

WHAT DO YOU
READ?

The Guild Reporter

FOR THE 4TH
ESTATE

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REGIONAL PLAN OF ORGANIZATION PROVING VALUE

Stirs Effective Action in Spreading Guild

By JONATHAN EDDY

Because of the distance separating the various guilds, regional organization is proving itself one of the most effective means of spreading and strengthening the guild movement as a whole. Unions maintain and consolidate themselves through the efforts of staffs of trained organizers and business agents.

Unions pay dues many times as high as the guild can afford this businesslike and realistic handling of their efforts. The guild, however, showed an amazing capacity for growth through the devotion of newspaper workers themselves. It is still showing that capacity, but those who produce results are called on for even more mental energy and physical activity than hitherto.

Three Regions Most Active

To date the regions most active in this vital work are Region 4 (Ohio and part of Pennsylvania, Vice-President Strouse); Region 3 (parts of Pennsylvania, Delaware and New Jersey, Vice-President French); and Region 1 (New England, Lincoln Howe, chairman of regional organization committee).

Strouse has been working with Bill Davey, regional executive secretary, in arranging meetings of key men from both organized and unorganized cities. One regional convention has been held, resulting in formulation of plans that have already broadened the membership of local guilds and brought about the formation of new guilds in smaller centers.

Pennsylvania Meeting in October

As a result of activity in Region 3, 300 newspaper men and women from Pennsylvania, New Jersey and Delaware will gather at Wernersville, near Reading, when the first regional guild convention is held on Saturday and Sunday, October 13 and 14. It is the first of its kind and is expected to pep up guild organization and spirit throughout this part of the country.

John Y. Kohl, Allentown, president of the Lehigh Valley Club, is in charge of arrangements, and a heavy registration is reported from Allentown, Bethlehem, Easton, Reading, Harrisburg, Philadelphia, Wilmington and other cities where guilds are organized or are now forming. In addition to the business session there will be a dinner and dance Saturday night and plenty of sports and entertainment available. The affair is being staged at Galen Hall, a well-known resort hotel, and \$7.50 a person covers all meals, room accommodations and dancing.

New Englanders Meet in November

Newspaper men and women of New England will gather in Boston on Saturday and Sunday, November 10 and 11, under the auspices of the Newspaper Guild of Boston for the purpose of organizing Region 1 of the American Newspaper Guild, and electing a vice-president.

Assurances have been given that every one of the six States will be represented by editorial workers who will gather with the idea of putting the New England guild organization on a permanent basis.

Due to the fact that New England organization has lagged behind that in the rest of the country, the regional organization committee considers it necessary to make this convention more or less an informal meeting to which both guild and potential guild members will be welcome.

The convention will open with a dinner at a Boston hotel on Saturday evening and other meetings will be held on Sunday.

Details of the meeting are being worked out by a committee comprising Howe, chairman; Valery

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N. Y. Offices Double Space and Cut Rent

Headquarters of the American Newspaper Guild were moved, on September 28, from 55 West Forty-second Street to 49 West Forty-fifth Street, New York.

The Guild's first office was opened in one small room at the Forty-second Street address a year ago. Before the first convention of the national organization, last December, it had become necessary to double the amount of office space. Finally, the New York Guild moved to a separate office.

In order to conserve resources of both organizations, they are now temporarily sharing a suite. The space is double that formerly occupied by both organizations and the total rent is lower. Those who were obliged to work in the cramped confusion of the old quarters are rejoicing.

Visiting newspaper men are always welcome at national headquarters.

TELEGRAM PARLEY GETS TO DETAILS

Key Meeting of Scripps-Howard Chain Seans Program

Progress toward an agreement with the management of the New York World-Telegram is being made in conferences between members of the executive committee of the Newspaper Guild of New York, members of the World-Telegram Guild unit and the management. The negotiations are being watched closely by Scripps-Howard employees in many other cities, who say that their managements are delaying action to await the outcome here.

After an interval of a month, there was a conference in the Scripps-Howard offices on September 18—a conference to be followed by others in the immediate future—at which more detailed consideration was given to points of the guild program than at the first conference in August.

There was no disposition on the part of the management to resist consideration of an agreement, and those who sat in for the guild were encouraged to believe that successful conclusion of the negotiations might be expected at an early date.

In the absence of Roy W. Howard, those who represented the management were George B. Par-

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GUILD IN TOLEDO WINS PAY RISES FROM 2 PAPERS

News-Bee and Blade Units Achieve Own Agreements With Ohio Publishers

TOLEDO.—Salary increases ranging from \$2 to \$5 a week on the Blade and from \$2.50 to \$10 a week on the News-Bee were granted to editorial staff members of the two Toledo afternoon papers recently after several weeks of negotiations between the publishers and guild unit representatives.

The negotiations, begun before the St. Paul convention had the mandatory to bargain with publishers only through the agency of the city guild, were conducted separately by each of the two units.

Editor Carlton K. Matson met with the News-Bee unit representatives. In the Blade negotiations, Editor Grove Patterson and Business Manager Stanley Speer represented the publishers.

Ultimatum Unnecessary

The increase to the News-Bee staff came after the unit had voted to request the publishers for a definite answer to its wages and working agreement proposal by September 20.

There also was set up at the News-Bee—but without any signed agreement—a minimum wage of \$20 a week for all editorial staff employees who had been on the paper six months, and \$40 a week for all employees of five years of editorial experience. Regular increases also were granted to editorial staff members earning more than these figures.

Mr. Matson declined at this time to enter into a signed agreement covering a five-day, forty-hour week, vacation periods, dismissal notices and similar objectives sought by the unit. He said, however, that the matter would be kept open.

Await Word From New York

It was understood that the final position in the case of the News-Bee might be influenced, as far as the written agreement is concerned, by the outcome of negotiations now in progress between the New York Guild and the World-Telegram, chief paper in the Scripps-Howard chain, and other newspapers.

The increase affected all guild members on the News-Bee except one—a girl employed in a clerical

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Guild Pay Statistics Show a \$38 Average After 20-Year Grind

Tabulation of Questionnaires by NRA Officials Gives Frank Picture of Newsmen's Wages and Hours for the Whole Country

WASHINGTON.—To get more than \$38 a week, the average newspaper man in the United States must work twenty years.

Forty-four per cent of all editorial employees get less than \$32 a week, including 53 per cent of the reporters.

The median wage of desk men is \$40.68 a week; of reporters, \$30.70 a week.

ORGANIZING DRIVE ADDS 2 NEW UNITS

Ohio and New Jersey Guilds Grow—Negotiations Pressed

Organization work designed not only to bring new members into the guild but to put old members into a better position to demand the improvements which the guild seeks have been proceeding steadily. Two new guild units are reported and two reorganization drives have been accomplished.

New territory has been broken in Ohio, where a guild has been formed in Lorain, while the Hudson County Newspaper Guild, nearest neighbor of the New York Guild, has added its first separate unit. Reorganization work in Philadelphia has put the unit there into a mood for speaking out, and Columbus, Ohio, is making a drive for members.

100 Per Cent in Lorain

LORAIN, Ohio.—Editorial employees of the Lorain Journal and Times-Herald of Lorain have entered the guild 100 per cent and already had their first contact with one of the publishers. The contact left matters in a state that can best be described as "indefinite."

The unit's executive board met with S. A. Horvitz, Cleveland contractor and owner of the Journal. He stated that he had no criticism to make of the guild, but that he refused to recognize any organization which would involve him in collective bargaining. Members of the board asked Horvitz what he meant by that, and pointed out that editorial employees were entitled to such representation regardless of his attitude. The matter was left at that point.

Officers of the unit, which is affiliated with the Cleveland Guild, are M. R. Merryfield, president; Fred Deibel, vice-president; Mrs. Rhea Eddy, secretary, and John Dunn, secretary. Merryfield was elected representative on the executive board of the Cleveland chapter.

Hudson Talks Merger

HOBOKEN, N. J.—The possibility of a merger of the Hudson County Guild with its large neighbor across the river, the New York Guild, is being discussed here, and a committee has been appointed to investigate the possibility.

The Hudson Guild has just had a substantial growth with the addition of its first individual unit, that in the Hudson Dispatch in Union City, N. J., 80 per cent of whose editorial workers have enrolled. The unit was organized on September 15 at a meeting in Disabled American Veterans' Hall.

A committee of three was named to consider a program of collective bargaining procedure, composed of Irving Brody, J. J. Kalter and Horace A. Tani. The committee was instructed to report at the next chapter meeting so that the members might decide upon the technique or strategy necessary to bring about improved conditions.

