested by President Roosevelt be extended to all editorial employees instead of to a selected number.

Basis for Bargaining Drafted

The program of proposals which the executive committe is authorized to present to publishers as the basis for discussion was drawn up at recent meetings of the representative assembly. It follows:

(1) Restoration of all general wage cuts.

(2) No further wage cuts. In discussing wages with publishers, the basis to be the income of the employee over the year 1933 (as shown by his office income slip) rather than the stated weekly wage.

(3) Thirty-hour work week, apportioned over consecutive days numbering not more than five during the week and administered so flexibly as not to interfere with the highest standards of newspaper work.

(4) Payment to be made by the employer at the rate of one month's salary for each year's service, and fractionally, in all cases of discharge. Payment at the same rate to be made in all cases where, in the opinion of the grievance committee, conditions have become such as to indicate to the employee that he can retain his self-respect only by resigning. The payment shall be figured on the basis of the average salary over the last five years of employment, or over the full period of employment if less than five years. The guild shall provide adequate and fair protection for the publisher or employee by a set of standards to be submitted to the grievance committee.

(5) Equal time off for overtime; accruals to be taken in accordance with a schedule to be arranged by the publishers and the guild negotiating committee; accruals untaken at time of severance of relations to be paid for at one-and-a-half times the rate of the individual's pay when the overtime was worked.

(6) Individual greivances to be taken up by the chapter chairmen, two other chapter members and the publisher or his representative or representatives, with the consent of the executive committee. Appeals to be taken first to the executive committee and then finally to the representative assembly.

(7) Minimum of two weeks' vacation with pay; minimum of three weeks' vacation with pay for executives and for employees who have worked five years or longer; minimum of one month for those employed ten years or longer.

(8) Employment by day or by assignment to be prohibited for news, but assignments to be permitted to free-lance and article writers.

(9) Contract with publishers to expire coincident with that of the International Typographical Union No. 6, if possible, otherwise, late in October or early in November, 1934.

(10) Minimum pay scales to be set after a survey on salaries by the guild.

(11) Maximum proportion of apprentices in each office to be fixed after the guild's survey.

Membership Drive Pressed

The New York Guild is pushing its membership drive. New chapters have been formed at the Brooklyn Daily Eagle and the Billboard since the campaign began. Durable booklets of pocket size containing salient information about the guild have been printed for distribution among eligible newspaper men as well as members.

Brief chapters in the booklet are headed: "Why the Guild Was Formed," "How the Guild Functions," "What the Guild Has Done," "Future of the Guild," "Who Is Eligible to Join" and "Dues." Dues of $1 a month, incidentally, have been cut 50 per cent for a period of three months in the case of members earning not more than $25 a week.

While adding members in its drive, the guild lost twenty-six members from the New York American chapter in the week ended April 7. Those who resigned indicated in a notice that they did so mainly because the representative assembly had adopted a resolution asking William Randolph Hearst, publisher of the American, to institute the five-day, forty-hour week in all units of his organization and restore all blanket wage cuts. Largely on the strength of that resolution the guild gained a complete new chapter of twenty-two employees working on another Hearst unit.

Those who left the guild, perhaps only temporarily, did so protesting that the representative assembly adopted the resolution without consulting Hearst employees. As a matter of fact, the only speakers on the resolution were Hearst workers and the assembly acted in accordance with their wishes.

The resolution follows:

WHEREAS, there appeared in the New York American of March 26, an editorial under the caption "The Position of the Hearst Newspapers," which conveys the impression that the Hearst organization has compiled fully with the spirit and the requirements of the NRA, and

WHEREAS, it is a fact that, perhaps without the specific knowledge of William Randolph Hearst, certain units of the Hearst organization have not put into effect the five-day week as requested by President Roosevelt in signing the newspaper code; certain units are still requiring men to work more than forty hours per week, and certain units have decreased, rather than increased, the number of employees since signing the President's re-employment agreement, and

WHEREAS, blanket wage cuts as high as 27 per cent have been imposed upon editorial employees of all Hearst newspapers, news services and syndicates, and no part of these blanket wage cuts has been restored,

THEREFORE, BE IT RESOLVED, that the Newspaper Guild of New York, having in mind the nature of Mr. Hearst's long record as an employer of labor, hereby expresses its belief that Mr. Hearst will immediately instruct the heads of the various units of his organization to justify the above mentioned editorial by instituting the five-day week in all units of his organization; by hiring such additional labor as is necessary to eliminate working any editorial employee more than forty hours per week, and by restoring at once all blanket wage cuts, and hereby requests Mr. Hearst to do so, and

BE IT FURTHER RESOLVED, that this resolution be telegraphed to Mr. Hearst at once, and that copies be sent to the editors of all New York City daily newspapers, to Editor and Publisher, and to Time Magazine, and that it be submitted for the next issue of the Guild Reporter, and

BE IT FURTHER RESOLVED, that since the editorial herein referred to was put into the Congressional Record on motion of Senator Schall, of Minnesota, a copy of this resolution be sent Senator Schall with the request that it also be inserted in the Congressional Record.

The Guild Reporter

Published once a month 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.

Editorial office
55 West 42d Street New York
Telephone: LOngacre 5-3385

Application for entry as second class matter is pending.

Subscription rates:
60 cents per year
Single copy, ten cents

Vol. 1, No. 6 May, 1934

To Whom It May Concern

However controversial in newspaperdom some of the policies of the newspaper guilds may become as they develop, there is today and will always be one basic determination in the guilds against which no decent newspaper man or citizen can stand. That determination is to protect against all the forces of tyranny and oppression the right of this craft to organize.

It is a right guaranteed by law. This right of organization is a right accepted for so many years in theory by the American mind and conscience, that few persons today dare to deny it openly, even the most reactionary labor-haters among predatory employers. Yet in secret, by intimidation and terrorism, this right is being opposed by some of the newspaper proprietors, and the evidence against these lawbreakers and public enemies is beginning to trickle into the offices of the American and New York newspaper guilds.

Let no man or woman in our industry, employer or employee, be doubtful concerning the use which is to be made of this evidence. It will be submitted, at the proper time which is swiftly approaching, to those tribunals having power even over the strongest newspaper manufacturers, not alone to the Government and its courts and special agencies.

This fight of the newspaper men and women to protect their freedom of organization will be waged in the field of public opinion, in the homes of those persons who buy newspapers and advertise in them, by those weapons of warfare which our very calling has taught us to use.

Let us see whether the voice of an editorial page run by a man whose practice it is to deny their legal rights to his own employees can retain sufficient reputation in his community to be of any service to him. Let us discover, for his benefit and ours, just what is the commercial value of honor and integrity in this newspaper business, which has so many implications and responsibilities of public service. That newspaper proprietor who believes he can prosper as a scoundrel, and parade as a public servant qualified to advise the electorate on any matter whatever, while aligning himself behind the walls of his establishment with the foes of human liberty, will learn something to his sorrow.

It is not alone the members of the guild who will be against him, once he is identified. Many a newspaper man and woman who has not yet been convinced sufficiently of the necessity of the guild to join it will recognize in this issue a cause of his own, and will help as the members will, with money and time and effort, to safeguard the rights of newspaper folk everywhere.

The practitioners of journalism in this country are not friendless and alone; are not so bereft of all power that they need fear to meet this issue. They have made friends in plenty and they will make more. Nor can those few newspaper publishers who apparently are determined to fight the organization of the guild be said to be invulnerable.

No other industry is quite so susceptible, in its pocketbook nerves, to the favor or disfavor of the people. And the people buy newspapers selectively, not solely and completely on account of the bulk or quality of news reports and advertising. They look to newspapers in a more personal light, as friends and enemies, as honest and dishonest, and judge them for character.

The American Newspaper Publishers' Association has quite properly conceded the right of editorial employees to organize. The major newspapers of New York, Philadelphia, and other large cities have conceded it, though for the moment only the Publishers' Association of New York City has declined to meet guild representatives. Principally, so far, the challenge to the right of organization comes in smaller communities where monopoly often has made the bigwigs of the local papers drunk with too much power, or with the illusion of it.

The liberty of labor organization, shared by editorial employees with all other employees in American industry, shall not be taken away by a few tupenny industrialists, unfit to be trusted with the fortunes of a free press.—*From a speech delivered by Allen Raymond, president of the Newspaper Guild of New York, before the American Society of Newspaper Editors in Washington, April 20.*

Let 'Em Eat at the Second Table

The matter of the Newspaper Industrial Board, provided for in the code drawn up by the publishers and approved, somewhat contemptuously by President Roosevelt, is giving great concern to officers of the national guild.

Such questions as these have arisen:

Should the guild enter into an arrangement which provides for compulsory arbitration, with the decisions likely to lie in the hands of a so-called "impartial outsider"? If not, is it likely that the board's decisions on guild cases will be worse from the guild standpoint if the guild is not represented? Should the guild campaign for a place on the board, along with the four mechanical unions represented? Should it accept a separate board?

There is a widespread belief among our members that the Industrial Board, a device of the publishers, is intended to hamper the scope of action of organized newspaper workers generally. The fact that it is an outgrowth of the code, however, and as such is supposed to have a certain legal standing under the NRA, appears to make the tribunal in the belief of these members, something that the guild has to tolerate until organized labor groups are able to obtain better recognition.

Meanwhile, it still remains a question whether the guild should be represented on the board as now constituted or whether it should accept a separate board. Last December, at a meeting with guild representatives in Washington, General Johnson, in the presence of Mr. Roosevelt, gave assurance that the guild could be represented on the board. Since then, the tribunal has been organized, with four members of the mechanical unions on one side and four publisher representatives on the other, the so-called "impartial" chairman to be appointed in case of a "deadlock."

The guild has protested its exclusion, with the result that General Johnson recently declare for guild membership on the board "if it takes a reopening of the entire code to accomplish it." After Johnson made his statement, Mr. Buckley, Newspaper Code Administrator, suggested to the guild that a separate board of guild members and publishers' representatives be set up with the same provision for an "impartial" chairman that makes the larger board such an enigma.

Buckley suggested this arrangement because, he alleged, the unions represented on the larger board opposed the admission of a guild member. A check-up with officials of those unions satisfied the guild officers that the unions were not at all opposed to guild representation. Mr. Buckley then was informed that the guild preferred to have a voice on the larger board and opposed the creation of a separate tribunal.

The Newspaper Code Administrator held out for a separate board and said this would be his recommendation to General Johnson. He added that the guild would be allowed to present its objections to General Johnson before the latter took official action on his proposal. There, for the present, the matter rests, a Washington representative of the American Newspaper Guild keeping in touch with the situation.

The principal objection to Mr. Buckley's plan is that it would divide the strength of newspaper workers in facing the publishers.

A second objection is that the creation of a board to handle editorial disputes would not, in the belief of those at guild headquarters, bring about the same recognition of the guild that the mechanical unions now have. It would, in fact, create a sort of second table for the guild.

Third, and fully as important, is the belief that the acceptance of a separate Industrial Board would place upon the guild the onus of going in for what in effect would be a fixed policy of arbitration. For us to do this, it is held, would be extremely naive in view of the fact that in arbitration the so-called "impartial" chairman can be an employers' man.

To have a place on a board which already has a legal standing under the code appears to guild headquarters to be the lesser—and possibly necessary—evil for the time being. To accept a separate board, however, is to accept an expedient of the publishers which has not even a present code standing.

Stanley Walker Says:

It must have surprised the American Society of Newspaper Editors, an organization that has survived twelve years of just such incipient acrimony, to be advised by the New York Herald Tribune's city editor that newspaper men, in council, are always quite hopelessly at odds. According to Stanley Walker, "It has been one of the tragedies of this business, game, profession, craft, racket or whatever you want to call it, that no group of newspaper men, certainly not more than six or eight, can agree among themselves on any project."

What the convention thought of that remark, and what the A. N. P. A. (1887) thinks of it, and the National Editorial Association (1885) one can only imagine. For presumably all three groups like to regard themselves both as agreeable beings and as newspaper men, and the generalization was of the most catholic variety.

Mr. Walker was engaged, at the moment, in an attack on the American Newspaper Guild, if we try to account for his pessimism in terms of that society's history it become even more baffling. The guild, although only six months old, "unprofessional in its philosophy, unsound in its leadership and a menace to the real wellbeing of reporters," has 8,000 members of record, all of them employed journalists and all of them apparently sane. Fourteen hundred and sixty of them are in Mr. Walker's own New York. One hundred and sixty are in his own office.

Perhaps Mr. Walker was referring simply to office projects, such as the selection of news stories and their composition, the writing of headlines, the formulation of editorial screeds or the manipulation of type in masses. In that case there is some justification for his remark, although what it has to do with the right of journalists to organize for mutual betterment, after the example set by their editors and publishers, is more than we know. Would "more than six or eight" lawyers prepare a case, or plead it, in exactly the same way? Are the physicians of Mr. Walker's acquaintance unanimous in all their views on therapeutics, pathology and medicine, and would they, in consultation, conceal their professional differences of opinion? Are musicians all of a stripe and mind, or actors? Would any group of architects submit identical plans for a building or fail to be contentious in discussing each other's work?

And does any one suppose that their natural variations of talent and learning and skill unfit them to form associations or unions for their common good?

What the remark signifies is probably only that Stanley Walker is opposed to the guild and would like to see it disintegrate. If that is how it is we are sorry we quoted the A. P. dispatch from Washington. For this is a stage of the game when the despair of a lone reactionary at the inconsistency of a craft already united nationally and moving toward a common goal is to say the least, no cause for alarm.

JOSEPH D. ROONEY.

NRA in '38—Publisher's Bad Dream

By CLIFFORD GESSLER

It is 3 o'clock in the morning and the scene is the bedchamber of a prosperous newspaper publisher. Profound sighs mingled with groans and other vocal evidences of mental disturbance are issuing from a large pile in the middle of the bed around which sheets and quilts are damply tangled. The action takes place in the office of the publisher, for this is, indeed, a nightmare.