William Gilman was unanimously elected president of the Dispatch unit; Wallace Ashley, first vice-president; Helene Pleasants, second

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The foregoing statistics and other haymakers to cocky "professionals" were tabulated by the Division of Research and Planning of the NRA from questionnaires gathered by the Guild last May.

David J. Brown, under the supervision of his unit chief in the NRA, Spencer H. Reed, analyzed the questionnaires, which were designed in collaboration with Robert M. Buck, vice-president of the American Newspaper Guild and its Washington representative. Their comprehensive and accurate analysis will serve as the basis of the Guild's presentation of its case at the public hearing on wages and hours for news department workers under the code. The Guild has asked that the code hearing take place November 12.

The Romantic Life

The report shows that the typical news department worker, indicated by medians from the sundry statistical tables, has had 9.6 years of experience; has worked for his present employer for 5.4 years; works 41.2 hours a week, and gets \$34.32 a week for it. By arithmetic average his wage rate is 78 cents an hour.

These and the other data are derived from questionnaire replies from 2,352 employees on 158 daily newspapers in eighty-two cities. Of these employees there were 39 executives, 796 desk men, 1,042 reporters, 110 artists, 95 photographers, 69 copy boys and 141 clerks. Most of the latter are employed in morgues.

The average hourly rates for each of these groups is as follows:

Class	Hourly Wage
Desk men.....	\$0.93
Artists.....	.91
Executives.....	.85
Reporters.....	.71
Photographers.....	.66
Clerks.....	.58
Copy boys.....	.34

All.....\$0.78

Part of the variation in these rates is due to variation in hours. Executives work 51.5 hours a week, on the average; desk men, 42.6; photographers, 42.4; reporters, 41.6; artists, 38.6; copy boys, 38, and clerks, 37.9. These are the shorter hours (for lower-paid employees) that have prevailed since the President's Re-employment Agreement.

Wages by Groups

All of the "averages" except the hourly wage rates are medians rather than true averages. A median is the point midway in a scale. A median wage is the one at a point above which and below which an equal number are paid. It varies slightly from an arithmetic average.

The median weekly salaries are as follows:

Class	Weekly Salaries
Executives.....	\$42.05
Desk men.....	40.68
Artists.....	37.00
Photographers.....	33.86
Reporters.....	30.70
Clerks.....	20.13
Copy boys.....	14.50

It should be said that the salaries of artists and photographers average higher than those of reporters herein, because the newspapers in the smaller cities, which pay less,

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Broun and Eddy May Attend International Session in Belgium

Heywood Broun, president, and Jonathan Eddy, executive secretary, will officially represent the American Newspaper Guild in Brussels, Belgium, at ceremonies on October 26 inducting the guild into the Federation Internationale des Journalistes as the latter's largest constituent body, provided interference with other guild needs can be avoided. Later they will participate in the deliberations of the federation, which is linked with the League of Nations and includes national organizations of journalists in nearly all civilized countries.

The guild's contacts with the federation date back to a year ago. At that time Eddy, in his capacity as temporary secretary of the temporary "New York Guild of Newspaper Men and Women" addressed a letter to the federation seeking information on organizations of journalists in other countries.

Thus began a long correspondence with Stephen Valot, General Secretary of the international organization. The correspondence brought to the American Newspaper Guild voluminous data on working hours and conditions of newspaper men and women in Europe, Africa and Australasia, which was translated and turned over to the contracts committee at the St. Paul convention.

The guild grew by leaps and bounds and soon M. Valot was congratulating us upon being the larg-

est organization of its kind in the world. Through the FIJ twenty-one national unions and associations of journalists were apprised of the convention of the American Newspaper Guild. From all parts of the world there came to the convention cabled greetings from fellow newspaper workers in other lands.

Officially representing the FIJ, M. Dapigny of the Havas Agency attended the convention. He addressed it twice, describing what organizations like ours had accomplished elsewhere and recounting the manner in which obstacles had been overcome. After hearing him the 125 delegates from all parts of the United States voted to affiliate with the FIJ.

The American Newspaper Guild was forced by financial considerations and press of other activities to forego representation at a meeting last summer of the Executive Council of the FIJ at Warsaw, Poland. The next full meeting of the governing body of the organization is that of October 26.

Before the American Newspaper Guild came into existence, one of the objectives of the FIJ as outlined in its official program was to include American newspaper workers within its ranks, and in preparation for the Brussels congress, Secretary Valot has stressed a desire that the guild secretary

GUILD'S FIRST YEAR DETAILED BY BROWN

Has Anything Been Accomplished?—President Says Yes

By HEYWOOD BROWN

A year is a comparatively short period in the life of any national organization, even at this time of events are moving so rapidly along the labor front. There is a tendency at the present time to say, "Well, after all, what has the Guild accomplished?" or sometimes it is even more specific and the query goes "What has the Guild done for me?"

It is generally true that the first problem of an organization is to organize. Substantial benefits seldom drop from the sky. Accordingly, the Guild, like every other union, faces the difficulty that it cannot complete its organization without showing definite gains, and cannot show definite gains until it has completed its organization.

I believe a problem of this sort is called a vicious circle. There are two ways out. Faith will help, and so will knowledge. In regard to the latter I may point out that the Guild has scored one very definite gain.

The advantage it has won is still far from complete, but it is a distinct step forward. I refer to the five-day, forty-hour week. The Guild feels that this should exist throughout the country and it remains one of the chief objectives. But already a large number of newspaper men have gained this right. It came in almost every case through the insistence of the Guild. It must be admitted that there are a few cases in which the five-day week was put into operation before the Guild had taken definite form.

To be specific, the Daily News in New York established this system wholly on its own. The World-Telegram also was an early innovator. One or two papers in New York which established the five-day week used it only for a time and then took it up again when the President made his request at the time of the signing of the newspaper code.

Guild representatives conferred with President Roosevelt in Washington four times and at each meeting the five-day, forty-hour week was the chief point of discussion. The Guild wanted it written into the code. To this objection was raised that there might be small papers which could not carry on under this system. To this objection the Guild representatives replied that at the very least a start might be made by setting up certain shining lights in the large cities. Our suggestion was an inset four-color edition of 500,000 and papers of 30,000 circulation or more. Our request was modified by the President, who set 750,000 and 75,000 as the figures.

It is still far from a perfect arrangement, but there are men and women who have at least in part an extra day off wholly on account of the activities of the Guild. I think that in all fair-minded reports who have this right ought to come into the Guild to strengthen the gains already made and to push for the others which are to come.

The Blade increased total in all but a half-dozen staff members, who had received increases last spring. Members of other Blade departments also benefited by guild representation, as increases were granted in advertising, circulation and accounting staffs.

At a meeting of the unit the day the increases were granted, there was strong enthusiasm for what the guild had accomplished. Disaffection was expressed, however, because the new code was put into effect without first being submitted to the unit as an offer.

Attempts of the Times unit of the Toledo guild to obtain a wage and working agreement for its members have been unsuccessful so far. The Times also is a Paul Block paper. Action by the whole city guild in the Times case has been discussed.

CAMERA MEN GET 5-DAY WEEK BACK

Hearst's International News Photos Accedes to Request

International News Photos, Inc.

Hearst organization, this week agreed to re-establish the five-day, forty-hour week, following a conference on Tuesday, September 18, between the management and members of the executive committee of the Newspaper Guild of New York. Last spring the five-day week was abandoned after being given a trial.

The members of the I. N. P. Guild unit voted early in the summer to request the guild to seek a return to the shorter week, but soon after the vote was taken Joseph V. Connolly, head of the I. N. P. and other Hearst services, left for Europe and the request for an interview was delayed until his return.

There followed an exchange of letters leading to the conference. Those sitting in with Mr. Connolly for the management were Walter Hovey and G. S. Hopkins. The guild's executive committee was represented by Carl Randau, president of the Newspaper Guild of New York, and Milton Kaufman, executive secretary. The I. N. P. Guild unit was represented by three members who sat in as observers—Matthew Black, the unit chairman; Hugh Broderick and Mauro Rubino.

Mr. Connolly expressed himself as heartily in favor of the shorter work week for those organizations that could afford it, and also was in favor of the shorter week for the photographers through cutting down the working day rather than merely the hours. It was a worth-while objective.

A. N. P. A. Redefines Little Word 'Factual'

The following letters are largely self-explanatory. The members of the executive committee of the Newspaper Guild of New York believe that "factual accounts" should be based on facts and not on expert statements. It was as a result of that belief that an opportunity was sought to supply to the American Newspaper Publishers Association the facts in the case of Alexander L. Crosby's discharge from the Staten Island Advance.