Without a word, the Regional Director of the National Recovery Administration walks into the office and tears down signs reading "NRA, WE DO OUR PART."

PUBLISHER: Here, here!

DIRECTOR: You aren't entitled to these signs.

PUBLISHER: What!

DIRECTOR: You signed with the NRA and you evaded its obligations. We've been watching you, and we know you haven't put on any new employees. You haven't raised anybody's pay except that of a few office boys. You've made nearly everybody an executive, a professional, or an outside salesman so you could get out of applying the NRA rules to them.

PUBLISHER: But we were entitled to do that under the law.

DIRECTOR: My good man, this is 1938, not 1929, or even 1934. If you want to stay on the job under the NRA, you'll have to restore wages. You will have to discontinue the compulsory Week-Without-Pay. And that isn't all, you'll have to restore to your employees the *full amount* of wages you chiseled away.

PUBLISHER: But, my God, we can't.

DIRECTOR: You can and you will.

PUBLISHER: Look here——

DIRECTOR: You haven't heard the half of it yet. You not only cut your employees' wages and robbed them of half their vacations after running up the Blue Eagle, you took advantage of the situation to work them excessively at the smaller pay. First you told them you weren't going to cut their wages, and so they had to do 10 per cent more work. Then you didn't replace anybody who left, who died or was fired, or who got disgusted with the treatment you were giving them and quit, and the work of those people was put on to those who remained, until you had everybody doing about double his share. Then you lengthened their hours. You've got to give all that back.

PUBLISHER: Now, you wait a minute. I'll get my lawyer on this.

DIRECTOR: Won't do you a bit of good. Now, we're going to be easy with you, though I don't know why. We're not going to make you pay it all back at once. You will pay on September 1 an NRA restitution installment of 10 per cent of each man's yearly salary as of the date of your first quarterly net after January 1, 1938, and after restoring all salaries to the level as of that date, you will raise all salaries 10 per cent in addition. Remember, too, that you will put all employees on a forty-hour week regardless of whether you have them classified as executives, professionals, outside salesmen or plain slaves.

PUBLISHER: You can't do it.

DIRECTOR: What's that, my man?

PUBLISHER: I say, we can't do it! it's impossible.

DIRECTOR: I am simply ordering you to provide a living wage for your employees. If you can't do that, you don't belong in business and you won't stay in business.

PUBLISHER: I tell you, Mr. Director——

DIRECTOR: Very well, the Government will take over your plant on September 1 and operate it under the terms of the new NRA law.

PUBLISHER: The freedom of the press——

DIRECTOR: You're not the press, my man. You're just a merchant who muscled into the wrong business and will certainly be muscled out, if you insist on regarding the fortunes of 200 employees as your personal racket. And that isn't all. Your bookkeepers will have to learn an honest system. No more charging of one department against another to pile up fictitious expenses.

PUBLISHER: There aren't any fictitious expenses.

DIRECTOR: Don't waste my time. What is more, you will publish the truth about labor conditions in other industries instead of what the other employers tell you to publish.

PUBLISHER: I must have time to consider——

DIRECTOR: You gave your employees a lot of time to consider! You told them, in effect, to like it or get out when there were no other jobs to be had, and that's what we're telling you. You'll put these rule into effect or the Government will take over your plant September 1.

PUBLISHER: I must have time.

DIRECTOR: Here's your agreement with the Government. Sign on the dotted line. And, remember, after September 1 any employer who cheats on the code, any employer who cuts wages or lengthens hours without additional compensation, will be guilty of extortion and will go to jail like any other crook. Are you going to sign?

The figure in the bed groans, rolls over, reaches out as though to seize something, and falls on the floor.

To the Left? Or Right?

By THOMAS E. LEWIS

Vice-President Newspaper Guild of Philadelphia and Camden

Which picture? Left or right? An outright union talking only wages and hours or a fraternalism of men with vision, a long range program, a high standard of ethics and unswerving determination to make of this racket a real profession?

This question, it seems to me, is one big point which confronts the delegations to the National Convention. Upon the answer, I believe, hangs the future of the most spontaneous movement in the history of journalism.

In either case strength lies in union.

There is union in the American Federation of Labor. But there is union also in the American Bar Association and the American Medical Association. For that matter there is union in the dear old A. N. P. A.

Not that we blame them. Gosh, no! Doctors have to live. So do lawyers with their certiorari, mandamuses, habeas corpuses, corpus delectis and parties of the first part.

And so do journalists.

How we boys seasoned in this "game" ridicule that word. It seems an admission of piffling precocity to use it here—a little inane. But it doesn't conjure pictures of the boys who play the "game" having to serve on juries, write political hokum, and do no end of big and little chiseling to keep the family exchequer from going Hoover.

Do I Hear a Cynic?

"Don't," said a copyreader, reading over my left shoulder, "be so damned idealistic. I thought you'd grown up. We're an outright union and we know it. Why floss over it with words?"

I disagree with him. I think the American Newspaper Guild ought to disagree with him. I think the American Newspaper Guild ought to get out its big club and browbeat from the embattled beans of its membership the crowning blight of most of us—cynicism.

I think, too, that we ought to disagree with the copyreader because if we don't the line of cleavage will be drawn between the guild on one side and the publishers on the other. And this will make for a constant undercurrent of hostility, no matter how you may sugar coat it with "friendly negotiations."

I'd prefer to see the line drawn with the publishers and the guild on the one side, and the public and the advertisers on the other. Let the publishers chuck the pass and the guild score the touchdown. Let the boys who pay the freight and the boys who load the cars run full steam ahead toward improvement all around.

Idealistic? Of course. But so was the preamble to the Constitution. And they had tories then also, you know.

What I'm trying to get across was perhaps more lucidly expressed by Chet A. Keyes, Special Assistant United States Attorney General, who acted as counsel to the Philadelphia-Camden Guild when the first guild-publisher contract in the country was signed. He said: "If the guild gives, the take will be there."

And, don't fret, the guild will be on hand to see that it is.

At that same historic meeting a publisher envisioned "in the dim, distant future" a 5-cent newspaper and a $5,000 minimum for qualified journalists—which eventually will mean all guild members.

We cynics got a good guffaw, of course. But the publisher sent the boys back to the city rooms talking.

Let us remember, as we approach this convention, that we are less than six months old. Let us realize how much we have accomplished in so short a time. Let us resolve to accomplish more, but let us also determine to give more.

Idealism? Well, maybe. But subtlety, or indirect fire, I call it. The point, it seems to me, is that it is the weapon of the most effective groups. I think its efficacy in delaying some thing not wanted was quite ably exemplified in the freedom-of-the-press red herring used by our friends the A. N. P. A.

The A. N. P. A.'s "high code of ethics" delayed the code signing for months—and nary a word was mentioned about the dollars and cents this high ethical code saved.

About a National Program

The first contract signed by a Guild with a publisher obligated him to engage only college graduates or men with experience. Therein might be an idea for a national program. For eventually, if the Guild is to survive, it will be by guarding zealously its gates to membership.

At our convention let us subscribe to a nationwide standard of ethics and seek ever to raise it. Let us make known, too, our eventual goal in the matter of economic security, old-age retirements and working conditions. But let's not monkey too much with a constitution that's made a pretty lusty infant.

Let us preserve its unit or chapter autonomy provision, so that the great membership itself will be the reservoir from which the national officers, from time to time, may draw their power.

If we centralize too strongly in our actual working set-up—don't confuse this with a general program—there will be dissension within. One can hardly expect Bill Jones, who makes $35 a week in Keokuk, always to see eye to eye with the McIntyres, the Brouns, Runyons, Peglers, Winchells and F. P. A.'s of the profession.

Of more concern, I think, is the fact that if we go to the extreme left and strip our chapters of their own collective bargaining power, or of their right not to bargain if they so choose, we will draw the line of cleavage in the wrong place.

Instead let us say: "Mr. Publisher, your problems are ours, and ours are yours. We've taken the dive and the water's fine. Hop in. Here's our hand."

The Newspaper Wife

Penny Pincher, Not by Choice, Visions Living Wage as Utopia

By A NEWSPAPER WIFE

Newspaper men may welcome the guild, but it's my wager that they aren't any more enthusiastic than their wives. Doctors, dentists, lawyers—yes, even chiropractors—have their associations; teachers, nurses and social workers have theirs; the trades have their unions—only the newspaper men have stood by, cowardly or foolishly aloof, and watched the daily proof that in unity there is strength.

Other professional men on low salaries have their compensations. Army and Navy men have certain pensions, medical care for themselves and their families (what a joy that would be!). Living quarters, and the greatest benefit of all—freedom from the fear that the staff will be cut on two weeks' notice. Railroad men and their families have the pleasure of traveling on passes, ministers get special rates for their children at schools, teachers get vacations, Saturdays off and pensions, but the newspaper man gets an occasional pass to a movie! He has been a lone wolf without the joy of hunting with the pack, forced to forage alone without much time for the foraging.

The average newspaper wife sitting outside the office in her second-hand Ford, waiting for her husband, doesn't envy the printer's wife, her Nash or Buick or her clothes and furs. But it must be nice for them to know that if their husbands say, "I'll be out at 5 o'clock," they'll be able to do it. For her husband there is always the chance that something may break, that some one on the desk may be ill, and that the editorial force consequently will be so shorthanded as to entail double work. In her way, she wonders why papers can always employ enough printers to handle whatever comes up but any emergency in the news department means long hours of extra work. Of course there's no vulgar thought like extra salary for overtime. When a man leaves there is no effort to fill his place quickly; under orders, every one simply adds to his duties, and this with good reporters and copy readers all over the United States hunting for jobs! She can't understand why loyalty to the paper should be one-sided—reporters giving up vacations the year of elections, but having their salaries cut if things are dull.

The cutting of the news staff would not be the bugbear it is in newspaper homes if there had been sufficient salary to save for such a contingency. But how many of us have made children's dresses out of practically nothing (longing for a sewing machine), turned shirt collars and trouser cuffs, made ourselves obnoxious at the grocer's searching for the most food for the least money, walked for days to get the most sun and space for the smallest rent, and finally achieved a few hundred dollars in the savings bank only to have the precious, old-age fund used up in moving from Chicago to Kansas City or to Dallas. Even then the habit has made us thankful if the three or four hundred dollars can be stretched to cover the space between jobs, the moving and apartment rental for the first month without asking the new managing editor for an advance. How many times she heard, "Darling, never mind, we'll save it back if we stay here several years."

There's been a lonely feeling about it and though questionnaires are usually uninteresting bits of prying, that of the New York Guild was a delight. I had the feeling "Now, at last, they're going to do something about it—these intelligent, attractive men whom women just will marry even if they know they have to manage homes of professional standards on less than a tradesman's wages."

Being a woman, the personal statistics particularly appealed to me, especially about the number of children and the sharing of a joint income, which is a nice way of saying, "Does your wife work?" It's not that one minds working, but there are many newspaper wives who work when they want children, or when they have them. It does seem a waste to spend years in college, to know what to do for your baby, what to teach him, and to have to turn him over to an ignorant nursemaid who resents the questions and directions given to her by the two weary people who come home at night.

How many hundreds of families keep putting off the baby until "next year"; then it's too late and they tell each other how much trouble children are and how hard it would be to have to move to Pittsburgh in the Ford if they had a baby along. How many of us want a little brother or sister for the one we already have, finally finished paying for and know that with things as they are it's simply out of the question.

To the question of "What do you expect from the Newspaper Guild?" I can answer I already have received a gift—the gift of hope of better days coming, of a feeling that some day, some time, the educated, fair-minded, conscientious men who make up the editorial forces of our newspapers will get something more than the empty consolation that theirs is a profession—not a trade.

Surely for men who have spent years in learning their work and bringing to it trained and educated minds, broad knowledge of men and events, it is not too much to ask a future which holds more than constant apprehension about their jobs. Not luxury but reasonable comfort, the right to have an automobile instead of using a street car, the right to have a new Ford instead of an old one, the right to have a comfortable apartment instead of two or three dark rooms, a subscription to one or two good magazines, just decent, not expensive, clothes, the right to two or three children and the ability to keep one's wife at home to look after them—surely that's not too much to hope for. Newspaper wives will welcome the day when after twelve or fourteen years of office work, there will be no tired man saying, "Well, if I have a cup of black coffee, maybe I can hammer out something on that thing I'm trying to sell." No more tired heads bent over the family typewriter after a long day trying to earn a few vitally necessary dollars.

All of which may sound as if I'm sorry I married a newspaper man—but I've been glad every day of the seven years. The guild has made me gladder, for now there's the hope that even a newspaper family can be a little more like other people.

Jonathan Eddy's Credentials

(Continued From Page One)

necessary and desirable action Jonathan could always think up a way to get around it.

Naturally everybody in New York wishes him well, now that he has sacrificed an excellent newspaper job to take a harder and lower-paid assignment from the guild.

We have only one fear as to his performance in this post. He is the type of man who will work himself sick on the slightest persuasion, and so the parting injunction of the New York chapter to Eddy on the eve of his travels about the country is, "Goodby, John; take keer of yourself."

Resolutions on Eddy's New Status

When Jonathan Eddy resigned from the staff of the New York Times to become executive secretary of the American Newspaper Guild, the Representative Assembly of the Newspaper Guild of New York adopted the following resolution:

"Whereas, Jonathan Eddy has resigned from the staff of the New York Times to give his work no a full-time paid basis to the national guild, and thereby loses his status as a delegate to the Representative Assembly from the Times chapter,

"Be it resolved, that the Representative Assembly hereby formally invites Mr. Eddy to continue to sit with it at all of its meetings and to give it the benefit of his advice at any time."

The Times chapter, at a meeting on the day Mr. Eddy left the Times, adopted a resolution expressing the hope that good fortune would attend his new efforts.

Do Doctors Bargain?

By M. D.

Members of editorial staffs who are undecided about casting their lot with the guild movement because they feel that it may turn away from professional aspirations are probably unaware of the extent to which such groups as the American Medical Association and the American Bar Association participate in collective bargaining and price fixing.

I do not say this to disparage either one of the professional associations named. It is common sense to have some concern for a respectable standard of living and an honest relationship between income and expense. But in the interests of clearing up the issue of the "professional" character of the guild being compatible with collective bargaining and price fixing activities let us make a reference or two to the codes of the doctors and lawyers.

Article VII of the medical code is entitled, "Of pecuniary acknowledgments." It reads as follows: "Some *general rules* should be adopted by the faculty (doctors in the vicinity) in every town and district, relative to pecuniary acknowledgments from the patients; and it should be deemed a point of honor to adhere to these rules with as much uniformity as varying circumstances will permit." The "general rules" frequently consist of agreements as to what will be charged for appendicitis operations, visits to homes, office calls, etc., in the ordinary run of cases, with latitude left for the doctors to raise the fee in the case of wealthy patients and to do such charity and near charity work as they choose. Agreements even extend to "off the record" understanding on fee splitting.

Arrayed for Collective Bargaining

These agreements explain why an operation costs $45 in one locality and $100 in another. If any one doubts that the great profession of medicine, so frequently cited as a model, has a well developed program of collective bargaining, that is, physicians in union against patients and general public, let him investigate. Let him try to get a particular service from a half-dozen doctors in one locality. If there is a variation in price it will be by the so-called specialists (who have a different scale) or because the doctors make mistakes in figuring the caller's ability to pay.

The medical code doesn't leave everything to the meeting of the local association. It has something to say about wealthy physicians who give advice gratis and spoil the chance for another doctor to earn a fee; it has something to say about physicians owing it to fellow physicians to give them and their families certain specified medical help free of charge; it has something to say about which doctor shall get the fee when one takes the place of another who is incapacitated or out of town; it tells doctors how to charge for services to the law and the courts, for enlightening coroners' inquests, for answering questions as to sanity, murder, legitimacy, poison, etc.; it tells them that they should have the "proper honorarium" for post mortem and that the charge should pay them for the time, labor, skill, responsibility and risk; it tells them that they should charge for services to endowed institutions (both public and privately endowed) and to societies for mutual benefit, for examinations for insurance of lives or analogous purposes, for services to any profession or occupation; it even gives instruction about the number of calls to make on patients, the regular fee for each call being one of the matters involved.

I do not pretend to treat the subject exhaustively. I merely call attention to the fact that physicians have as much concern with collective bargaining and with fees and perquisites and honoraria and collections and pay envelopes as any newspaper group that ever came together.

As for the Lawyers

Turning to the code of the lawyers, we find Section 12 on "Fixing the Amount of the Fee," Section 13 on "Contingent Fees," Section 14 on "Suing a Client for a Fee," Section 15 "How Far a Client May Go in Supporting a Client's Cause," etc. Section 12 tells us that at least six points should be considered in fixing a fee, one of them "the *customary charges* of the Bar for similar services." The "customary charges" of the Bar in my small locality are $5 an hour just to listen. I doubt that a lawyer in the community would listen for less. He wouldn't even listen during a social meeting with a friend. This is price fixing and agreement and collective bargaining. Incidents and cases might be multiplied. Lawyers vary considerably in fees, but the variation is to a point *higher* than the "customary charge" which they use as a base. The legal code has thirty-two points, I believe. A large number of them caution the lawyers with reference to money matters or pave the way for charges and fees and relatively uniform practices with reference to money matters.

Even Among the Clergy

Even in the ministry a scale for use in bargaining is furnished through the professional organizations. A Congregational Code, adopted by the New Haven, Conn., Association of Congregational Ministers, is one of the best. It states in Section 2, Article 2, "As a *professional man* the minister should make his service primary and the remuneration, secondary. His efficiency, however, demands that he should receive a *salary adequate to the work* he is expected to do and *commensurate with the scale of living* in that parish which he serves."

This article is interpreted in the light of his being a professional man and meriting the scale that goes with professional standing in a particular community. This is a finely wrought statement and it sets a bargaining standard for every kind of community.

The very fact that newspaper editorial workers reached the year 1934 without adequate organization is proof that they have had less concern with pay than have the other professions. The others got busy years ago and shaped things so that they could do as much bargaining as they pleased. Editorial workers in the past gave little thought to bargaining or asking for money, aside from the chance discussions of pay day. It seems to me many editorial workers have a false conception of what constitutes professional standing. What is in a man's head determines whether or not he is professional, just as what is in his head determines whether or not he is a gentleman.

Dear Mr. President: Here's How N.Y. Papers Are Reducing Hours

Few Executives Get an Extra Day Off, and Re-employment Is Spotty, but There Is an Improvement

So that President Roosevelt might know how New York newspapers responded to his request for the five-day forty-hour week for news workers, the secretary of the New York Guild sent him the following letter, based on a survey, on April 10:

Dear Mr. President:

When you signed the newspaper code, you made a request that newspapers of 75,000 circulation in cities of 750,000 place their editorial staffs upon a five-day forty-hour week. Presumably this was in the interest of re-employment and an increase in purchasing power. You will be interested, therefore, in knowing that the Newspaper Guild of New York has made a fairly complete check of the manner in which your request has or has not been carried out by the newspapers of 75,000 circulation or over in New York City.

Our survey (which is of April 10, 1934) shows that not all of the newspapers have instituted a five-day forty-hour week of any kind; that of those who have, generally speaking, the more liberal provisions have been made on those newspapers which adopted the five-day week before your request was made; that most of the newspapers have been strict-constructionists when they acceded to your request, and have left large groups of editorial employees unaffected by shorter hours; and that there has been relatively little re-employment. The reports on individual newspapers follow:

THE NEW YORK TIMES

The Times instituted the five-day forty-hour week on March 19, applying it to reporters, rewrite men, copyreaders and a few others, but not to executives, heads of departments, copy boys, morgue employees, art department, photographers, Wall Street tabulators, clerks and numerous others.

In some cases the forty-hour week was interpreted to mean forty hours of work, with lunches on the employee's time. In other cases it was interpreted to include a half hour of lunch, and in others a full hour of lunch.

Re-employment: Four new reporters have been employed; four new copyreaders are at work and it is understood that four more are to be hired; eleven reporters (including eight in the sports department) who were working on an assignment basis have been taken on the staff at regular salary.

HERALD TRIBUNE

Reporters and copyreaders with a few others are now working the five-day week. Copy boys, many departmental editors and assistants, the library staff, the entire art and photographic department, and the financial statisticians, editorial writers and secretaries are "exempt." Reporters are coming in a half hour earlier and staying an hour later than before so that they may work forty hours a week in addition to an hour for lunch.

Re-employment: It is understood that six or seven additional men have been taken on.

THE SUN

The Sun's editorial staff went on a forty-hour five-day week on March 12, the change affecting the entire editorial staff (reporters, district men, photographers, rewrite men and copyreaders) but not the men who write the financial news. Up to the present they take every second Saturday off. Heads of departments and executives are not included in the shorter week.

Re-employment: Four men added, two rewrite, one copyreader, one photographer.

DAILY NEWS

The Daily News instituted the five-day forty-hour week about a year and a half ago as an experiment and has continued it ever since. The shorter work week applies to the whole plant, and it means actually thirty-five hours of work per week, the hour for lunch being taken on the employer's time. The two days off are consecutive. Reporters on out-of-town assignment sometimes work longer, but an effort is made at adjustment in many of these cases.

Re-employment: About ten men have been added to the staff as a result of the five-day week.

THE AMERICAN

The American went on the five-day forty-hour week in August or September, applying the shorter hours fairly generally in the editorial department. Heads of the copy desk, city editors and assistants and department heads in drama and sports work six days. The forty-hour week includes lunch periods.

Re-employment: About fourteen hired as the result of the shorter work week.

EVENING JOURNAL

The five-day week was instituted by the Evening Journal shortly after the original President's agreement was signed. Reporters, copyreaders, rewrite men, artists, photographers, tabulators and office boys are on a five-day schedule. The sports department and the financial department are not. Our information is that the hours in the sports department and financial department average about forty hours a week. In the news department rewrite men are on duty eight and a half hours a day, of which a half hour daily is theoretically for lunch. Reporters are theoretically on an eight-and-a-half-hour day, including the half hour for lunch, but reporters' hours are likely to stretch to nine, ten, eleven, twelve and even more, because of a requirement that "overnight" stories be written. There is of late an apparent effort to be more liberal about reporters' hours. Executives, heads of departments, editors and assistant city editors work six days.

Re-employment: The five-day week has added men to the staff, but no definite figures are given.

DAILY MIRROR

The five-day forty-hour week was instituted by the Mirror shortly after the President's agreement was signed. A few desk men only came under the ruling at that time. Staff members have now been informed that the shorter week will be applied to all in the immediate future.

Re-employment: About two weeks ago three or four people were laid off. With the five-day week going into effect it is expected that additions will be made to the staff.

WORLD-TELEGRAM

There has been relatively little change in the forty-hour five-day situation since the President's recent request. The five-day week has been effective in most departments since autumn. Minor executives do not share in this, though in many cases they are paid less than persons who work only five days. In special departments, notably finance and sports, more attention is paid to the hours than to the days, and while the forty-hour week is observed, most of the staff members work five and a half or six days. The great majority of members of the editorial department get one day, in addition to Sunday, off each week, and work eight hours, not including lunch period, the other five days.

Re-employment: There was some but no details.

BROOKLYN EAGLE

The five-day forty-hour week was installed in line with the President's request. No detailed report has been made.

POST

The 5-day 40-hour week was ordered to go into effect on the New York Post this week. This will apply to all members of the staff except executives, who include the managing editor, city editor, telegraph editor, and, perhaps the head of the copy desk.

Re-employment: The Post reports that there are now ten more men on the staff than at the time of the President's request.

BROOKLYN TIMES-UNION
Not on 5-day week but 40 hours.

BROOKLYN CITIZEN
Not on 5-day 40-hour week.

BRONX HOME NEWS

We are informed the Bronx Home News is considering steps to install the 5-day 40-hour week.

Re-employment: We are informed there will be some.

FAIRCHILD PUBLICATIONS

The Fairchild Publications have instituted a 5-day 40-hour week for staff members generally and a 5-day 44-hour week for desk men.

Re-employment: There has been no re-employment.

ASSOCIATED PRESS

The Associated Press remains generally on a six-day, forty-eight-hour week.

UNITED PRESS

The editorial staff of the United Press remains on the fifty-four-hour, six-day week for day men and forty-eight-hour six-day week for night men.

INTERNATIONAL NEWS SERVICE

The International News Service and about two months ago went on a forty-hour work week consisting of seven hours of work plus one hour for lunch on five days of the week and five hours of work on Saturday. This applies to all desk men, wire fillers and office boys, but staff reporters may be called upon to work additional hours if their assignments demand it. In the case of reporters, an effort is made to give time off the next day if the assignments run into overtime.

(Since this letter was sent, International News Service staff members were informed that effective April 15 all editorial employees, except a few executives would go on a five-day forty-hour week.)

UNIVERSAL SERVICE

The Universal Service is on a five-day forty-hour week with two consecutive days off.

CITY NEWS ASSOCIATION

The five-day week is applied to City News employees earning less than $35 but not including copy boys.

A perusal of these reports indicates that the application of the shorter work week is extremely spotty and that there has been comparatively little hiring of new hands. A general thirty-five-hour five-day week would undoubtedly mean a fair amount of additional employment, while, of course, a general thirty-hour five-day week would mean much more. General complaint is made by guild members on papers of less than 75,000 circulation against the limitation of the President's request to papers of the larger size.

Yours very sincerely,
PAUL FREDERICKSEN.
Secretary.

Down in Honolulu

HONOLULU. — The Newspaper Guild of Hawaii, which completed organization on February 1, has a membership of thirty-nine, or 100 per cent of the working editorial employees of English-language daily newspapers in Honolulu.

Two chapters have been organized, representing the Star-Bulletin (evening) with eighteen members, and the Advertiser (morning) with twenty-one.

The thirty-four employees of the two Japanese-language dailies in Honolulu have expressed interest, but hesitate to organize, pending adoption of a code with protective features for organizations.

The only other daily newspaper in the Territory, the Hilo Tribune-Herald, a subsidiary of the Star-Bulletin, employs only four who are eligible for membership. They have expressed sympathy with the aims of the guild, but do not see fit to join at this time.

A survey of wages and hours has been completed by the Star-Bulletin chapter and is near completion by the Advertiser chapter. A committee is also surveying unemployment among newspaper workers in Honolulu.

The code committee of the guild has scheduled a meeting with the code committee of the typographical union preliminary to a meeting with representatives of the publishers. A schedule of objectives has been drawn up, including most of the features of similiar guild schedules on the mainland, with some modifications to meet local conditions.

"Meanwhile we have had the first overt act from the opposition. I have just been informed that my salary is to be reduced nearly another 10 per cent . . . This action is camouflaged as a transfer of certain of my duties to another . . . This obviously is the management's way of penalizing me for my activity in the guild, and is so regarded by my fellow members."

Victory at Philadelphia Began in Washroom

PHILADELPHIA. — A notice appeared on the new towel rack in the editorial washroom of the Philadelphia Record just before the agreement with the Newspaper Guild was signed:

"Wipe your hands on a towel instead of your shirt tail (as heretofore) and thank the guild. This isn't important, but, boy, it's historic. This extra towel cabinet marks the first victory for the guild in the Philadelphia Record.

"We have growled and bellyached as individuals for years, and we didn't get anywhere. But when the guild spoke, the janitors trembled and obeyed.

"This is our start; evidence that we have commenced.

"And let your regret that we are starting in the washroom be softened by the proud reflection that this is our start, not our end."

I Cover the Suburbs

If the suburban correspondent of the metropolitan newspaper could talk, he would a tale unfold to make the regular staff reporters look like sissies. Barracks soldier that the reporter is, he seldom has to battle the realities of time and distance and physical weariness and the fallibility of modern communications that the correspondent must confront at all times.