The Guild's offer to supply facts was not, it seems, welcomed. Mr. Randau wrote L. B. Palmer, general manager of the American Newspaper Publishers Association, on September 1:

"In the September 1 issue of Editor and Publisher there appears a paragraph:

"L. B. Palmer, general manager of the A. N. P. A., said a Guild spokesman in all fairness, reporters who have this right ought to come into the Guild to strengthen the gains already made and to push for the others which are to come."

"No member of the Guild's executive committee, or any other person, so far as we can learn, was requested by you to supply facts relating to the Guild's side of the dispute."

"Is it a policy of the A. N. P. A. to regard as a factual account an expert statement?"

"If not, we welcome an opportunity to see the account you have sent out and an opportunity to present such facts as may have been overlooked."

"Yours very truly,"

Mr. Palmer's reply, written a week later, follows:

"In reply to your letter dated September 1, this organization, as its name implies, is an association of publishers and not an association of the employees of publishers."

"The bulletins issued by this association are for the exclusive use of the membership and are not for general circulation."

Guild Artists Stage Own Exhibit Oct. 16

Ehrlich-Newhouse, Inc., 578 Madison Avenue, New York, has offered to arrange an art exhibition of the work of members of the American Newspaper Guild on October 16. If the event shows promise, the gallery suggests that the exhibition may become an annual one.

Bronx Home News Unit, Boasting Perfect Record, Challenges City

The Bronx Home News unit of the Newspaper Guild of New York is now almost a year old. It has been organized practically 100 per cent since its inception. Every member of the unit who originally signed his desire to become a member of the Guild—and this includes every member now in the unit except those who have left the Home News—has paid his dues regularly and on time. There are no arrears in the unit.

In all calls for defense funds the unit has paid so liberally that had all units in the New York Guild done likewise there would have been collected considerably more than \$2,000.

In all calls for work by individual members the unit likewise has done better than good. At least 75 per cent of the membership has participated in the Long Island Daily Press fight and in the battle now going on in Staten Island, despite the fact that geographically the Home News unit was farthest away.

The unit recently adopted a resolution stating: "The Home News unit is proud of its record. But we believe it is fair."

Guild Statistics Show Pay Average of \$38 a Week After 20-Year Grind

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do not have artists and photographers.

These "Large" Salaries

To get at weekly salary rates in another way, some of the tables show that only 65 per cent of the 2,352 news department workers get \$100 a week or more. Six of these reporters—26 per cent of the reporters—only 2.75 per cent get \$75 or more. Only 15.5 per cent get \$60 or more.

On the other end of the scale, 19 per cent of all the news department employees get less than \$20 a week. Twenty per cent of the reporters get less than \$20 a week. Forty-four per cent of all get less than \$32 a week, including 53 per cent of the reporters, 25 per cent of the desk men, 49 per cent of the photographers, 26 per cent of the artists and 16 per cent of the executives. More than 83 per cent of all get less than \$50 a week.

In the spring of this year, 18 per cent of the desk men, 19 per cent of the reporters and 26 per cent of the photographers worked more than fifty hours a week. More than 42 per cent of the desk men and more than 30 per cent of the photographers worked more than fifty hours a week. More than 54 per cent of all three groups worked more than 50 hours a week.

\$30 Is High

Much is said by publishers about the high pay drawn by newspaper men of long experience. The low salaries are not confined to the cub. Of those who have had less than two years' experience, 71.5 per cent get less than \$20. Of the remainder the median weekly wage is as follows:

Years of Experience.....Median Weekly Pay
5 to 9.9.....\$30.21
10 to 19.9.....\$36.79
20 and over.....\$42.32

In compiling these figures it was estimated that the average newspaper man must work twenty years to get more than \$38 a week.

Other and more elaborate tables show to what extent salaries vary with the size of the city and the circulation of the paper.

As to salary cuts, the number receiving more than \$40 a week decreased 33 per cent from 1930 to 1934, whereas the number receiving between \$20 and \$40 increased 51 per cent in the same period. The median salary declined from \$41 to \$35 a week, or 14.5 per cent.

After the Cuts

The cuts resulted in a leveling process, the reductions in numbers of employees receiving higher salaries being 61 per cent of those getting more than \$75; 47 per cent of those getting from \$50 to \$75, and 10 per cent of those getting \$40 to \$50.

Sixty-five per cent of employees in all groups get no kind of extra compensation for overtime. Of those who do get some, 77 per cent get it in the form of compensating time off. Five per cent of the total number get extra pay. For the remainder there are no definite arrangements.

Seven per cent of the reporting employees get cash bonuses. Eleven per cent of all reporting employees get no pay when off for

sickness. Those who get full pay are only 38 per cent.

Twelve per cent get no vacations; 10 per cent get one week; 57 per cent get two weeks; 1 per cent get less than one week; 15 per cent get vacations without fixed length; 5 per cent with part pay.

DEAL IS RESUMED IN PHILADELPHIA

Guild and Evening Ledger Resume Contract Negotiations

PHILADELPHIA.—The Philadelphia Camden Newspaper Guild is resuming negotiations for a one-year contract with John C. Martin, publisher of the Philadelphia Evening Public Ledger. The Ledger unit met on September 18 and requested unanimously that the guild negotiators insist on the following key provisions in the proposed contract:

(1) A written agreement that staff members who have been dropped since June 1 for economy reasons shall be re-hired before any one else is taken on to fill the type of position that they formerly held.

(2) A written agreement on the time and means of pay cut restoration.

(3) A written agreement on minimum pay scales approximating the provisions in the guild contracts on the Philadelphia Record and at Madison, Wis.

(4) A written agreement on gradual dismissal of employees, without the clause in the Record contract.

(5) A written agreement on a means of arbitrating disputes. The negotiations are being resumed after an interval of two months. On August 2 the publisher met with the negotiating committee, composed of Paul Conly French, of the Record, president of the Newspaper Guild of Philadelphia and Camden; Roger Butterfield, of the Evening Ledger, second vice-president; Gervase Love, of the Daily News, third vice-president; John Mark, of the Record, treasurer; and Girard Chapin, chairman of the Evening Ledger unit.

This meeting was held soon after the guild, by winning a National Labor Board election, had defeated an attempt to set up a company union committee as the staff's representative in contract negotiations.

As a result of this election, Mr. Martin recognized the members of the guild committee as the spokesmen for his entire staff.

Little progress was made at this conference, which was in the nature of a general discussion. The sole point agreed on was that the chairman of the staff, Restoration, could at any time take up with the publisher the grievances of any member of the staff. Restoration of the two 5 per cent salary cuts was refused for the time being.

For some reason the negotiations before and after August 2 were hindered by the merger of the Morning and Evening Ledger with the Philadelphia Record, with the Inquirer and the consequent untimely of affairs. The negotiating committee is now more confident of attaining results.

After the Labor Board election, Butterfield, who led the successful fight against the company union, was elected to his present office and he resigned as chairman of the guild. A step-up in the same time the unit elected James Colligan, Andrew Hamilton, Lou Jaffe and Albert Jones as members of the Executive Council of the Newspaper Guild of Philadelphia and Camden. Jones lost the job recently so he had to resign. He was succeeded by Evelyn Shuler, while James Bluest was chosen to fill the next vacancy.

A \$20 Case Problem In the Higher Ethics

NEWARK.—Three editorial writers of the Newark Ledger were seeing some local night life. One was a new recruit, a copywriter, who had applied for membership in the Guild but had not yet been admitted.

A well known politician entered. Greeting the newspaper man, he was introduced to the new copywriter. The latter, somewhat the worse for liquor, made a few pointed remarks to the effect that he handled all his paper's political fight against the company union.

The politician took out his wallet and handed the man a \$20 bill. The copywriter took it. He bought a round of drinks, peddled the change and left the place.

When he returned to the office the next day, still under the influence of liquor, he was fired. Those who had accompanied him the previous night told the story to other Guild members. In half an hour twenty persons had subscribed \$1 apiece. The \$20 was sent back to the politician. The Guild congratulated the Guild members on the Ledger.

LOSE SHIP WORK IN MADISON, WIS.

Both Papers Sign—48-Hour Week Is Provided, However

MADISON, Wis.—Madison, on September 14, became a closed-shop for daily newspaper workers with the Lee Syndicate. The Journal and the Times recently effected a business consolidation, but are continuing separate editorially, without revision of news staffs.

The minimum wage scale provides \$15 weekly wage for novices during his first three months, \$20 for the final nine months of the first year, \$25 for the first half of the second year, \$29 for the next six months, and \$35 for any one who can show two years of experience on a daily in a city of 25,000 or larger.

No reductions may be made in any wage at any time below the minimum.

The minimum scale affects only the Lee Syndicate, but publishers do not intend extending it to librarians. The minimum for librarians, regardless of experience, is fixed at \$20; one librarian thus got an increase and the other was not affected.

The contract stipulates that the discharge of an employee may be made for cause, but that, after a year's service, an employee is entitled to at least two weeks' notice, and after one year's service is entitled to at least one month's notice.

Disputes on qualification for discharge notice go to the executive committee of the Guild, and its judgment is final.

The closed-shop provision stipulates that all editorial employees of the two newspapers must be guild members in good standing and that if they are for any reason ejected from the Madison Guild the employer shall immediately give them the notice of discharge from employment.

In contrast to situations elsewhere, Daniel D. Misch, managing editor of the Journal, is president of the Madison Guild; it was his delegate to the first national convention approved by the Madison Guild. He signed the contract for the Guild.

(Editor's Note: The above story was printed as received from the Madison Newspaper Guild, but the editors feel obliged to point out that the contract signed by the Madison Guild binds its members to a longer work-week than is either the best practice or the general guild objective today, and sets minimum wages lower than those now being paid mechanical workers in the same plants. Its maximum dismissal notice cannot be determined, as does also the question of a preferential guild shop. It was the management's view that it would be unnecessary to include in an agreement a provision prohibiting employment by the day or a prohibition against transfer in case of labor difficulties, of employees from plant to plant or department to department. Further consideration is being given to these points by representatives of both the guild and the management in anticipation of further general conferences.

Guild Is on Radio Thursdays Evenings

The Guild is "on the air" Thursday nights from 10:15 to 10:30 (Eastern Standard Time) over WEVD, 1,200 kilocycles. The programs have been heard at distances of several hundred miles. Suggestions as to how they may be improved will be welcomed by Jonathan Eddy, and should be addressed to him either by mail, at his headquarters, 45 West Forty-fifth Street, or care of WEVD, Claridge Hotel, Times Square, New York.

Laid Off After 7 Years, Guild Man in Newark Gets \$455—90 Days' Pay

Probably it will take more than a year for the Newark Guild and all its staff to make it pleasant to be fired, but already the guild has made such a misfortune less unpleasant in one city. The city is Newark, where Paul Block has his Star-Eagle, and where the Star-Eagle has an agreement with the guild.

Stanley J. Morris, for seven years a member of the Star-Eagle's editorial staff, is one of the first beneficiaries of that agreement. The agreement, consisting of 11 by stipulations on vacations and sick leave. About forty news workers, who acted co-operatively in a 100 per cent guild organization, are affected.

Several months ago, immediately after seven editorial workers had been summarily dismissed by the Star-Eagle, a guild negotiations committee, consisting of Emanuel Crozier of the Newark Ledger, president of the Newark Guild; Stephen Merrill of the Associated Press, and E. B. Berlinski of the Newark Sunday Call, conferred with Block. The outcome was a dismissal bonus agreement in which the publisher promised to remunerate laid-off employees on a basis of length of service, as follows:

Less than one year, one week's pay.
One year or more, two weeks' pay.
Two years or more, four weeks' pay.
Three years or more, six weeks' pay.
Five years or more, three months' pay.

World-Telegram Deal Organization Drive Gets Down to Details Adds 2 Guild Units

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ker, editor of the Scripps-Howard newspapers; Lee B. Wood, executive editor of the World-Telegram; Raymond A. Hunsicker, executive editor of the World-Telegram; and John Sorrell, executive editor of the Scripps-Howard newspapers.

Morris, treasurer of the Newark Guild, was spokesman for the committee. He represented the committee with him being Heywood Brown, Carl Randau, Paul Fredericksen, and Milton Kaufman. Observers for the World-Telegram unit were Forrest Davis, Frederick Wolfman, Lou Wedemeyer, Leon Svirsky and Joseph Mitchell.

On the subject of pay restoration, the management declared it self determined to restore cuts as rapidly as business conditions permitted, and to make the restorations on a blanket basis to offset the blanket cuts. Tentative dates for restoration were sought by the guild.

It was indicated there would be no resistance to the guild's five-day week to the subordinate executives, with the possibility that this might be done even before the conclusion of an agreement.

"Liberalization" of the severance notices and of annual vacations was approved, provided without full agreement on the details. The guild seeks a notice of one month a year and a step-up of vacations to three weeks after five years and a month after ten years.

The form of grievance committee proved, as Mr. Parker described it, to be a genuine hurdle, the management desiring to retain final authority and the guild seeking the direct opposite. Efforts are being continued with the hope that a satisfactory solution of this head-on argument may be reached.

Minimum wage scales remain to be determined, as does also the question of a preferential guild shop. It was the management's view that it would be unnecessary to include in an agreement a provision prohibiting employment by the day or a prohibition against transfer in case of labor difficulties, of employees from plant to plant or department to department. Further consideration is being given to these points by representatives of both the guild and the management in anticipation of further general conferences.

Guild Is on Radio Thursdays Evenings

The Guild is "on the air" Thursday nights from 10:15 to 10:30 (Eastern Standard Time) over WEVD, 1,200 kilocycles. The programs have been heard at distances of several hundred miles. Suggestions as to how they may be improved will be welcomed by Jonathan Eddy, and should be addressed to him either by mail, at his headquarters, 45 West Forty-fifth Street, or care of WEVD, Claridge Hotel, Times Square, New York.

Philadelphia Talks

PHILADELPHIA.—Reorganization of the Philadelphia Inquirer unit of the guild after a period of inactivity has been accompanied by a series of direct negotiations for a guild contract with what appear to be excellent chances of success.

John C. Martin, publisher of the Inquirer, with whom negotiations were opened in June, has referred the guild negotiating committee to Charles A. Tyler, vice-president and general manager of the paper. Mr. Tyler in a letter dated September 17 suggested a conference within two weeks, with the formal date to be set later. As this issue goes to press it is expected that the meeting will be held around October 1.

Leland Ross, of the copy desk, is the new chairman of the Inquirer unit. Other new officers are Carlton Cressman, vice-chairman; Everett Gery, secretary; and Joseph Yaffa, delegate to the executive committee; George Mawhinney and Edward Walsh, alternate delegates.

Delinquents Pay Up Dues Fast as Guild Starts Action

AKRON, Ohio.—The Akron News-Gazette has drawn its first contracts from delinquents. The contracts were drawn up by the Akron News-Gazette and Akron Times-Press.

Although the two units of the Akron Guild have held nearly 100 per cent membership since their organization a year ago, they had not until now approached the publishers with any demands.

At the mid-September meeting a negotiations committee, composed of three guild members from each unit and headed by the president, Ray Sutcliffe of the Times-Press, was instructed to draw a contract and open negotiations.

An excellent morale is manifest in the Newark Guild. Dues are paid up, almost to a man, and editorial workers of the three guild papers are organized virtually 100 per cent. Newark's national dues are paid up in advance, there is a balance in the local treasury, and the members support an office and a part-time secretary.

William Hamilton Osborne of Newark and New York, counsel to the Authors' League of America, has been retained as counsel to the Newark Guild.

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BOSTON PAY RISE JUST "FOR MERIT"

But After Years of Delay, It Follows Guild's Parley

BOSTON.—Less than twenty-four hours after a two-hour conference between the negotiating committee of the Newspaper Guild of Boston and E. W. Preston, publisher of the Boston Herald-Traveler, on September 5, sixty members of the editorial staffs of the two papers received salary increases ranging from \$2 to \$10.

Each recipient of an increase was interviewed individually and told that the rise was a reward for merit and had no connection with the Guild. He agreed, however, on the two days following that the staff members gave full credit to the Guild.

The news also created a stir among the suburban dailies. Immediately after the increases were announced, the staffs of several asked the Guild to send organizers to address them.

Guild Is Recognized

Preston, in dealing with the negotiating committee, said he recognized, without reservation, the right of the Boston Guild to represent his employees in collective bargaining. The right of the Boston Globe representative on the negotiating committee to sit at the conference was not challenged.

He declined to sign a contract "at this time," declaring that he did not intend to be a "pioneer" publisher in instituting Guild reforms, and that he would wait until the Guild was already recognized by many publishers. He added, however, that he was refusing to discuss a contract.

While flatly refusing to install the five-day week and minimum wages, which were requested, Preston asked the Guild to wait on them until after the national code hearings this fall. He agreed, however, to discharge all "business office" ringers who were working without pay for the experience.