On few papers is the reporter on call twenty-four hours a day; generally when he gets a good-night, he is through. He is almost never called out of bed by the tyrant telephone to drive fifty miles on slippery roads or to verify the spelling of a name. Accustomed to the news-wise city police, he does not have to batter down the stupidity or diffidence of suburban detectives or village officials. With information centralized in the person of a commisioner or a mayor, or a secretary, he does not have to hang on the receiver for hours at a time or scamper about to interview a score of mugwumps to tie up every loose end of his story.

Big Stuff Comes His Way

It is not to be supposed that because a story breaks in the suburbs of a great city—New York or Chicago or Boston or San Francisco—it is relegated to the inside pages. Some of the best yarns a paper runs come from the suburbs, and because they break late at night or too far away to be covered otherwise, it is upon the correspondent, the local city editor, perhaps, or the local dog catcher, that the paper must depend. He is on the ground, he knows the terrain and the people and he is supposed to possess common sense, a love of accuracy and a flair for news.

On what dreadful night when Colonel Lindbergh's son was kidnaped, it was to the suburban correspondent that the newspapers of New York turned. The village of Hopewell, N. J., is not near any large city. Perhaps two stories a year come from it—an automobile accident or some one lost in the hills. It is a section no newspaper would think of covering regularly.

At 10:45 P. M. the flash came over the wire from the State police. On every city desk in New York and Philadelphia, in Trenton and Newark, and the far other cities within range that published a morning paper, the editor rummaged for the name of the nearest correspondent. Some actually had on file the name of a man in Hopewell. One paper called its man there and heard a drowsy voice over the telephone—it gets late very early in Hopewell—"Yeah? Well, I'll call you back tonight or tomorrow."

But correspondents farther away went to work. A New York paper called its Princeton correspondent, a student in the divinity school working his way by writing items about professors' teas, faculty changes, lectures and undergraduate squabbles. He was already on his way to the scene and subsequently phoned in a complete story within an hour after the kidnaping, a story whose details remained authentic after a night's intensive investigation by police and reporters far more experienced than he.

For Thirty Dollars a Week

Another New York newspaper called its correspondent in Newark, one of the "key towns" to which New York pays so much attention. He was a true and tried reporter, a veteran. At the time he was paid on space—he was receiving what the city editor chose to pay him for the space his stuff got in type—perhaps $30 a week.

He was awakened at 11 P. M., drove fifty miles in time which dismayed every policeman along the highway, was at the spot in time to telephone a complete story for the last edition and remained in Hopewell, a stranger to family, friends and the world for six weeks, telephoning religiously every night. He had staff reporters to help him, but during that feverish period he had the status of a staff reporter. His stories were accepted as unquestionably as those of the star who was sent to direct him. Did I say he was paid on space?—$30 a week in a good week?

This particular abuse has been corrected. This man, stationed in Newark and covering the entire State of New Jersey at call, is now on a regular salary of perhaps $40 a week. Every one says he is a wonder.

The same man drove eighty miles or so when the naval dirigible Akron crashed off Barnegat, N. J., spent a day chasing the rescue operations over twenty miles of treacherous seashore, and when a blimp fell into the sea with a loss of life, set a record for a 1927 Chevrolet to match a beat from a crew of rivals equipped with a faster car. When Lieutenant T. G. W. Settle landed in Southern New Jersey after his stratosphere flight, this man drove the length of the State to get the story. And he got it—but the trouble was that for a morning newspaper it was too late, the desk had all it needed.

This suburban correspondent's racket is not a soft racket. There was the man who was pulled out of bed at midnight to drive the length of Long Island, about 120 miles, to cover a strange train-wreck which got about forty lines in the paper the next morning. It really was not worth any more, but what of the correspondent? He was paid on space; his credit was about 1,000 words, if the city editor was generous. Then 1,000 words equaled a column—about $6.

The average correspondent begins his day about 8 A. M. He covers the courts, the police station, the political headquarters and everything else. He may sit in a courtroom for eleven hours on the chance that something hot may develop—and the story will rate 500 words—and then drive fifty miles to cover a story and hears that another correspondent is covering it. He goes quietly to bed and at 1:30 A. M. he is notified to get busy on it. That, as often as not, is how it goes.

I WORK FOR NOTHING

And Get Kicked Out After the First Two Weeks

I've just finished college and want a job . . . Here's my diploma . . . Oh, from Teachall College. Yes, majored in journalism . . . Here's a letter from my professor . . . Read it . . . No, not interested? . . . Aw, come on, read it . . . It says . . . Sure, I know you're busy, but I need a job . . . I studied journalism . . . I can't just dig ditches . . . Not experienced? I don't claim to be . . . But how am I going to gain experience if you don't give me a chance to start? . . . Were you born with experience? . . .

(Here the city editor begins to growl threateningly. Will you get out or must I throw you out? . . . It's a long, steep flight to the ground floor . . . His face grows reddish, purplish, vermillion, crimson, gray-green and scarlet . . . it looks like time to get going).

So long, St. Joe . . . .
Hello, Des Moines . . .
Hello, Lincoln . . . Omaha . . . Sioux City . . . Columbia . . . Sedalia . . . K. C. . . . Joplin . . . Fayetteville . . . Fort Smith . . . Little Rock . . . Tulsa . . . Oklahoma City . . . .
Hello, Oh, hell—
Mr. B———, will you kindly look through this letter from Professor L. of Teachall College? . . . I'm the fellow he wrote you about . . . Well, he always liked me, I'm glad he wrote that . . . Feel very sure I can handle the job . . . Had pretty thorough training, even though not on a real newspaper . . . But our college paper, the Teachall Holler was almost like a real newspaper . . . I know I can handle the job . . . I don't claim to be experienced, but am sure I can handle . . . Gotta have a job to get experience. . . .

Give me a chance, will you? . . . I'll work for nothing to start . . . I'll work for nothing for two weeks . . . If I don't suit you, don't pay me a cent . . . If I suit you, I'll take anything you want to give me . . . .

(The city editor's face acquires a crafty look . . . Sounds like a fair proposition to him—to him, of course . . . This guy's a damned fool to make an offer like that, but that's his funeral, not mine . . . Sure, looks like he can handle that job easy, easy as pie . . . O. K., I'll take you on at your terms . . . This is your job: You just walk along Main Street and talk to people. The idea is to get personal items for the About Town Doings of Folks You Know column . . . Get going . . . .

The first job! . . . Get personals . . . twelve bucks a week if I click . . . Chemistry . . . Political Science . . . Currents of Modern Thought . . . Europe in the Nineteenth and Twentieth centuries . . . French, Spanish, English . . . Shakespeare . . . Advanced Short Story Writing . . . Laws on Libel . . . History of American Journalism . . . Variations and Mutations . . . Classics . . . Now, gather personals on Main Street!

The first job, and two weeks' trial not satisfactory . . .

Fired . . .

On the road again . . .

Experience . . . travel . . . very broadening . . .

Glamour of the newspaper game . . . Big Cities . . . Big Events . . . Big People . . . The Fourth Estate . . .

(Contributed by Steve Merrill)

Digest of Contract With Record

Following is a digest of the contract between the Newspaper Guild of Philadelphia and Camden and the Philadelphia Record, including the preamble to the contract, as prepared by The Guild Reporter of Philadelphia and Camden:

Whereas, in accordance with the spirit and intent of the National Recovery Act, editorial employees of newspapers and of press associations throughout the United States have created the American Newspaper Guild for the following purposes: To perpetuate the benefits arising from mutual helpfulness; to promote the security, betterment and general welfare of its members; to bargain collectively; to co-operate with publishers in raising standards of news and editorial writing and editing; to bring into closer relationship publishers and editorial employees; to promote higher standards of ethics in journalism; to safeguard the rights of its members; to raise the standards of admission to the profession by requiring proper education, training and apprenticeship; to arrange for agreements with publishers affecting compensation, working conditions and for the settlement of other problems involved in successfully carrying out the above purposes, and

Whereas, a unit of said American Newspaper Guild has been organized as the Newspaper Guild of Philadelphia and Camden with the same ideals and purposes above expressed; and

Whereas, the Philadelphia Record Company, a corporation, is the publisher of a daily and Sunday newspaper in the city of Philadelphia known as the Philadelphia Record, and is in sympathy with purposes and ideals of the guild as above set forth, recognizes the great influence of journalism upon public opinion and the development of the social order, and believes that the profession of journalism can best exert that influence if its standards be maintained upon the high level of the standards of other recognized professions;

Now, therefore, in order to attain such objects, to bring about a closer relationship between publisher and employees, and to advance the interests of newspaper publishers, their employees and the public in general, the parties hereto, each in consideration of the agreement and promises of the other hereinbelow set forth, agree with each other as follows:

(1) The provisions of the contract apply to all editorial and news employees, including artists, cartoonists, checkers, columnists, commentators, copy boys, copyreaders, critics, correspondents, editors, assistant editors, editorial writers, editorial clerks, editorial secretaries, librarians and their assistants or clerks, messengers, office boys employed in the editorial or news departments, photographers and their assistants, reporters, retouchers, reviewers, rewrite men, special writers, tabulators and apprentices in all classes, women as well as men.

Conflicting Contracts Prohibited

(2) All conflicting contracts, rules or regulations are voided.

(3) The guild agrees that its members will work on the terms set forth.

(4) The publisher agrees to employ or retain none but members of the guild in any of the capacities mentioned in Article 1 except by written consent of the guild. The following exceptions are allowed: Non-members may be engaged on trial but must become members within thirty days; the president, editor-in-chief, managing editor, assistant managing editor and city editor need not be members unless they and the guild both desire it; non-members may be employed at correspondents and special writers in districts outside Philadelphia.

(5) A day's work shall be eight hours, and staggering is barred. In emergency conditions, the publisher may require longer hours of work, but shall compensate with equal time off or added pay. If an employee does not work the full eight hours, he shall make up the time.

(6) The work week is limited to five days, except in cases of emergency, and overtime is to be compensated as above. In no case, however, may an employee be required to work more than fifteen consecutive days or more than ten consecutive six-day weeks.

(7) Two weeks' vacation with pay is granted to all employees, except that it should be optional with the publisher for copy boys, clerks and apprentices (employees with less than two years' experience in news or editorial work on any newspaper).

(8) Employees who are sick shall continue to receive full pay for the period to which they would be entitled under the dismissal notice clause (article 14). On their return to work they may be required to make up the time they were off.

(9) The publisher shall determine the time of vacations and of time off for overtime.

(10) Paragraph five and six (relating to the five-day forty-hour week) shall not apply to employees making $4,800 or more. Nor shall they apply immediately to employees in executive positions who were on a six-day week on April 1, 1934, with the proviso that they shall apply to such employees after December 31, 1934. Nor shall they apply to any employees who in the opinion of both the Guild and publisher are doing such highly specialized work that it cannot be performed by a temporary substitute.

(11) No employee's wages may be reduced below those received February 15, 1934, and no employee may be changed from a salary basis to space rates.

(12) All compensation to be paid weekly in currency.

Guild Dues to Be Deducted

(13) The publisher when authorized by the employee in writing shall deduct guild dues from each guild member's pay and forward them to the secretary-treasurer of the unit.

(14) "In order to give employees greater security in their occupations, and in order to remove the uncertainties of peremptory discharge," the following dismissal notice scale is to be observed:

Employees serving between six months and one year, two weeks' notice; during second year, three weeks' notice; third year, four weeks' notice; fourth year, six weeks' notice; fifth year, eight weeks' notice; sixth year, nine weeks' notice; seventh year, ten weeks' notice; eighth year, eleven weeks' notice; ninth year, twelve weeks' notice, and after ninth year, three months' notice.

Length of employment under this provision shall include the employee's service on the New York Post, Camden Courier-Post, Philadelphia Record and all other papers in which the publisher of the Record may hereafter acquire a substantial interest.

(15) In lieu of written notice, the publisher may pay a discharged employee an amount of money equal to the compensation required for the same period of time. The publisher may peremptorily discharge an employee for cause, and if the employee wishes to make a dismissal claim, the matter shall be settled by arbitration as provided by Articles 18 and 19. Unless an employee leaves his job with the publisher's written consent, he must give notice in writing equal to the above.

(16) The dismissal notice provision shall not prevail in case the publisher is forced to suspend his newspaper without selling it, or in case of a financial emergency in which observance of the clause would impair the working capital of the paper and imperil its chances for continued publication. In such cases claims may be made by the employees discharged without notice and subjected to arbitration.

(17) No member of the guild shall be discharged or disciplined for taking part in guild activities or furnishing information to the guild about working conditions in the publisher's plant.

Arbitration System Established

(18) Any dispute between employees and the publisher shall first be referred to the chairman of the Record's unit and a representative of the publisher, who will attempt to reach an agreement within forty-eight hours. If they fail, or if their decision is appealed, the matter must go within four days to the arbitration committee.

(19) The arbitration committee shall consist of two representatives of the publisher and two representatives of the guild, one of whom shall be a member of the Record unit elected by a majority vote of that unit. They must decide any matter referred to them within seven days, and if they cannot agree the decision shall be left to an impartial chairman. If they cannot agree on a chairman, one shall be appointed by Horace Stern or by General Smedley D. Butler.

(20) If any provisions of the newspaper code shall at any time be more favorable to the employees than any portion of the contract, they will supersede those portions of the contract.

(21) No other changes can be made except by mutual consent.

(22) The contract shall be in effect for ten months from April 7, 1934, and continue in effect for another sixty days, during which time either party may begin negotiations for a new contract. If no agreement is reached, the contract will remain in force for a second sixty days, or a total of fourteen months. Neither party is required to arbitrate its right to terminate the agreement or any terms of a new contract.

GUILD NEGOTIATES INITIAL CONTRACT

Continued from Page One

would not organize and work together for their economic betterment.