Pay Rises "For Merit"

The pay increases, the staff is convinced, were distributed by Robert B. Hoyle, managing editor, on a basis of merit, without any thought of penalizing any one for Guild activity. Many meritorious and deserving cases were overlooked, however, and no one in the art or photographic departments received increases.

If the raises were distributed with any idea of "killing off" the Guild, the effect would be a parent tightening of Guild morale was at once evident, with the staffs of the two papers alike determined that if a couple of letters and two conferences with the publisher could accomplish such a miracle, the Guild deserved 100 per cent support. "I'll spend a buck to get \$20 any time," said one member, now completely convinced.

The Guild Reporter

Published on the 1st and 15th day of each month by the American Newspaper Guild in the interest of newspaper editorial employees throughout the nation.

All contributions should be addressed to the editor. No manuscript will be returned unless by request of the sender.

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

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

Application for entry as second class matter is pending.

Vol. 1, No. 10. October 1, 1934

The Dues Must Be Paid

If the Guild is to fulfill its mission, strict discipline must be created at once in payment of dues. We must look to the labor unions for a lesson in this essential. An experienced union member understands the necessity for prompt payment. His organization does not permit him to fall behind. If he does he loses his membership, and, if he works in a union shop, his job.

This is based on the fundamental nature of this organization, and the practice of unions, in this respect, must be adopted by the Guild. The Guild has one chief justification for existence. It is to fight for more bread and butter for its members. Raising professional standards, cutting down hours, striving for Guild recognition, coping with the problem of unemployment, all are details of the battle for more of the good things of life.

The Guild applies organized strength to do what individual members want to do for themselves, but are unable to accomplish alone. Therefore, the strengthening of the Guild is, collectively, the same as an essential part of the living expenses of each member. It is just as much so as expenditure for food. Dues are the food of the Guild.

Payment of dues must precede performance by the Guild. Men and women do not walk into organizations without solicitation. This is especially true of newspaper men and women, unaccustomed as they are to collective economic effort. The story of the Guild must be carried to them. Printed matter and correspondence must be liberally used. Organizers on full-time salary must be employed. These activities require maintenance of offices. All of these things cost money. Until this money is spent and large numbers are brought into the Guild it cannot cope with the publishers.

The origin of these funds lies in the local Guilds. No money can be sent to national headquarters to meet the per capita national dues until it is collected by the local Guilds. The local Guilds themselves need money. It can only come from members.

If members are permitted to sit in payment of dues, two dire things happen. The Guild is not built up in strength to perform its functions, and the local and national organizations lose coverage. Work of the Guilds becomes slippish. Debts of members to the Guilds pyramid. Collection becomes progressively more difficult. Finally members have to be expelled or the monetary principle must be applied to wipe out uncollectible accounts. In either case the Guild has become crippled.

Our work cannot be done that way. The first essential of an organization of workers is the founding of the habit of prompt payment of dues. The amounts are not large for each member to contribute. Coming from many, the sums are great.

But, while the collection of this money is vital to this organization, in which we place so much faith, other means than expulsion can, for the present at least, be taken for collecting from delinquents. Notice that names of delinquents are soon to be posted on office bulletin boards has obligated the necessity of posting all but a very few names. Publication of names in office news sheets and local Guild publications also has been suggested.

The first requisite of satisfactory dues collection is a controller or treasurer who will really work; the second is that those who fail to pay their dues commitments be made to understand that such failure is an injury to the Guild and, consequently, to their fellow newspaper men and women.

Mr. Finit Walks Out

One of the many steps that rushed forward to adopt the Guild at its first lusty yell was our hustling neighbor, Editor and Publisher. As the drum major of the newspaper industry, it knew exactly what our place in the happy family should be. We would sit at the far end of the table, speak when spoken to, run a few errands not up to them thought worth bothering with, and, if we made ourselves unexpectedly useful, would be rewarded with modestly larger drumsticks.

Now, it seems, we have had the bad taste to kick a slat or two out of our cradle. Mr. Pew (we assume it is he) has thrown up his hands in horror. Some body brought him the wrong baby! And, with a few appropriate tears and a haste in the best traditions of modern business, he has editorially disowned us; pronounced us, as the tender age of one year, a "humiliating failure."

Modesty forbids our disputing him. Anyway, all of us, including Mr. Pew, will know more about it in, say, ten years. But we wish he would stop weeping that haunting phrase, "cooperation" with the publishers. Every time we read it we pinch ourselves and ask why we hadn't thought of it. And then we remember the newspaper code. If the publishers had really been interested in having their employees cooperate on some new plane—apart from the eight to twelve hours a day, five to six days a week we cooperate with them now—mightn't they have raised the question at the time they were drafting that famous document? Could it be that they really were not interested?

And Mr. Pew reveals that last April many of the publishers told him of their readiness to deal with us. Isn't it odd that they did not go ahead and deal? Were they shy? Or just afraid they might make us too strong?

Friedlander Is New Fairchild Chairman

The Fairchild unit of the Newspaper Guild of New York has elected Herman Friedlander as chairman to succeed Milton Kaufman, who left Fairchild Publications to become executive secretary of the New York Guild.

Things Looking Up In San Francisco

SAN FRANCISCO.—This Bay Region guild has started to turn once more. The Executive Committee met the other night, and the interest in doing something about some things runs high.

The toll of lawful procedure in the case of Louis Burgess, discharged from the San Francisco Examiner because of guild activity, and that of Dean Jennings of the San Francisco Call-Bulletin have taxed the patience of the guild to just about the bursting point. There is going to be a call for a showdown on the Burgess hearings, which have been conducted ad nauseam, as a matter that was heard, accepted as a completed case and closed.

Reorganization of the local guild with present procedure in Government's lead, with the idea either of getting a showdown or of producing one more demonstration of the unrepresentativeness of the whole labor board setup.

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Brickbats aimed at the Guild Reporter will hit a new editor this week. Joseph D. Rooney, of the New York Herald Tribune, who turned the paper from the second issue through the last, is leaving the newspaper business. He takes with him the high regards not only of the Reporter workers in New York but also of readers all over the country, many of whom have sent in tributes to his work.

One of the duties of a newspaper, the permanent, full-time editor authorized by the national convention, is to keep the Guild Reporter in the front of the news. He is concentrating on getting the paper out regularly on the first and third of each month.

The deadline in Guild Reporter copy are henceforth the seventh and twenty-second of each month at headquarters, 100 West 42d Street, New York. All city executive committees have been asked to set up editorial boards whose job it is to determine what local stories will be of most help to the guild concerned and to get the copy in on time.

The men who are contributing their time to the actual editing and make-up of the paper in New York have voiced the hope that local guilds will not regard Guild Reporter coverage as routine, but especially when an important guild story is to be covered, will assign it to their very best writers. They also hope that their fellow guilds in other parts of the country will be moderately patient with mistakes.

Some Newsboys Lose Money on Their Job

Some of the petty tricks practiced on newsboys by at least one of the New York Guilds, the fight against the Staten Island Advance, there the management compels its carrier boys to sign a contract when they are assigned to a route, under which they are penalized 50 cents for each subscriber they lose. Each boy, in addition, must post a bond of \$7 before he is permitted to deliver the Staten Island Advance to deliver papers.

Letters to the Editor

FROM EX-NEWSPAPER MAN

Editor Guild Reporter:

Thanks very much for sending the Guild Reporter to me. I read every word of it.

Since, because I have not been an active news writer or editor for more than a decade, I am barred from joining the guild, may I respectfully suggest that the guild so alter its constitution and operation as to include former newspaper men, (editorial) as associate members?

May I suggest, too, that the guild, as a whole, establish a home for indigent or incapacitated newspaper (editorial) workers, such as a "house of the aged" or a "house of the infirm" union has, I believe, in Colorado?

Success to you and the guild!

Chicago, Ill. J. L. NEWMAN.

NEW BATTLE TACTICS

Editor Guild Reporter:

The Guild needs badly a new technique for fighting employers, and one is available to it which never has been available to any other group of organized employed persons.

It is a reflection upon the able conduct of Staten Island Advance picketing campaign to say that it has obvious weaknesses. It has been and is worth while, but better weapons should be sought. We should adapt for ourselves, certainly, all the methods of union protest that can help, but we need especially to look for new methods, especially methods that our specialized resources make available.

To say to the public: "Don't patronize this newspaper because it is ineffective" will never be highly effective. To say "Don't patronize this newspaper because it is unfair to YOU" and then to prove that it is a tremendous improvement. And the Guild is in a position to do just that.

Newspapers and their publishers are vulnerable. There are connections—social if not actually financial—in the background of every newspaper, or practically every one, that tell the tale of certain unpublished—stories.