Closed Shop Established

A closed shop is established on the Record, while the check-off system will materially aid in the collection of guild dues. The scale of minimum wages, covering only the first three years, will insure immediate increases to many men on the Record. In offering the scale of minimums, the officers of the guild made no attempt to set up a wage scale, but rather endeavored to right the inequalities in the lower brackets of the editorial room.

Men with no experience, starting as apprentice reporters, will receive $20 weekly. The second year the rate moves up to $25 and the third year to $35. A $15 minimum was set for copy boys, and clerks will be started at $15, with the second year salary at $16.50, the third year at $18 and the fourth year at $20.

Next year, when we have more complete data and the experience of the present contract, the general committee of the guild hopes to establish a scale of minimums for the fourth and fifth year men.

Stern for High Salaries

Mr. Stern, in discussing the contract, said:

"I am hopeful that what we have done here today will contribute toward raising the newspaper profession to its proper honor and dignity. We cannot do that just by talking. For, after all, the economic security of a profession is essential to its dignity.

"A reporter should have definite training, and I am sorry that for some technical reason the officers of the guild were unwilling to obligate themselves in the contract to provide a series of lectures on practical journalism for copy boys and apprentice reporters.

"However, that provision has been made in a letter to me from the president of the guild."

"The more we raise the wages," Mr. Stern continued, "the higher we raise the dignity of newspaper men.

"I think that employers generally should make it worth a man's while to stick to his work as a reporter. I do not say that this contract is perfect, but I pledge you my patience in an effort to work it out so that it may become an example for newspapers in this and other cities.

Hopes All Groups Can Be Aided

"I hope it will raise the standards of journalism. It immediately affects the lower brackets and I hope later it will affect all editorial employees.

"I want to look forward to the time when the minimum wage of news gatherers will be $6,600 a year. That should be our common goal."

In addition to the points enumerated, the contract provides for an eight-hour five-day week for all employees earning less than $4,500 yearly.

At the completion of Mr. Stern's remarks, Harry Saylor, editor of the Record, the New York Post and the Camden (N. J.) Courier-Post, discussed the guild and its relation to the publisher.

He lauded the guild principles and urged the members to work wholeheartedly for the improvement of the standards of journalism and the economic condition of editorial workers.

With the completion of the formal ceremonies connected with the exchange of contracts, the president read a communication from John C. Martin, publisher of the Public Ledger, the Evening Ledger, and the Inquirer, expressing his willingness to meet the members of the negotiating committee and discuss the contract.

The agreement was negotiated by Thomas E. Lewis, vice-president; John Park Lee, treasurer; Andrew McClean Parker, secretary; Seth Maxwell, chairman of the Record unit, and the president.

Jeremone Rothschild represented Mr. Stern during the week's negotiations and Chet A. Keyes was attorney for the guild's committee.

Jonathan Eddy, national executive secretary, attended the meeting. "This is in truth a historic event," he said, "and one which will long be remembered in the annals of American journalism. We have reached our first objective today and are now prepairing to press forward to additional victories."

Guild's National Income Rises

March receipts of the American Newspaper Guild were $1,297, as against $961.25 for February, and expenditures were $853.28, as against $942.13, according to Emmet Crozier, national treasurer. The balance on hand as of March 31 was $950.14, as compared to $506.42 at the close of February.

In his report to guild officers, Mr. Crozier discusses the engagement of Jonathan Eddy as paid executive secretary of the national guild. "He will be traveling more than half the time between now and the date of the June convention," his letter states, and the added expense incident to the expanding organization drive "calls for a revision of our financial program." Mr. Eddy's salary will be $75 a week.

"Let me urge all guild officers to review the question of national guild assessments," Mr. Crozier writes, "and remit balances due to the national treasurer as promptly as possible so that our organization drive will go ahead at full speed. This lecture on national assessments does not apply to those bright stars in the guild galaxy — Akron, Gary, Lansing, Monroe, Terre Haute, which according to our records have paid their national obligations in full."

The statements for February and March follow:

FEBRUARY

Receipts

ORGANIZED GUILDS (initial assessments)

Akron, Ohio	$50.00
Albany-Schenectady-Troy	125.00
Boston	25.00
Cleveland	50.00
Columbus, Ohio	12.00
Detroit	121.00
Duluth	10.00
El Paso	4.00
Hackensack, N. J.	6.00
Harrisburg, Pa.	21.00
Minneapolis-St. Paul	75.00
New York	250.00
Norfolk-Portsmouth, Va.	28.00
Omaha and Council Bluffs	7.00
Providence	17.50
Rochester, N. Y.	110.00
San Antonio	10.00
Spokane	6.00
Southern Minnesota	10.00
Terre Haute, Ind.	12.00
Tulsa, Okla.	11.00
Valley, Pa.	5.00
Yonkers, N. Y.	29.00
Total	$924.00
Individuals	28.00
Miscellaneous	345.50
Total receipts	$1297.50

Disbursements

Office expenses:	
Rent (office space, furniture)	$52.00
Salaries (including temp. help)	203.00
Postage	41.00
Petty cash on hand (Feb. 56)	8.32
Stationery and supplies	114.45
Telephone	35.24
Telegraph	17.35
Miscellaneous	14.35
Bonding of treasurer $5.00	
Refund to New York Newspaper Guild 9.35	
Total disbursements	$853.28

Recapitulation

Total receipts, February	$961.25
Total disbursements, February	942.13
Balance for month of February	$ 19.12
Balance January 31	487.30
Total balance March 1, 1934	$506.42

MARCH

Receipts

ORGANIZED GUILDS

Akron	$70.00
Austin	14.00
Cleveland	150.00
Cincinnati	10.00
Columbus	35.00
Detroit	91.00
Duluth	40.00
Fort Worth	20.00
Gary	11.00
Hackensack	7.00
Hudson County	48.00
Lansing	25.00
Lynn	16.00
Minneapolis-St. Paul	50.00
Monroe	12.00
New York	147.50
Norfolk-Portsmouth	20.00
Omaha and Council Bluffs	5.00
Philadelphia and Camden	130.00
Richmond	12.00
Salt Lake City	12.00
San Antonio	15.00
Southern Minnesota	24.00
Spokane	6.00
Rochester, N. Y.	60.00
Toledo	85.00
Tulsa	19.00
Terre Haute	5.00
Washington	105.00
Yonkers	10.00
	$1,364.50
Individuals	31.60
Subscriptions to Guild Reporter	1.50
Total receipts for March	$1,297.60

MARCH

Disbursements

Office expenses—	
Salaries	$296.50
Rent (office space, furniture, typewriters)	80.75
Stationery and supplies	127.54
Postage	56.88
Telephone	34.82
Telegraph	20.62
Miscellaneous—	
Lettering on doors	7.75
Refund to ineligible applicant	1.00
Guild Reporter—	
Printing 15,000 copies of March issue	$135.40
Mailing, postage, payroll, etc.	119.82
	$47.98
Total disbursements	$853.28

Recapitulation

Receipts for March, 1934	$1,297.60
Disbursements for March, 1934	853.28
Balance	$443.72
Balance on hand March 1, 1934	506.42
Total balance April 1, 1934	$950.14

BANKERS CHECKING Treasurer.

Lack of space prevented publication of the February statement in the last issue of *The Guild Reporter*.

Toledo's Apprenticeship Rules

Following is the text of the apprentice and membership regulations added to its by-laws by the Toledo Newspaper Guild:

Section 1. Membership in the Toledo Newspaper Guild shall be in two groups, Craftsmen and Apprentices.

Section 2. Craftsmen charter members shall include only those who have served under the conditions of Article Two, Section 1, of the guild constitution for a total of three years except that such service shall not of necessity have been wholly in the area represented by the guild.

Section 3. Apprentice charter members shall be admitted by the executive board on recommendation of the units claiming such members. Such unit recommendation shall be by majority vote.

Section 4. In acting upon all application for membership, the executive board shall be bound by these rules for eligibility as craftsmen: (a) each application must be accompanied by proof satisfactory to the executive board that the applicant has served three years in the editorial department of a recognized English language daily newspaper of general circulation. Such service must be in the actual production of the newspaper. Each unit shall have the right to decide which members of the editorial staff of the newspaper with which the unit is identified shall be considered as actually working on the production of the newspaper. (b) The executive board shall have power to require other information incident to such proof, and the burden of all proof shall be with the applicant.

Section 5. The following rules shall govern the admission of apprentice members: (a) The prospective apprentice must be a graduate of a first grade high school. (b) The educational provision may be waived for good cause or in exceptional cases. Such waiver must be by majority vote of the unit admitting the apprentice and must be approved by the executive board.

Section 6. The apprentice upon fulfilling the service conditions of Article V, Section 4, of the by-laws shall be eligible to apply to his unit for a vote of recommendation and to the executive board of the guild for admission as a craftsman member. If an apprentice is not recommended for admission as craftsman at the end of three years, the unit may vote either to drop the apprentice from the guild list or may recommend an additional term of apprenticeship.

Section 7. The unit may set equivalents of service and allowances for other work not covered in Article V, Section 4, these equivalents shall apply to shorten the apprenticeship only upon the approval of the executive board. In no case shall equivalents reduce an apprenticeship to less than one year. Education, special training, and experience of value in newspaper work may be offered for consideration as equivalents.

Section 8. The number of apprentices at no time shall exceed 10 per cent of the craftsmen in the unit.

Section 9. Each unit shall elect an apprentice committee of three members. This committee shall aid in the training of all apprentice members, outline and supervise any course of instruction that may be deemed necessary or advisable and report the progress of apprentices to the units claiming their membership. If at the end of a one-year period any apprentice has failed to display interest, skill and progress satisfactory to the committee, the committee shall recommend to the unit claiming the apprentice that the member be dropped. The recommendation shall be effective upon the majority vote of the unit.

Section 10. After the charter list of apprentices is approved by a unit, any apprentices over the number the unit is entitled to shall be placed on an auxiliary apprentice list. All those on this auxiliary list who pay the regular guild dues shall be entitled to ask the apprentice committee to supervise their training in editorial department work. In case of a vacancy in the charter apprentice list, the auxiliary apprentice promoted by the unit to fill the vacancy may be allowed to submit for consideration for credit on the three-year apprenticeship a list of all his work which properly may be considered as editorial department experience in production of the newspaper.

Text of Marlen Pew's Defense of Guild Independence

Editor Hails United News Craft But Warns of Political Alliance

Organization Can Help Press, Nation and Its Own Members by Standing Alone or Adopt Trade Unionism and Lose Public Trust, He Says

Following is the text, slightly abbreviated, of the speech delivered by Marlen E. Pew, editor of the magazine Editor and Publisher, before the Newspaper Guild of New York at the Hotel New Yorker, April 22:

Experts in the gentle art of platform speaking are one in saying that the orator who opens his address with an apology is as much a fool as the litigant who is his own client. Nevertheless, at the outset of these remarks I shall risk something in the nature of an apology and shall defy the popular idea that to win a discussion one must admit nothing, claim all and speak only in the terms of the bigot. We are friends and co-workers here, I take it, and are applying candid reason to a problem that has recently arisen in our ranks.

I trust that you will pardon personal allusions, offered because I wish to be well understood. I feel not a little queer in standing here to defend the negative side of the question: "Shall we have a newspaper writers' union?" For eight years I have carried an honorary card in the Scranton Newspaper Union, and for more than twenty years have seen that local unit operate successfully and happily for both employee and employer. Once each year, reporters, editors and publishers of Scranton sit at dinner, discuss their problems, acting like the members of a contented family.

For myself, I think I have not failed in more than thirty years of active public writing to defend the principle of collective bargaining through unionism, regarded as a necessary, if not ideal, defensive measure in our well-known "root, hog, or die" civilization. Whatever I may know about the newspaper business and its infinite variety of public and private responsibilities and loyalties, I owe to the late E. W. Scripps and his associates with whom I labored for eighteen years. That great master, freest soul I have ever encountered on my travels, possessed a heart capable of sympathy and a mind large enough to comprehend the meaning of the unequal strife of the vast majority of human beings on the earth. So, in youth, we learned that it is the part of the free newspaper to challenge social and economic inequalities, to protest against perversions of the original principles of democracy (which remain in this day the hope of the world) and to help fight the battles of the unorganized, undisciplined, uneducated, defenseless mass. I have never been interested in any other kind of journalism and that is my state of mind tonight.

Something More Than a Trade

But there is no paradox, as I see it, in opposition to trades unionism for editorial workers, however much one may favor that co-operative bargaining device in the world of business and industry. For, my friends, the kind of newspaper writing I am talking about is not a trade and the kind of journalism I have in mind is not primarily a business. I want you to believe me that these conclusions are not lightly drawn. Let us test these matters realistically with what facts I may bring to the question.

The discussion breaks into three parts, and first let us ponder the relation of the writer to his newspaper and the public. I shall come to the more practical considerations later on.

I am not ashamed, despite the threats of cynics, to classify this first argument as the sentimental side. There is such a thing, thank God, as sentiment in our work. I use the term in its broad sense, meaning refinement of feeling, pride, dignity, professional honor and altruistic purpose. I grant that the spiritual values of journalism, as of everything else, have been at low ebb in this country in the post-war era, but they are none-the-less real or desirable.

What is the sentimental side of newspaper work that attaches men to it with chains of steel and which has been so powerful a passion that reporters in almost every city and town in this country have passed up without a pang more lucrative vocations and, as we are bound to admit, in many offices has caused them, without previous protest, to [illegible] a bad beating at the hands of [illegible] more money-minded col-

leagues, such as advertising, circulation and mechanical forces?

Is it romance? I think not, for routine reporting and editing become as humdrum as any other work after a while.

Is it ego—by-lineitis? I'll tell you what I think is at the bottom—it is professional pride, objectivity, the distinction of high public achievement, the realization that news writing is essentially a public function, a social enterprise, potential of incalculably beneficent result, a tractor pushing civilization up the long hill. It, then, is a primitive human urge, a part of the age-long struggle to lift the human body from the ground. I suppose there are a lot of men in the newspaper business from sheer habit, only subconsciously aware of their function in the social scheme. But newspaper writing among conscientious men involves a whole realm of loyalties and responsibilities as sensitive, delicate, personal and vital as those of the confessional or the confidences between physician and patient, lawyer and client.