I urge that serious consideration be given to establishment of a flying squadron of the best newspaper investigators in the New York organization, under direction of some one of the newspapers in the United States with the stuff on which they are grinded. Liberal and radical newspapers have sometimes found it difficult to obtain adequate supply of newsprint; and it will be recalled, too, that there were once some disclosures concerning the methods in controlling newspaper employed by the big paper and public utility concerns.

Incidentally, International Paper and Power is controlled by Continental Shares, Inc., the majority of whose stock is owned by the Chase National Bank, which is a Rockefeller institution.

Herald Tribune Unit Lets Critics Talk Up

The Herald Tribune unit of the Newspaper Guild of New York conducted a forum the night of September 30 which the unit's chairman, John M. Price, advertised as a "field day for critics."

The new governing group has already announced an election to choose eighteen alternate delegates to the Representative Assembly, and it plans to hold unit meetings as frequently as possible in order to whip up enthusiasm for the guild.

The Times unit, with about 250 members, is the largest in the New York Guild and probably the largest individual unit in the country. It has been recognized by the Times membership, however, that additional steps must be taken to attain the full strength of action which the large membership would imply.

The new election was made necessary by the resignation of Marshall Newton as unit chairman and Hanson Baldwin as a delegate.

New York Times Unit Has Reorganization

The New York Times unit of the Newspaper Guild of New York has been reorganized with the new leadership. The unit has been reorganized with the new leadership. The unit has been reorganized with the new leadership.

James Kieran, Albany correspondent and political writer, has been elected chairman, and three other new delegates to the Representative Assembly have been chosen to fill out the executive committee of nine. These are Ira Bird, copywriter; Jack Dalton, sports, and Craig Thompson, city staff. The others on the executive committee are Clyde Beale, Sunday; John Chamberlain, book critic; Murray Schuchman, office boy; J. Russell Walrath, art, and Charles Barnett, news.

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The Handy Mr. Hanson

Hanson and Linroff collected a \$200,000 fee for their efforts in effecting the transfer of a power trust investigation from a Senate committee, headed by the late Senator Thomas J. Walsh, to the Federal Trade

Exactly Who Is Regulating the Newspaper Publishing Industry?

HOSE who believe there is no possibility of Fascism seizing a foothold in the United States might consider the suggestion for self-regulation of industry put forward by the Industrial Advisory Board of the NRA, even before the advent of the Liberty League, and before President Roosevelt took an active hand in the reorganization of NRA machinery.

Then, to get a concrete picture of what self-regulation would mean, examine the NRA set-up in the newspaper industry.

The Industrial Advisory Board consists of a group of dominant industrialists appointed by General Hugh S. Johnson every four months to get an inside view of the operations of NRA. It was designed as an "educational" institution for bringing really BIG business more sympathetically in touch with New Deal problems and policies.

Members and former members of this body, meeting on June 18 at Hot Springs, Va., decided the time had come for the Government to get out of business and hand back the reins.

"We believe the American people are willing to give American industry opportunity to regulate itself; provided, however, that such regulation must always be administered in the public interest," the board resolved. And to convince the American people that it is ready to let industry run itself, without the cumbersome supervision of the National Recovery Administration, five full-time paid members, who live at Washington, are appointed. The same men behind this development are those who have started the New Liberty League.

The board also endorsed a revised version of the Swope scheme for self-regulation of industry. Gerard Swope, president of General Electric, was formerly chairman of the Industrial Advisory Board. Its present head is George H. Mead, president of the Mead Corporation, paper manufacturers.

There is a close connection between the publishing business and "big business" through the manufacture of paper. The Mead Corporation sells its products to many magazines, among which are the Women's Home Companion, American Magazine, Collier's, McCall's Magazine, Time, Cosmopolitan, Good Housekeeping and the Condé Nast publications.

It also will be remembered that the International Paper and Power Company, through its subsidiary, the International Paper Company, supplies a large number of the newspapers in the United States with the stuff on which they are grinded. Liberal and radical newspapers have sometimes found it difficult to obtain adequate supply of newsprint; and it will be recalled, too, that there were once some disclosures concerning the methods in controlling newspaper employed by the big paper and public utility concerns.

Big Business and the Press

Incidentally, International Paper and Power is controlled by Continental Shares, Inc., the majority of whose stock is owned by the Chase National Bank, which is a Rockefeller institution.

Some of the Personalities in Labor Relations, Plus an Idea for Real Control—By the Guild Itself

Commission, at that time considered safer for the power interests.

Hanson is also counsel for H. M. Byllesby & Co. A few years ago he represented the Byllesby interests before the Senate Committee on the District of Columbia in an effort to obtain the power site at the Great Falls of the Potomac River for his clients.

This site was surveyed by the Byllesby people as a first step toward getting it into private hands, or at least reducing the possibility that it would be used for a publicly owned power plant, with which Washington might be supplied with cheap current.

There is an exceedingly interesting man who presides as chairman over this board, whose name is Harvey J. Kelly. Mr. Kelly some years ago was a time clerk for railroad construction and logging gangs in the old Northwest. He gave his best for fighting labor unions in dealing with the Wobblies and other radical groups of the Northern woods, where real rough stuff was done. Graduating from this position of time clerk, for a while he operated a log-towing steamboat.

His vigorous personality appealed to J. F. Young, business manager of the Spokane Spokesman-Review. Although he introduced to newspaper work was through the business office, Young made a reporter

The Newspaper Run-Around Board

Our Labor Relations Setup Is Just Like the One Discarded for Textile Industry by Winant Report

The report of the Winant inquiry board, of the textile strike should be of interest to all guild members. The board recommended, among other things, that an "impartial board" of three members be appointed by President Roosevelt to administer the labor provisions of Section 7-A of the National Recovery Act as they applied to the textile industry. Appeals from the proposed Textile Labor Relations Board could be taken to the National Labor Relations Board under certain circumstances.

The report held that the present Cotton Textile National Industrial Relations Board had lost the confidence of the mill employees—that it received complaints from employees, but that the employees heard nothing further—that it sent the complaints to the Code Authority for the industry, an organization of employers, which investigated them without supervision by any other body.

The principle of investigation by management of complaints made by workers against management cannot be defended from any standpoint consistent with the principles on which the Recovery Act is founded," the Winant committee declared.

Newsletters Have Board Like That

The Industrial Board so severely criticized was held up a year ago by General Hugh S. Johnson as a model for other industries to follow. Several employer groups did write industrial boards into the codes for their industries; the newspaper publishing industry was one of them.

There are a number of differences between the old Textile Industrial Board and the Newspaper Industrial Board. The textile board was a court of appeals from similar state courts, and it had only one labor representative—who was not a textile worker, by the way. The Newspaper Industrial Board is supposed to be half employer and half labor, with the decision resting in the hands of an "impartial" chairman.

But the more reasonable setup in the newspaper industry has not worked out well. Guilds, for instance, have hesitated to send cases to the newspaper board; they recognized that they were not asked whether they wanted such a board; and they have seen that this body has merely worked delay in a number of instances.

The guild, when it struggled to place a man on the board, was under no delusions as to its value. Nothing that has happened has given us any confidence.

Why Did the Publishers Set Up This Board Within the Industry?

Why did the publishers set up this board within the industry? Was it to keep dirty linen from showing in public? Was it to bring about, in effect, compulsory arbitration, which has never been to labor's liking? Was it to give labor a run-around? Or, while the guild struggles with these questions, it seems to have no recourse now

base. Some help might be expected from General Johnson, who appointed Mr. Kelly and Mr. Buckley, if the General had shown himself a little more favorable to the cause of working people—but he has appeared to be somewhat unreliable.

Despite the fact that he promised the president of the American Newspaper Guild that it would have representation on the Newspaper Industrial Board, that board was named without a guild representative. When he was reminded of his promise he forgot it. It was only by appeal to President Roosevelt and through the aid of the Pressmen's Union that Jonathan Eddy finally was named to the board.

Also, only a few weeks ago, General Johnson fired John Donovan, president of the NRA employees' union, two hours after he had protested the dismissal of a union member. The General declared Donovan had been inefficient and inebriate, a usual employer's excuse for firings in connection with organization activities; but the National Labor Relations Board has forced Johnson to reinstate Donovan.

Whether respects General Johnson's record is not entirely clear. He has admitted responsibility for the inclusion in the automobile code of the "individual-merit" clause, an obvious dodge to draw whatever teeth there might have been in Section 7a of the NRA. Through a last-minute coup, he attempted to exclude John Lewis, president of the United Mine Workers, from the code of election, through NRA, should the Budd strike be such that the trade union workers, in self-defense, were obliged to boycott the referendum. In his latest move, General Johnson is said to brook no union organizing except that of the company union.