Sentinels of a Free People

With passion akin to religious ardor newspapermen through the life of the republic have defended the original principles of free government, regarding their function as the keystone of democracy, the one dependable and workable medium of a system of popular sovereignty.

The newspaper is the one dependable instrument in modern life in our country standing between the disorganized and generally defenseless citizenry and organized exploitation, corruption, perversion, the ruthlessness of the mob, the cunning treachery of class conspiracies, demagoguery and special privilege, if and when government fails as it has so dismally failed in a thousand bitter instances within easy memory. It has been tough going for soulful newspapers and honest newspaper men in the sensuous machine age, but some of us have reason to remember with pride that above the unholy din at least a few challenging voices have been heard—the outcry of faithful publishers, editors and reporters, incorruptible, unawed, unashamed of their principles, true to the cause of free institutions that are capable of making a paradise of this richly blessed nation if given half a chance.

If this be mawkish sentiment, as some newspaper men seem inclined to feel, they can make the most of it, for it is the best thing I have to talk about.

The point is that the trades union label doesn't fit this picture. I grant that, in most instances, but by no means all, the labor movement in this country has been a public benefaction. It deals, however, with materialism, it is an economic program, it concerns bread and butter, hours and conditions; it is an expedient rather than a fundamental proven principle and it depends, for success, as we have seen, largely upon propaganda and political action. It follows, does not lead.

The point I want to make here is that trades unionism is not the last word, and I propose to show you that, so far as our craft is concerned, we are better off free of the entanglements of affiliated trades unionism, certainly better off with our own professional body—this wonderful spontaneous guild movement which has swept the country in recent months.

The Case Against Unionism

To conclude the first premise may I say that unionization of editorial forces is unthinkable for the following reasons:

1. Newspaper loyalty is the cardinal tenet in our code, and he who tries to serve these two masters—union and newspaper—will lose both his cause and, mayhap, himself.

2. Which comes first, union or newspaper? Answer that question frankly. If you say, newspaper, the unions will not want you. If you say union, it must mean that you cease at that instant to serve the fine disinterestedness that makes newspapering both wholesome and effective.

3. Trades unionism is, as I have said, dependent on propaganda and political action for success and if you accept it you are morally committed to defend your union and its affiliated bodies in the great federation, in all undertakings both good and bad, right and wrong, fair and foul—and of the latter I think of racketeering unionism, incompetent unionism, unionism that has preyed on society in its way as ruthlessly as have unions of cowardly stuffed-shirt businessmen and their armies of mercenaries.

4. I make no point of the theory that unionism will level talent to a common plane, for there is a lot of bunk in that theory, but nevertheless I must say that among creative workers, and many newspapermen belong in that class, strict adherence to the trades union principle would be utterly incongruous and couldn't and wouldn't work.

5. My concluding point, in this consideration of the relation of the newspaper man to his paper and the public, is that the trades union principle is untenable because a tight union of journalists, operating in affiliation with typographical unions, as well as all others, creates a machine of such potential power that no sane person would want it; because it would react, inevitably, with devastating consequences. Give me my freedom from such outside pledges, not that I wish to play the games of the piggish individualist, for I do not, but because as a newspaper man eyes of the citizen reader, who is my client, I wish to ride ahead, if I have the wit and courage, and write without restraint of what I see and hear. It is my job and to serve it I must have liberty, liberty even to go wrong.

Concerning the Employer

The second point which I wish to discuss with you is the relation of the newspaper man to his employer. This is something that we know about and acknowledge.

The economic condition of editorial workers is subject at present to two official inquiries, one by the guilds and one by the American Newspaper Publishers Association. There may be other inquiries. While the average rate of pay for the whole country will no doubt be disclosed as considerably higher than is now generally believed, still it is well admitted in the newspaper circles that editorial talent in many offices, not all by any means, has been seriously underpaid and that the rank and file suffer not only from financial defeat but from unconscionable insecurity of tenure.

In general there is, and long has been, an unwholesome economic condition prevailing in the so-called "up-stairs" department. You can blame publishers, and some of them are guilty as hell, but the fact is that low pay and overwork in our craft are due to the simple economic fact that we have composed the line of least resistance. We are not, by nature, a money-minded clash of people. The individual that half starves his patient wife and ignores the physical and cultural needs of his children, while enjoying a perfectly lovely newspaper romance is an established character in our business. We have not, as a class, stood firm for our rights, we are more individualistic even than farmers, we are not very good joiners, we are inclined to climb the skeleton of the man just ahead, and we have been beaten back and down by men who were a bit more conscious of their worth, or who were able to bargain collectively. I think that is a true character picture and if it is, we are ourselves to blame for our plight. I say this because I want you to know that I am not out of sympathy, but rejoice, in the uprising of editorial men to claim their just dues. And, with only a few exceptions, it is my experience that publishers themselves are not antagonistic to the guild's economic plan to better the condition of its members, everything being fair.

There is, however, general and fixed antagonism to the formation of writer unions. The prevailing opinion, among guildsmen, seems to be that this antagonism is based on economic grounds simply—that the publisher thinks he can deal softly and gainfully with a guild, but would have to reckon with a union affiliated with the mechanical employees. I doubt that many publishers are thinking of writers' unions from that viewpoint.

Danger of News Perversion

Place yourself in the position of the publisher or editor if you want to get a true slant on this question. How would you feel if your reporters were to align themselves with a movement that depends on propaganda and political action for success? How much confidence would you place in their copy dealing with those great controversies?

Editors and publishers I have talked with believe that were the Newspaper Guild at this time to affiliate itself with the American Federation of Labor, American journalism would automatically take a backward step by reason of the inevitable injection of economic and political partisanship into the news and editorial columns through the affiliation of the men producing the editorial contents of papers, with a distinctly trade union movement. Under this stimulus, trade unionism would inevitably take on a new brand of political action and from it would inevitably emerge a labor party.

In self-defense those elements not favorable to trade unionism and to a labor party would inevitably and in time organize their own factional press—newspapers that would be as definitely special pleaders for the rights opposed to labor, as those papers dominated by guild members would be special pleaders for union labor. The result would be a return to partisanship and special journalistic pleading and bias, with the division along economic rather than political lines. God in Heaven knows that independent journalism is today far from pure, but it is still in the process of evolution toward a higher plane of open-minded public service. With all its faults today, it is preferable to what it would be with a return to special pleading.

It is of course, just as vital to the public that the ownership of a paper be above a charge of class-consciousness as it is that the writers and editors should be. We don't want in this country a press owned by concealed interests as newspapers are in France and England. We want a press made by real newspaper men, intent upon the public interest, first, last and always.

For an Independent Guild

Much has been said, recently, of the fact that the British Institute of Journalists is the right pattern for our guilds, not the National Union of Journalists of Great Britain. It is my opinion that, owing to the wide disparity of objects between British and American journalism, and the wide difference between the respective governments, neither organization is a fit model and that we are better off working out a system which suits our needs.

Which brings me to the third and final point in this argument, which is the practical application of what we already have, the guild as distinguished from the union.

It seems to me that the guilds, although in their infancy, have demonstrated triumphantly, that they can stand alone and that they can be more effective for their members than could a trade union of news writers. This, then, is the practical consideration, and if you want to pass up all that I have said heretofore and confine yourself to the bread-and-butter phase of this matter, you will have to decide it in favor of the guild.

In the first place, a national professional society has spontaneously sprung up in this country, in a half year. It is by no means complete, but it is a phenomenon of the first water.

That the guilds are imperfect, merely struggling to their feet, attempting to open their eyes to find a way, is natural and to be discounted. Some mistakes have been made, more will be, but the idea is well rooted. I have been sorry to see reporters making silly little charges in high places that they have had to retract. I have regretted bitter antagonism on relatively trivial issues and more than all else I have deplored the tendency to resolute about political affairs, missing the main objectives, but in general the guild movement seems in good hands and destined to be the professional organization journalism had long needed.

There have been, to my knowledge, only two instances of collective bargaining so far. They were with publishers of totally divergent opinion and method, but each was a triumphant success. The reporters of Newark asked Paul Block to reinstate some men who had been summarily discharged in a good old-fashioned staff shakeup and the publisher gave the committee that waited on him so much more than it had dared ask that the fellows came into my office completely flabbergasted.

The second instance occurred last week in Philadelphia, and if you want to knock the wind out of any collective bargainer for a trades union I ask you to read to him the terms of the agreement entered into last week between the reporters of the Philadelphia Record and its publisher, Mr. David Stern.

Something for Unions to Envy

Ah, yes, I know full well that Mr. Stern is one of the original advocates of the NRA, and is lined up solidly behind the Roosevelt administration, but I also know Dave Stern as an able newspaper publisher out to win his way in the competitive world. A dollar looks as good to him as to the next publisher. He is not an eleemonasynary institution. He is a business-minded publisher, but with good sense about editorial matters, being a graduate of the editorial department. I will concede the practical considerations of this argument if and when the advocates of unionism beat that Record contract, which provides minimum pay of from $15 to $20 for clerks, and from $20 to $35 minimums for young reporters, closed shop, five-day week, a check-off system, dismissal notices ranging up to three months, a 10 per cent general increase after the next dividend is paid, compulsory education for copy boys and apprentices, overtime or equal time off, wage and arbitration committees, sickness and accident disability, and, get this, fourteen days' annual vacation, with pay, deducted from a 260-day year. Union labor is biting its fingernails in envy of this practical success of the guild.

In conclusion, permit me to say: We are in a good work, distinctly different from that given most men to do because every day is a new experience and therefore requiring a creative effort not known in most of the trades and professions. Let us respect it for what it is and not confuse it with pursuits that moil in the materialistic world, rarely touching the spiritual factors. A man's first duty is self-respect and that means providing himself and his dependents with a sufficiency, within his power. His second duty is to his vocation. Fortunate is he who can maintain his professional or trade standards, prey on no one of his fellows, yet continue to live in the competitive world. The guild seems to offer this remarkable advantage.

Publishers Chided On Salary Secrecy

Continued from Page One

mean further delay in fixing wage scales, a delay for which the guild would be responsible.

The publishers' survey indicated that fully half of the 2,000 daily newspapers in the country had failed to reply to their questionnaires. Eddy and Ernst said in conclusion of these papers would show lower wages than indicated in the present survey. Davis disagreed with this contention.

The hearing then developed into a forum for an attack on the workability of a five-day week for newsmen. Called on from a prepared list of speakers, Dwight Marvin, Ed Lindsay, J. Lyle Kinmouth and other publishers of smaller papers said they could not drive reporters out of their offices on their days off.

Insisted on Working

Marvin, publisher of the Detroit Record, said that his reporters insist on answering fire alarms wherever they happen to be and that one invested in a typewriter so that he could work at home.

Broun ventured the opinion that newspaper writers would eventually learn how to make good use of their leisure and said the problem would work itself out.

AN ASSOCIATE MEMBERSHIP?

To the National Guild:

I note in the current issue of the Guild Reporter that in Detroit provisions are being made for recognition of those once engaged in newspaper work and now not connected with the Fourth Estate.

Why not organize an associate membership of this group? There are many of us who would be only too glad to assist the guild in any way possible. Our past association with the Fourth Estate will always remain a proud memory.

It is my earnest hope that the guild will take steps to grant this wish of mine—to see an associate membership organized in this country that would supplement and assist the guild in carrying forward the good work. If you steer clear of the press agents, I see no deep-seated reason why this could not be accomplished.

W. G. K.

New York.

Charles Howard's Address Inviting A. F. of L. Affiliation

Labor Leader Points to Benefits Won by Stalwart Union Tactics

"Professionalism" in Industry Likened to Dreams of Heaven Amid Worldly Misery; He Defends I.T.U. 'Materialism' Against Record of Employers

Following is the text, slightly abbreviated, of the speech delivered by Charles P. Howard, president of the International Typographical Union, before the Newspaper Guild of New York at the Hotel New Yorker, April 22:

Chairman, members of the newswriters' guild and friends: Without in any way attempting to detract from the argument of our friend Pew, who is presenting this question from the point of view of what we might term the right, let me say to you that I have come to talk about the things that I know as the result of experience. I have come to talk the things that I feel as the result of a life in connection with the newspaper business and, of course, in a discussion of this kind it is necessary to analyze the argument that has been presented to you on behalf of the guild as against the trade union.

It appears to me, a rather hasty analysis, that our friend's argument might be divided into two parts. The first doesn't need extensive treatment. He pleads for individualism. Individualism. And I question that the newswriters of this country have the best evidence of what individualism means in their individual experiences of the last four years.

There was a time when the newspapers of this country attempted to attain the high ideals that our friend expresses so eloquently. There was a time when those who worked in all branches of the newspapers came into contact with the man who owned and operated the newspaper and who gave it its individuality. And then there came a change, and particularly has that change come in those places where there is greatest need of organization on the part of all elements that composed that newspaper, because it is not, if we are to base our judgment upon the experience of the past, the molder of public opinion in the interest of the people that it was once, but it is exactly the antithesis of that. It is a newspaper that is operated for profit. It is a commercial venture.

Materialism or Self-Defense?

There is an indictment against the trade union movement. It is materialistic that people who work for wages should demand a wage that will maintain a proper standard of living. It is materialistic that those who produce profits, those in the mechanical departments and those who provide copy for newspapers, to ask for a wage that will provide an opportunity to feed and clothe those dependent upon them. Materialistic! Trade unions are very materialistic. There is only one thing that impresses me in the argument of my friend Mr. Pew, and that is that it is so old that it is new. We were confronted with the same argument when we organized printers of this country without consent of our employers, but we found some places where we were confronted with the most effective opposition, and what was the opposition? I can name to you a city in the United States today where standards are lower than in cities of comparative size, and the reason for that was the appeal to ideals as against materialism. There are certain cities in which at any time there were signs of effective organization they sent for an evangelist to come in and hold meetings. Who paid the bill? They were paid for their services by those who opposed organizations, and it was a very profitable investment, and it was done on the theory that if you just keep your workers thinking about the golden streets of heaven you won't have to pay them much wages while they are here.

What are some of the things that make us so materialistic? You know the part the trade unions have played in bringing free schools—you know the part trade unions have played in bringing in some of our advanced States free textbooks so that there might be more equal opportunity for education—you know the advanced labor action taken on other questions that have affected interests of so growing a mass of the people of this country. They were materialistic in reducing the hours.

What does a true understanding of a reduction of hours of labor mean? It means that you are giving to the individual a lot more life. My experience in the printing industry extends from the time when I began work at seven in the morning, quit at six in the evening. The experience of those in the I. T. U., some of them, is that they even worked longer hours. I ask you what there is in life for the working man who begins work early and quits late, so that he rarely has the opportunity of seeing the faces of his wife and children in daylight. If you give him a little bit of leisure, I ask you, are you not giving him life? Has anybody attempted to take from the trade union movement the credit of reducing the working hours? But, of course, reduction of the working hours is materialistic.

Another charge that is made against the trade union is that it increases wages. Well, of course, that is a very serious charge, especially in the mind of the men who pay the wages. What are wages? Wages are not the dollars and cents that you receive in the pay envelopes on pay day—it is the yardstick that measures your standard of living. It measures the kind of clothes you wear, the kind of house you can live in, it indicates the class of food that you eat, it governs the opportunity of your children for education, amusement. But, of course, again, it is materialistic.

An Early Lesson

We found more than twenty-five years ago that industry was making no provision to care for those who served a life in that industry when they reached the point when they could not serve efficiently longer. We found that industry without a qualm of conscience—and the newspaper industry was no exception—put that worker on the dust scrapheap. We said that an industry doesn't do its duty by the worker who has given his life to the industry; that it is up to us to do something for ourselves. The result has been that we evolved an old-age pension system, and in that time and at the present time we have approximately 5,000 members to whom we are paying more than one and a half million dollars a year. Another evidence of the materialism of the trade union.

In the same period of time, realizing the improvidence of workers, the inability of those who are not improvident to provide for that time that comes to all of us, we established a system of mortuary payments, the same as life insurance, and each year we paid to the beneficiaries of deceased members in the excess of one half million dollars. It would be extremely difficult to make the wife who receives that benefit—and that is often all she receives at the death of the breadwinner—it would be exceedingly difficult to make her believe that that was materialistic of the trade union.

Now, this is the type of an organization that you are asked to flee from. This materialistic organization. The organization, the A. F. of L., of which the International Typographical Union is an integral part, that wrote into the NIRA, if you please, the clause that has caused all of this argument, because if it wasn't for Section 7A you wouldn't be organizing any newswriters' guild; you wouldn't be even organizing, you would still be following the old path.

Why not have the men who fill the daily news columns organized to protect themselves from what has been happening for the past four years? I have a good idea because I have been dealing with these people, with whom I have been working for ten years. The reason why you have not organized, most of you at least, was because you were fearful of the penalty that would come as the result of organization activity.

A Law to Enforce or Right

Is it something new? Is it something that extends your Constitutional rights? No. You have always had the right to join any organization you wanted to so long as that organization was legal. You have been deprived of that right by those who employed you. You were afraid to take a chance. The only thing that the NIRA did, or Section 7A did, was to make it the duty of Government and governmental agencies to protect you in the exercise of that right, and it is rather unique. It is unique that in the country that has a Constitution as broad as the American Constitution that it will be necessary to adopt a law reiterating Constitutional rights, and that is virtually what the NIRA did. That law was written in there at the behest, and perhaps more than that, was written in there through the activities and the demand if you please, of the organized labor movement—that is, the trade unions that compose the A. F. of L.

Let me say to you that in the years I have been a member of trade unions at no time have the rules or regulations of that trade union interfered in any improper way in the performance of my duties in the newspaper industry. There was never once that a news writer, or reporter, or editor could write things solely about the union of which I was a member that I didn't take that article to the machine and set it up so that it could be printed and go out to those who wanted, to read it. Every printer considers and knows that he merely considers it a part of his duties not to attempt to censor what goes into the newspapers. He knows that he is acting in a capacity that at times is confidential, and among the thousands that work in the mechanical branches of the industry, how many times have you heard of any violation of a confidence of that kind?

The news writers of the country should see fit to organize a trade union. If they should see fit to affiliate with the A. F. of L., I say to you that they would be just as free to perform their duties to their employers and in other ways they would be in a much better position to do it than they were before they formed a trade union, or a guild, or anything else. Now, the question was presented to me that one of its phases had to do with the affiliation of the organization of news writers, the guild, or trade union, to the A. F. of L. Let me say here I don't care about names, I have been called every name in the dictionary, so I don't care what you call your guild, whether you call it trade union or an association, or what not; it isn't the name that you give it that matters. It's the kind of an organization that matters, and let me say, out of my experience that if it is the kind of an organization that your employers approve, it is not going to do much for you.

Your organization should affiliate with the A. F. of L. You have performed no act for which it is necessary to apologize. Members of Congress, House and Senate, will hold active membership with organizations affiliated with the A. F. of L. We had a President of the United States who held active membership in the I. T. U.

Not a Controlling Body

The A. F. of L. exercises no control over its affiliates. The only power it has is to recommend what action should be taken. And you are perfectly free to act in your own way upon any question and run your affairs just the same. The A. F. of L. is a rather loosely formed organization of the national and international unions. They have a rather compact executive body and I have been engaging in a battle trying to make it larger and more representative. We have a convention, a congress of labor, where we meet and talk of the working man's problems, and we usually talk with sufficient force that we get a little publicity. That's where the propaganda comes in. But let me tell you, if the I. T. U. had depended on the propaganda to establish the wage scales it has today, well, it would have to make an apology rather than speak about it with pride. We don't have to have propaganda.

You are engaged in the same industry, you are confronted with the same opposition, you have the same problems to solve that the other elements that engage in the industry have. Now there is one reason, perhaps, why the news writers should not form a trade union and should not be affiliated with the A. F. of L. If you are affiliated with the A. F. of L., somebody will say that you are a trade union, and if you would rather be considered a professional and get $15 a week instead of $50 a week, don't take a chance of affiliating with the A. F. of L.

There has been a time, of course, when you talked trade unions somebody immediately rose up and asked if there would be a union strike. Why? Well, I have never known of very many strikes. I think you will agree with me when I tell you that it was the means only when it was forced upon a worker. What does a strike mean? It means the exercise of this individual right collectively. You say that these conditions are so onerous that we are not going to work under them, and when one man says that the rest of them join in and there is simply a united progress. True, it may appear to an outsider sometimes that the things they are demanding are unreasonable, but in ninety-nine cases out of 100, when they strike it's because they were not able to secure any kind of a reasonable offer for their services.

Of course, I don't anticipate that a strike is going to bother news writers for some time. I hope not. I wish that we could evolve a system where the workers could secure an acceptable security without strikes. I don't think we are entitled to condemn a trade union for striking unless the purposes are wrong.

There has been an attempt to set up within the newspaper industry the machinery for the settlement of these difficulties. In the agreement between the daily newspaper publishers and the United States Government, and that's what this code can properly be termed, a provision was inserted for such machinery. That was done perhaps in recognition of the fact that it could not be left out of this so-called code, Section 7A of the NIRA. That wasn't put in there to give the printers the right to organize, because they were pretty well organized and have been for a long time, but was put in there in recognition of the fact that there were unorganized elements in the newspaper industry and they needed the protection of Section 7A, and no doubt it was felt because of the lack of proper machinery among these thousands of organizations, not only news writers, but all others in the newspaper business, that they might get off on the wrong foot, so to speak.

The Prospect of Penalties

The publishers were incensed at this code. They were also incensed at the setting up of a labor board called an industrial board, so that the workers, if they cared to use it, had a method for the settlement of disputes. I presume that one of the reasons the President has insisted upon the provision for these industrial boards is the knowledge that penalties will be imposed upon individuals who exercise the right to organize for the purpose of discouraging them. I have no doubt but that some of the boys will lose their heads—lots of heads were lost in our organization—I have no doubt there will be publishers throughout the country who will say that organization of news writers will interfere with freedom of the press. Of course, whenever a newspaper publisher doesn't want to do anything, that's the smokescreen he talks up. I have the idea that some of you are going to be fired—when you join the guild, or union, why your services will cease to be acceptable. You are going to have martyrs to the cause, if you are successful in organizing, but in that case, you do have an agency to which you can go, and that's something you didn't have before.

It has come to my attention that in numerous places the news writers have been told the reason why it was necessary to reduce their wages 30 and 40 per cent was because the printers wouldn't take a reduction. There may be truth in that. It is not up to any class of workers to guarantee the success of a business where they don't participate in the profits, and it is not a sound policy for a nation such as ours to contend that wages should be based upon the ability of an individual establishment to pay. I am going to, hazard this guess, and I am not a prophet but experience in the past indicates pretty well what you can expect in the future, that if the news writers had been organized, had sufficient economic strength to have maintained your wages as the printers have maintained theirs during the past four years, the publishers would have found some way of paying your salaries.

I believe that the news writers are an intelligent set of men. I don't believe that labor can be kept divided very long. I have tried to tell you what the membership in a trade union means. I have tried to disprove the charge that has been made against trade union—that it is materialistic. I have tried to show you that even though you should decide for yourself to become associated or affiliated with the trade union movement of America, it is not an act for which you would have to apologize; that you were not placing in any other organization any control that would require you to do things that you don't desire to do; that you would not in any way sacrifice any voice or lose any of your rights as an organization.

Stay Out of Union, Pew Advises Guild

Continued from Page One

dent of the International Typographical Union, sketched the benefits which the union had brought to its members in the newspaper business and advised the guild to join the A. F. of L. in order to obtain equal advantages.

"If you would rather be considered a professional man and get $15 instead of $50 a week," he said, "don't take a chance affiliating with the A. F. of L." He assured the guild that the unions would welcome them, and work with them whole-heartedly.

Elmer Brown Urges Union

The third speaker, Elmer Brown of the New York World-Telegram chapel, proposed a kind of vertical or industrial union, which would include all newspaper workers. He suggested that the guild join the A. F. of L. if it could make such an arrangement. However, he criticized the craft structure of the federation.

Mr. Pew admitted grave errors in salaries of editorial workers, but insisted that the guild and not the union offered the way out. His strongest plea against unionization was for the integrity of newspaper writing and the duty of objectivity which, he held, the reporter had to his readers. This, he insisted, would disappear in the stress of conflicting loyalties if the guild should become a union.

In response to a question after his address, he said, "I don't think that anybody works against his own interests. And I think that if the interests were down the trade union alley, I think they would go there, not because of personal interest, but because they would be afraid of criticism from the guild offices."

Howard's Retort

Mr. Howard retorted that he did not believe that union affiliation would color news reporting, "but, even if it did, it would color them to the liking of more people than they have in the past."

He praised the A. F. of L. as the author of Section 7A of the national recovery act, without which, he said, the newspaper men would not have gone even as far as they have toward organization. He suggested that the reason why organization had not come earlier was because the news writers were afraid of reprisals in their offices. To Mr. Pew's assertion that idealism was an important ingredient of reporting, Mr. Howard replied that this attitude was akin to the principle that if workers could be kept "thinking of the golden streets of heaven, you won't have to pay them so much while they're here."

Brown Hits Class Distinction

Mr. Brown's principal point was that there was no difference among types of workers for newspapers.

"It costs just as much for a suit of clothes for a rewrite man as for a linotype operator," he said. "A reporter can get just as hungry as a proofreader. It makes no difference whether a man works downstairs and gets his hands dirty or upstairs and keeps his collar clean all day."

In emphasizing the question of loyalty, Mr. Pew asked, "Which comes first—union or newspaper?" He answered this himself.

"If you say 'newspaper,'" he said, "no union will want you. If you say 'union,' it means that you cease at that instant to serve the fine disinterestedness which makes newspapering both wholesome and effective."

Wage-Hour Proposal Before Madison Guild

MADISON, Wis.—Thirty men and women, or about 65 per cent of the staffs of the Capital Times and the Wisconsin State Journal, took part in a meeting here preliminary to the organization of the Madison unit of the American Newspaper Guild.

A committee appointed at the preliminary meeting drew up by-laws and a wage and hour proposal which were submitted to a full membership meeting on April 21, when organization was completed.

Average Salary in New York Is $50 or Less, Survey Shows

REPORTERS, $45; COPYREADERS, $48

Many Need Medical Care They Cannot Afford

BY CLARISSA E. HOGGATT

The first results of the guild survey are presented herewith after a long delay. This is due to the length of time it took to recover the 600-odd questionnaires returned of approximately 1,500 sent out, and to the fact that the completeness with which the returned questionnaires were answered was so variable that it took three times as long to tabulate them as we expected.

The survey committee has done the best it could with the replies received, and feels that the results, small though they are, are undeniably accurate and well worth waiting for.

The same figures which are now presented for the total number of replies will be correlated by years of experience, by wages now received and by income groups. This will give a detail of information impossible to obtain in any other way. The value of such information is obvious, and it is to be hoped that it will prove the foundation for the fight to increase newspaper wages to the extent that they will be adequate for the essential needs of every newspaper man in New York City.

WAGES

The first wage figures to come from the 507 answers received to the questionnaire show very clearly that the majority of the guild members who replied—387—are earning $50 or less a week. Of these 387, some 200 are earning $35 or less, the remaining 187 earning between $35.01 and $50 a week. This leaves 210 employees in the higher salary brackets, who are to be accounted for as follows: 155 earning between $50.01 and $75; 38 earning between $75.01 and $100; 14 earning between $100.01 and $150; 2 earning between $150.01 and $200; and one man earning between $450 and $500 a week. These figures are given in detail in table.