The groundwork appears to have been laid for strong industrial control of the newspaper industry, through NRA, should reactionary interests again come to control in Washington. In the code set-up are certainly the elements of Fascist rule.

Let the Guild Run It

Certainly the American Newspaper Guild could be trusted to administer the code for the newspaper publishing business more equitably and wisely than the ANPA, allied as it is with great power interests through the counsel for the code, an outstanding utility protagonist, and ruled by a deputy NRA administrator, who is very close to utility and large industrial interests through his bank connection. This is a situation dangerous not only to newspaper workers, but to the whole American people, who depend upon the press.

Certainly the newspaper publishers could not be expected to take a vigorous interest in enforcing such rules as the Guild has laid down in its code of ethics, although the public would benefit immeasurably if these principles could be made effective.

The newspaper publishers themselves have afforded President Roosevelt an opening to give the Guild an opportunity to show what working newspaper men could do in administering a great industry. The employers' recalcitrance in complying with the three qualifying reservations the President attached to the code have given him adequate reason to declare the code void. If he were to do so, and impose upon the industry a fairer code, intrusting its enforcement to the American Newspaper Guild, a new era in the management of industry in the public interest would begin.

There would be no more quibbling over the elimination of child labor. Willful distortion of the news soon would be checked. Control of some newspapers by public utilities or other great industrial interests would be exposed. In fact, a New Deal for the newspaper workers and readers would begin at once in a manner that would reflect credit upon the Administration and bring renewed hope to millions of working men and women, who had come to believe that the press is irrevocably under the influence of "the interests."

This is a bold course to consider, but the President has shown himself capable of accepting bold courses. It would be the best answer to incipient Fascism, which some believe to be a real menace, if the means of checking it are not found before long. It seems likely that very soon the President will be forced to face the growing opposition of the great industrialists. These men will leave no stone unturned to control the press more effectively than they do now. If they are allowed to dominate the NRA machinery, there will be no stopping them.

Philadelphia Guild Runs School for Newspaper Men

PHILADELPHIA.—Letters of inquiry from dozens of guilds, editors, publishers and educators give evidence of the nation-wide interest in the school for copy boys and apprentice reporters which has been opened here by the Newspaper Guild of Philadelphia and Camden.

At the present time more than sixty are enrolled from the Record, Inquirer, Evening Ledger, Evening Bulletin, Daily News and the Camden Courier and Post. Thirty-five from the evening papers attended the first session on September 17, when the school was formally opened by Paul Conly French, president of the guild, and turned over to Irving Fagan, head of the educational committee and "dean" of the school.

Thursday noon, September 20, the first session for morning paper men was held, with nearly thirty in attendance. New enrollments are constantly being received.

The school was opened to carry out a pledge to J. David Stern, publisher of the Record, made when Mr. Stern signed the first guild contract here last April. All Record copy boys and apprentices (reporters with less than two years' metropolitan experience) are required to attend and their future on the paper will depend to a large degree on the showing they make.

Though only two weeks old, the school already shows signs of becoming one of the most important of the local guild's activities. Fagan announced this week that classes for unemployed men in copy-reading and rewrite will be opened soon in response to numerous applications.

In this way the guild can actively aid its less fortunate members to widen their experience and get back to a wage-earning status. All courses are free.

The "students" who have turned out so far are a keen group and eager to make the most of their

opportunity. Their chief complaint has been that the classes lasted only an hour. "We ought to have two hours if we're going to learn something," was the first comment one of them made.

At the opening session, Pat O'Brien, aviation editor of the Record, pointed out to the class that they are getting a type of instruction that no journalism school in the country affords. Every instructor is an active staff member of some newspaper and most of them are recognized specialists in their own fields.

As an indication of the departure from the stereotyped journalism school procedure, the "students" were warned at the start that there is no "perfect" way of writing a story, that style varies with different newspapers, and that an effort would be made to give learners instruction in the methods preferred by each of the Philadelphia and Camden newspapers.

The first assignment for both classes was to write two stories—one a "short" and one about a column long—on a lecture by Fagan on the organization of a modern newspaper.

The course will be divided equally between lectures and practical assignments. In addition to the regular run of police news on the districts, the "cubs" will get a chance to go with leading reporters on their assignments. As an example, two different members of the class will "cover" City Council each week during the winter in company with an experienced reporter, who will criticize their reports and give constructive suggestions on leads, features, etc.

Instructors lined up for the course so far number about twenty, including many well-known names in Philadelphia newspaperdom. Experts in such specialized fields as sports, movie and dramatic reviewing and women's features are on the "faculty."

CLEVELAND NEWS CONTRACT NEARS

Guild Unit and the Labor Unions May Form a Council

CLEVELAND.—A new opportunity for the settlement of the Cleveland News disagreement is anticipated here this week in the possible formation of a Newspaper Employees' Council, in which the guild unit would join with circulation drivers, mailers, pressmen, newsboys and stereotypers.

Printers and engravers have not yet been consulted on the matter, but publishers' contracts with printers, pressmen and stereotypers run out October 1, so joint action may prove practicable.

If the joint action materializes, it will come at an appropriate time, for the guild unit's efforts to reach an agreement with Dan R. Hanna, president of the Cleveland Company, publishing the News, suffered a serious setback last week when members of the unit voted to revise plans for negotiation.

A contract had been submitted to Hanna on July 25, entailing the principles approved by the American Newspaper Guild at its St. Paul convention. These included graduated percentage wage increases for the entire staff, graduated dismissal notices and vacations according to length of service, minimum wage, apprentice and office boy scales, preferential shop and a clause protecting staff members from unfair dismissals.

The News, it was understood, refused to accept the preferential shop and discharge clauses. A new tentative contract was therefore drawn up, omitting those clauses, which were to be negotiated later.

First, however, when the News chapter of the guild met, there was discussion on the matter of the clauses to be held in abeyance. Some of the members talked strike. One, in fact, presented a motion calling for a strike. For several days they had been polling the staff and had been sure a two-thirds strike vote was obtainable, but on the day of the meeting they had found a number of departmental executives "electioneering" against the move. A two-thirds vote and approval of the Cleveland Guild are necessary for a strike.

A compromise was effected on the basis that the negotiating committee would submit to the chapter an amendment stipulating that, until an entire contract had been approved by Hanna, no provisions of the tentative agreement should go into effect.

Jewish Bulletin Put On the 40-Hour Week

The staff of the Jewish Daily Bulletin has been placed on a forty-hour, six-day week since the recent signing of a closed-shop agreement between the Newspaper Guild of New York and Mrs. Ida Landau, representing the publisher. On October 15, in compliance with the terms of the agreement, the staff will go on a five-day week, a practice now almost universal on the larger New York City papers and rapidly being put into effect on the smaller papers and news services.

In a conference last week between Mrs. Landau and members of the executive committee of the Guild, Mrs. Landau expressed herself as in full sympathy with the projected aims of the Guild, but objected to the attitude of the Guild following the conclusion of the recent agreement. There had been no intention on her part, Mrs. Landau said, to delay negotiations during the summer, as some of the Guild members had surmised.

The Guild officials, for their part, assured the publisher the Guild had every desire to co-operate with publishers, and that while the Guild sought better working conditions, better pay, better hours and a wider distribution of jobs, it was no part of the Guild's program to hamper or malign. It was pointed out to Mrs. Landau that the Guild, far from seeking to protect incompetence or gross insubordination, believes that its own ends will best be served through efficiency and diligence on the part of its members. In return, the Guild members seek full compliance by publishers with the terms of agreements entered into.

Mutual confidence was expressed that when a longer-term agreement was sought, on or soon after October 15, dependent on the return from Europe of Jacob Landau, satisfactory terms would be readily agreed upon.

\$15-a-Week Veterans Suffer in Sweatshop, Scorn Guild

This is a picture of a newspaper editorial room in a relatively small community, typical of many in the country.

It is a back room on the second floor. A few windows overlook an alley. None is in the editorial room itself, for the side open to the alley is partitioned off into small offices and wire rooms. If the windows are closed, there is no ventilation at all. If they are open, there is a dangerous draft nine months out of the year.

It is a dirty room, flanked on one side by a morgue with the dust of seven years—the age of the paper—on its shelves. Dust hangs in the air everywhere. The desk staff complains of headaches after noon—not liquor headaches, either, because almost no one has time to go out for lunch, and anyway it's hard to find a quick drink in the city.

There are two toilets. The one supposed to be for the woman staff members is reasonably large and not too dirty, though its walls are inscribed with the bawdy comments of years' accumulation. The other has a broken seat. It has been broken for a year or more. It is a filthy cubby-hole.

At the front of the building is a more commodious lavatory, but it is kept locked and is supposed to be used only by business office workers, though ranking executives of the editorial department can get by with appropriating the business office key.

On the next floor is the business manager's office. It is nicely carpeted and well equipped with comfortable chairs, an expensive desk and a radio.

There is no drinking water available to editorial employees. They clubbed together a couple of years ago and bought a cooler, but the janitor objected to having an ice-drip trail over the floor. The janitor is employed by the business manager and has his ear. The ice was stopped.

The news editor, a spare, worried looking man, sits huddled over a desk jumbled with telegraph copy. He is telegraph editor, too, and he writes most of his own headlines. He has five children and, with the aid of the Home Owners Loan Corporation, still owns the house he started to buy years ago. His salary is \$35 a week. His children are in bad health. They can't have the diets that the family physician prescribes.

The city editor has the same munificent salary. He has four children, but rents his home, and isn't quite as badly off for that reason. The two of them share complete responsibility for the news in the paper and for the staff.

The pay of active editorial workers—not office boys—runs down to \$10.80 a week. Several at \$15 have been with the paper for years.

This is, to be sure, a newspaper that never has made money. The owner, in his luxurious penthouse office in the modern skyscraper across the street, will tell an inquirer, in confidence—for he doesn't admit in public that he is the owner—that he feels he is performing a civic duty in keeping the paper going.

"Think of all those poor people who would be on relief if we didn't keep struggling on," he says blandly. "Besides," puts in the practical business manager, "none of them can save enough to be able to move anywhere else."

Pay checks on this paper are distributed on Saturday—after the banks close. That means that they are useless until Monday, unless some obliging merchant will cash them. Several times the pay roll has not been met until days after it was due.

The Guild? No, the newspaper men aren't interested. They are far from outside help in case of a fight. They doubt that the benefits would compensate for the risk.

Besides, Maine is an open-shop State.

N. Y. LEADERS TALK UNIT NEWSPAPERS AT UNIT MEETINGS PROVE SUCCESSFUL

Seek to Set Up Closer Relations With Membership

At the suggestion of chairmen of a number of units of the Newspaper Guild of New York, members of the executive committee have for the last two weeks attended unit meetings to report on latest guild developments and to answer questions.

In this way it was believed it would be possible to establish a closer relationship than is otherwise possible in a guild of 1,800 members divided into thirty-four units. Many members are unable to attend the frequent general meetings, and consequently are cut off from all direct contact with the officers into whose conduct they have entrusted the guild's administrative duties.

Among the units which have held meetings recently are the American, Journal, Times, Herald Tribune, City News, Fairchild Publications, Brooklyn Eagle, Brooklyn Times-Union, Long Island Daily Star, Long Island Daily Press, United Press, North Shore Journal, International News Photos and Bronx Home News.

Members of the executive committee who have visited one or more of these meetings at the invitation of the unit officers include Heywood Brown, Carl Randau, Paul Fredericksen, Morris Watson, John Eddy and Milton Kaufman.

Some of the meetings have been well attended, others have indicated that interest in unit organization has been lax. In order to keep the members better informed of internal conditions, officers of a number of units are either already publishing weekly or bi-weekly office publications—usually in mimeograph form—or are planning to in the near future.

In addition to the action of officers in attending unit meetings, a unit organization committee has drafted a comprehensive questionnaire, covering practically every aspect of unit activity.

Guild officers declare they are seeking criticism from members in an effort to strengthen the organization. In a number of instances, however, it was found that no small amount of muttering emanates from members who are relatively inactive, even to the extent of failing to attend unit meetings.

Four in New York Set Example for Rest of Country

By MILTON KAUFMAN, Executive Secretary, Newspaper Guild of New York

Guild members generally have but two means of expression open to them: first, their elected representatives, and, second, general membership meetings. Unfortunately, the latter avenue is infrequently employed and the former often fails to create sufficient membership participation. A not altogether unfounded criticism has grown up in New York that the Representative Assembly has failed sometimes to reflect the desires of many Guild members and has acted without sufficient consultation.

The establishment of unit newspapers, affording a fuller airing of views on a more intimate plane than the Guild Reporter or New York's Guild Journal, would do much to remedy this situation. In fact, at least four New York units already have found that to be the case. The Fairchild Publications unit was the first to establish a paper of its own. Ten weeks ago the Herald Tribune unit started New Lead, which has become one of the liveliest weekly sheets in town. The World-Telegram unit publishes an organ called Truth, and the American gets out The Item.

Such bulletins, properly and skillfully handled, will help increase membership, develop the desire of members to work on committees, enable officers and representatives to become aware of their constituents' wishes, arouse an enthusiasm assuring better attendance at meetings and provide a quicker response to and sympathy with the actions of the Representative Assembly. In shops where collective bargaining is being conducted, the need of a shop paper is clearly imperative.

Unit papers should be issued with some regularity, and, where possible, should be conducted by an editorial board. The sizes of the papers now published range from one mimeographed page to four, each one requiring about an hour's technical work at the New York Guild office. It is altogether possible that, with a dozen or more such publications, a citywide editorial board for unit papers could be set up.

BATTLE EXPANDED ON STATEN ISLAND

Closed Shop All Way Through Now Goal on Advance

The New York Newspaper Guild's fight to win the reinstatement of Alexander Crosby as news editor and sole guild member employee of the Staten Island Advance has grown into a guild-labor union battle to force the closed shop on every department of the Advance. S. I. Newhouse, the publisher, having resisted the guild, the guild has enlisted the aid of American Federation of Labor unions, and no longer will be satisfied with a mere guild victory. The Advance now is going to be forced to go all the way in recognizing organized labor.

For the last ten days the emergency committee, under Hugh Holahan, has devoted itself to lining up a new program of action in co-operation with Local No. 6 of the Typographical Union and other labor organizations to drive home to the residents of Staten Island the necessity of supporting the campaign to organize the Advance employees.

Despite a driving rain, more than 400 union members and sympathizers on Staten Island attended a mass meeting, on September 14, to hear Heywood Brown, George Meany, president of the New York State Federation of Labor; James Redmond, vice-president of "Big 6," the Typographical Union, and speakers from nine local assemblies. Newhouse and his anti-labor policies. The meeting unanimously adopted a resolution pledging support to the drive.

Picketing is being continued at the Advance office and at ferry terminals. A launch carrying loudspeakers continues to serve notice to ferry-riding commuters that the guild is "still fighting to force S. I. Newhouse to recognize the rights of his editorial and mechanical employees to organize." Advertisers are being canvassed systematically and subscribers who have stopped reading the Advance are being exhorted to continue their boycott. All employees of the paper are to be asked privately to join the workers' organizations. Many Staten Island merchants have voiced dissatisfaction with the business practices of Newhouse, but have stressed the necessity of having some local medium to advertise their wares. The Advance is the only daily on Staten Island.

YOUNGSTOWN GETS RESULTS QUICKLY

Pay Rises and Vacations Follow Rebirth of Guild

YOUNGSTOWN, Ohio.— Guild accomplishments and improvements are being effected here so rapidly that they're falling over each other.

Harmony between the management of both papers—the Vindicator and the Telegram—and the guild can be spelled with a capital H. Both managements, in fact, have gone out of their way to welcome the guild and assure it of co-operation.

First off the bat came a restoration of the Vindicator of a two-weeks-with-pay vacation schedule for every member. Then came an approximate 10 per cent pay increase at the same plant, with an added assurance by the management that it was its intent to place and keep editorial workers on as high a standard of living as any class in the city.

Vindicator unit officers and the Youngstown Guild president assured the management in turn that it was the guild's intent to improve and enforce standards of ethics and craftsmanship among the guild members.

The Telegram unit also is working for a pay increase, and has been given assurance that same will materialize soon.

The Vindicator management, in recognizing the guild, praised its aims and assured it of full co-operation in all things pertaining to the general interest of the editorial employees.

Spirit among the employees of the two newspapers has shown a noted improvement since the reorganization of the guild. (It originally organized last November, but "died" shortly afterward. A reorganization was effected last June, and since then it has been growing.) New members are coming in, both in the city and in surrounding towns where full-time correspondents are employed. Total membership now is forty-four. There are a half-dozen employees still holding out, but the guild expects to have them lined up before long.

The guild is working hard on a gridiron banquet, to be held October 16, when civic and State leaders will be put on the pan, and has had full co-operation from both managements to make the affair a success.