A table showing comparative wages by kinds of newspaper employees shows the average wage for the ten classifications of newspaper employees which were used in tabulating the survey. These are the same classifications that were used in tabulating the Philadelphia wage survey, and, although they may be thought inadequate in some respects, they are, we think, the fairest arbitrary divisions that could be made.

Some objections may be raised to the inclusions in "deskmen" and "feature writers" (see footnote to table), but they were included so that "reporters" would include news reporters only, and "editors" the actual heads of department.

From the table we draw the following wage differences by kinds of newspaper employees. Note that in computing the average for these groups, the middle figure in the columns, $12.50, $22.50, $32.50, etc., was used.

Editors	$100.83
Feature writers	74.37
Rewrite	53.35
Artists	50.83
Copyreaders	48.85
Reporters	45.63
Photographers	43.45
Deskmen	37.86
Clerks	25.50
Copy boys	15.42

In one table the comparative wages on New York City newspapers are given. It is to be noted that while results on certain papers are incomplete, the high and low salaries of most of the workers are represented. Taken in conjunction with the circulation and national advertising rates of the various papers, the wages given are far from favorable to the editorial employees, who contribute the factual value of the news behind the cash value of the newspaper.

We invite all publishers who find fault with the incompleteness of the averages to submit figures of their own which will counterbalance any discrepancies. It is to be hoped that from the combined efforts of the publishers and editorial employees a true resume of salaries may be compiled. But, in lieu of any contradictory figures forthcoming from the publishers, the case of the guild in New York City rests on the figures given herewith, which it believes to be unprejudiced.

WORKING CONDITIONS

The results of answers to questions on working conditions (Section VIII of the questionnaire), are not yet complete, although questions 1 through 6 have been tabled. The answers to the first three questions show quite plainly that, for the most part, the newspaper man himself does not know the benefits offered by his own paper. For instance, on the question of salary received and notice before discharge, two or three figures were given. On one paper, nine employees said that no notice was given; seven said one week was given; and thirty-one said two weeks' notice was given. On the same paper, fifteen said that no pay was given before discharge; four said one week's pay was given; and nineteen said that two weeks' pay was given. Obviously, these figures will have to be checked with the several papers before they are released, or there will be an injustice to the publishers. It is safe to say that the majority of the papers in New York City do give life insurance, an annual vacation with pay, and occasional salary advances.

The fourth question, on the working days and hours, comes too late to be accurate. At the time these questionnaires were turned in, the forty-hour, five-day week had not gone into effect on all papers. The results from this table can be used only to supplement the survey on hours which has already been made by the executive committee, and which appeared in Editor and Publisher. Results from the questionnaires show the majority of newspaper men working a six-day, forty-to-forty-five-hour week, with several persons working seven days, and several sixty hours.

The fifth question, on payment of salaries, shows that the majority of newspaper men — 459 — are paid weekly. The rest are paid every other week or on the 1st and 15th of the month. If monthly or annual salaries are paid, they have not come to light in the questionnaires received.

The other questions in Section VIII will be tabulated carefully to show, if possible, just which departments and which newspapers are under or over staffed. It is conceivable that we will be able to form a very accurate estimate of the number of newspaper men who could be employed under the changed conditions of the five-day, 35-hour or 30-hour week. The results will not be published until a correlation by departments of newspapers has been made, so that there will be no margin for guesswork, and no unfairness to the employer.

Question 10 will be tabulated for the use of the guild employment service, and for an indication of the number of newspaper men who are satisfied with conditions as they now are. Question 11 was answered very incompletely, but with a surprising show of humor, and the results will be given at a later date.

UNEMPLOYMENT

The figures for unemployment statistics (Section VII on the questionnaire) have been completed. Only 204 of the 597 who answered replied to the first question, namely, on the period of unemployment between jobs. The results are as follows:

1 week	9	8 weeks	13
2 weeks	14	12 weeks	17
3 weeks	4	24 weeks	40
4 weeks	20	1 year	35
6 weeks	9	2 years	8
More than 2 years			5

In other words, the majority who suffered from unemployment were out of work two months to two years, a period far too great for professional work.

The second question, on the number of unemployed persons, ordinarily working, in the families of newspaper men, was answered by 121 persons. Of these, seventy-three had one person unemployed; thirty-eight had two; six had three; three had four; and one had five.

The third question was answered by every one who turned in a questionnaire. Six hundred and five completed questionnaires were turned in, the additional eight being excluded from the wage tables because the question on present salary earned was not answered. Of these 605 persons, 196 had no resources at all in case of unemployment; 202 had some member of the family with whom they could live for six months; 110 had savings or investments to last for six months, and 97 had resources for borrowing to carry them for six months of unemployment.

The fourth and last question, on the length of time it would be possible to live on present reserve funds, was answered, as follows, by 331 persons:

1 week	61	8 weeks	24
2 weeks	25	12 weeks	39
3 weeks	4	24 weeks	65
4 weeks	60	1 year	33
6 weeks	6	2 years	8
More than 2 years			6

That is, the majority could not live on present savings for more than six months, and many of them could not exist unaided for six weeks.

HEALTH

Questions 9, 10 and 11 in Section V, on the need of medical care, have been answered more or less completely. They show 161 newspaper men in need of medical care, which they cannot afford, and 142 whose dependents are in need of it. The medical care was divided as follows, some persons being in need of all three kinds:

Medical	Surgical	Dental
130	69	221

It was impossible, because of the wording of the question, to separate newspaper men from their dependents in the above classifications.

Three hundred and forty-three newspaper men would take advantage of group medical care if it were made available, and seventy-seven would not. The others did not answer the question.

Reporter Will Publish Stories of Candidates

The next issue of *The Guild Reporter*, to be published the week before the national convention at St. Paul June 5 to 8, will contain a list of convention delegates and also pictures and brief sketches of the professional experience and guild work of many who are likely to be considered for national office or for important committee posts.

All material for this purpose should be submitted to the editor not later than May 15.

Fill Out That Questionnaire If You Esteem A Living Wage

One of the most important tasks before the guild is that of checking the publishers' figures relating to maximum and minimum working hours. Neither the importance nor urgency of this matter can be overstated. The publishers are required by both the newspaper code and President Roosevelt's accompanying executive order to provide these figures. They will be in the hands of the NRA not later than May 12.

It is obvious that these figures cannot be allowed to go unchallenged. The guild has induced General Johnson to lend us the aid of experts in the NRA division of planning and research in preparing a questionnaire which will aid us immeasurably in our fight for better wages and hours. These figures will be tabulated and broken down by statistical experts in the Bureau of the Census.

10,000 Sent Out

More than 10,000 of these questionnaires were sent to the secretaries of the local guilds on April 14 to be filled out by the members and collected by their officers. As the division of planning and research has asked that they be returned in batches, one from each city, it is important that they be in the hands of the local secretaries as soon as possible.

The status of every newspaper man and woman rests on the efficiency and completeness with which these figures are returned. A uniform set of data on a nationwide basis is vitally necessary in a fight to better working conditions. The guild's figures must be as complete and authentic, if not more so, than the publishers.

Fairness Assured

George S. Buckley, special administrator, has assured the guild that its figures will receive the fullest consideration and that we will have an opportunity to present them effectively.

There has been some hesitation in one or two guilds over signing these questionnaires through fear that the publishers would get hold of the names. This fear is absolutely groundless.

The questionnaires, however, must be signed or they will be useless.

Table I.---Number of Employees Replying to Questionnaire and the Average Salary of Each Classification.

IN DOLLARS	0 5	5.01 10	10.01 15	15.01 20	20.01 25	25.01 30	30.01 35	35.01 40	40.01 45	45.01 50	50.01 55	55.01 60	60.01 65	65.01 70	70.01 75	75.01 80	80.01 85	85.01 90	90.01 95	95.01 100	100.01 105	105.01 110	110.01 115	120.01 125	130.01 135	135.01 140	145.01 150	175.01 180	190.01 195	450.01 500	Total	Average
1. Artists			1		1	4	5	1	7		5	1	2	3	5	2	1		1												39	$50.83
2. Clerks			2	9	8	5	1	2	3	1																					30	25.50
3. Copy Boys			7	3	2																										12	15.42
4. Copy Reads.		1		1		2	5	8	7	8	4	11	4	4	2	2															59	48.85
5. Deskmen		1	7	12	19	10	10	17	18	3	7	6	5	3	3		1	2	1	1											126	37.86
6. Editors						1							1	1		2					1	1			2	2	1				12	100.83
7. Feat. Writs.						1	1	2	4	5	3	5	5	2	5	2	1	2	1	2		1							1	1	44	74.37
8. Photograph.					1	2	1	6	5	1	1	1		2	1																21	42.45
9. Reporters	1		5	9	12	15	20	32	29	10	9	10	10	7	10	1	3	6	2	1					1	1		1			195	45.63
10. Rewrite			1	2	2	4	7	7	5	6	1	5	4	2	5			1	1	2			2			1	1				59	53.35
Totals	1	2	23	35	45	44	50	75	78	34	30	39	31	24	31	9	6	11	6	6	1	2	2	1	4	3	1	1	1	1	597	

Table II.---Average Wages by Classes of Work in the New York Offices*

Classifications	American	A.P.**	Bronx Home News	City News**	Fairchild Publications	Herald Tribune	Int'l News**	Journal	Journal of Commerce	La Prensa	L. I. Daily Star	Mirror	News	Post	Sun	Times	U. P.**	Univ. Service **	World-Telegram	All Reporting Papers
Artists	a62.50	60.00	a42.50	o	o	o	o	a42.50	o	o	o	o	o	a57.50	o	50.17		o	o	a57.50 $50.83
Clerks	a32.50	b50.00	c30.83	o	b30.00	28.00	o	o	o	o	a47.50	o	a42.50	a17.50	o	c27.50	b27.50	o	18.00	25.50
Copy Boys	o	o	a12.50	o	o	16.25	o	o	o	o	o	b15.00	o	o	o	a12.50	o	o	o	15.42
Copy Readers	b52.50	o	36.50	a42.50	36.22	50.00	o	43.75	o	o	c39.17	o	a62.50	58.75	o	50.83	o	o	39.00	48.85
Desk Men	c25.83	52.95	c37.50	o	32.50	30.50	51.50	28.00	o	26.25	b45.00	a32.50	a62.50	24.67	a42.50	51.95	22.24	b62.50	42.50	37.86
Editors	b142.50	a62.50	a77.50	o	a67.50	112.75	o	a87.50	o	o	o	o	o	o	o	o	o	a132.50	a102.50	100.83
Feature Writers	67.50	60.50	b40.00	o	36.25	d125.00	b67.50	b122.50	o	o	a52.50	o	b80.00	c65.83	a67.50	58.50	o	o	50.22	74.37
Photographers	41.25	c50.83	b35.00	o	o	o	o	a52.50	o	o	a32.50	b37.50	o	51.25	a27.50	c49.17	o	o	o	43.45
Reporters	40.00	67.50	39.37	34.50	46.95	42.50	c72.50	33.87	a42.50	b22.50	37.50	c49.17	67.50	44.50	c49.17	50.77	a37.50	a22.50	52.10	45.63
Rewrite	64.04	o	32.50	a47.50	a137.50	49.50	b52.50	48.50	o	o	o	a72.50	b65.00	50.00	66.25	49.00	43.50	b110.00	58.22	53.35
Circulation	m 331,228		c102,924			m 317,907		c600,530	m 19,526	12,580	c25,472	m 530,790	m 1,428,068	c86,296	c291,910	m 456,966			c295,680	
			8104,365			8426,432						8752,972	81,926,543			8707,566				
Nat'l Advert'g Rate	m .95		c.50			m .72		c1.25	m.28	.077	c.10	m.80	m 1.55	c.35	c.57	m .79			c.70	
	81.50		8.30			8.70			c1.25			8.80	82.67			81.030				

*In dollars. **Press Associations. oNone reported. aOne reported. bTwo reported. cThree reported. dThis figure includes one weekly salary of $450—$500; disregarding this salary, the average for the four other feature writers is $47.50. eFigures from Editor & Publisher, International Year Book for 1933.

N. B.—In computing averages, the middle figure in the dollar column was used—i. e., $12.50, $17.50, $22.50, etc., etc.

The tabulations in the above tables are based on the following replies:

American	46	Fairchild	41	United Press	27	Journal of Commerce	1	News	33
Associated Press	31	Herald Tribune	31	Universal Service	6	La Prensa	0	Post	29
Bronx Home News	38	International News	12	World-Telegram	76	Long Island Daily Star	21	Sun	29
City News	7	Journal	41			Mirror	9	Times	197

Explanation of classifications used:

1. "Artists" includes retouchers, cartoonists and any other workers in the editorial art departments. It includes all artists who do work for the advertising, circulation and promotion departments. 2. "Clerks" includes all secretaries, librarians, file clerks and statistical tabulators, such as work for the financial or editorial departments. 3. "Copy Boys" is self-explanatory. 4. "Copy Readers" is also self-explanatory, but copy readers for the sports and financial departments are included. 5. "Deskmen" includes the following: assistant night and day city editors; all assistant editors in the Sunday departments, such as the automobile, radio, real estate, puzzle, magazine, science and book editors. It also includes such men as the telegraph editors, cable editors, and persons in charge of copy boys, or other clerical persons. It includes assistant editors in every department. 6. "Editors" includes only the actual heads of department, none of their assistants, and no one in charge of reporters, except city editors. 7. "Feature Writers" includes special political writers and news reporters in Washington or other offices out of town; reporters for financial and sports departments, dramatic and music critics, and the city men who cover Police Headquarters, City Hall, business news, aviation, ship news, courts and art. It also includes the men in the news service; editorial writers and columnists. 8. "Photographers" is self-explanatory. 9. "Reporters" means only news reporters, whether full-time or space, both general and districts. 10. "Rewrite" is self-explanatory.