

TELL IT TO
THE ANG

The Guild Reporter

FOR THE 4TH
ESTATE

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Hearing on Pay Set in December

NRA Compilation Shows News Salaries Near Janitors', Dog Catchers' in Some Cities

By ROBERT M. BUCK
Vice-President ANG

A public hearing on wages and hours for editorial employees under the newspaper code will be held in the first week of December. The date has not been announced more exactly.

Jack Tate, Deputy Administrator of that code, among others, succeeding George E. Buckley, wrote to Jonathan Eddy, secretary of the Guild, saying that Elisha Hanson, attorney for the American Newspaper Publishers Association and also for the Code Authority, could not attend during November. Eddy had asked that November 12 be set as the date for the hearing.

Tate agreed Eddy if the Guild would be agreeable to a date during the first week in December. Eddy replied that the time would be acceptable—the Guild wants the hearing as soon as possible.

Labor Dept. Makes Survey
In the meantime Dr. Isidor Lubin, United States Commissioner of Labor Statistics, is completing his independent survey of wages and hours on forty-five newspapers in twenty cities. His data will be available for the hearing as well as those of the NRA Bureau of Research and Planning tabulated from the Guild questionnaires.

Practically complete returns have been received by Dr. Lubin from thirty-three of the forty-five papers, including one or two Hearst papers. Other Hearst publications have balked, questioning the necessity for a new survey, since they already have supplied figures to the ANPA.

Obstruction Reported

It is reported that General Manager Bittner of the Hearst organization wired publishers not to show their books to Department of Labor investigators.

Whether or not such instructions were sent out, the Labor Department executives have persisted in their negotiations and it is believed that the obstacles have been cleared and that they will be successful.

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EDDY CHALLENGES TACTICS OF ANPA

The question of what the Guild is to become was put up to the publishers themselves by Jonathan Eddy, executive secretary of the American Newspaper Guild, in a speech at the silver jubilee meeting of Sigma Delta Chi, national journalistic fraternity, held at De Pauw University, Greencastle, Ind., from October 19 to 21. The subject picked for him was, "The Guild: What It Stands For; Where It Is Going."

"I doubt if there is a more democratic employee organization in the world than the Guild," he said in discussing the methods being used to attain the Guild's aims.

"We individualists would never belong to an organization in which each of us did not have a real voice (and that is, one reason why the various A. F. of L. attempts to organize us have failed.)"

"We hear some talk about national officers of the Guild trying to force the whole nationwide organization into unionism. Fellow members of Sigma Delta Chi, would any of you let yourself be forced into unionism? Would any newspaper man let himself be forced into unionism? The notion is pure fantasy—fantasy worthy of Editor and Publisher."

"But let me add something: If the ANPA leadership finally convinces the newspaper men and women of this country that the only way for the Guild to get them a new deal is unionism, the newspaper people,

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Il Progresso Snubs Offer To Mediate

Generoso Pope, publisher of Il Progresso, New York Italian language newspaper, rejected Mayor LaGuardia's tender of mediation in the case of the discharge of Alphonse Tonietti, chairman of the unit.

The Representative Assembly of the Newspaper Guild of New York had voted to accept the recommendations of the Il Progresso unit to seek the offices of Mayor LaGuardia as the first step in the attempt to reinstate Tonietti.

The New York Guild will acquaint the Mayor with the full details of the discharge, but will proceed at once to avail itself of the Federal agencies set up under NRA.

Tonietti was discharged three weeks ago because of Guild activity. The publisher asserts it was occasioned by the need for economy.

No Dispute, Says Pope

"If you are acquainted with the facts, you will realize that there is no dispute between the newspaper and Mr. Tonietti," wrote Mr. Pope in his reply to the Mayor.

Three days after Mr. Pope had received a communication from Carl Randau, president of the New York Guild, requesting a conference on behalf of the members of the unit looking toward the establishment of the five-day week, now a general policy in New York, Mr. Tonietti was discharged. When the conference took place on October 8, Pope asserted that Tonietti had been fired for reasons of economy and because of his inability to write Italian. Pope agreed, however, to a hearing at which his representatives and members of the Guild would hear both sides of the case.

Unit Signs Statement

Several days later the unit held a meeting at which the following statement was signed by the seventeen members of the staff, which is 100 per cent organized.

"We, the undersigned, members of Il Progresso Chapter of the Newspaper Guild of New York, hereby desire to state that in our opinion, and on the basis of our knowledge of the circumstances, the discharge of Mr. A. Tonietti after five years of service in the editorial department of Il Progresso is due solely to his activities as chairman of the Il Progresso unit of the Newspaper Guild of New York.

"We wish further to make it clear that in the execution of his duties as chairman, Mr. Tonietti has acted as the elected spokesman of our unit, and that as such he was not acting in his own behalf but as our duly elected representative.

"We also wish to declare that the discharge of Mr. Tonietti constitutes an open act of defiance of the

ST. LOUIS FAVORS STAYING IN GUILD

Responses to a questionnaire distributed to 200 members of the St. Louis Newspaper Guild and filled out by 119 indicate lack of satisfaction with "the leadership of Heywood Brown," president of the American Newspaper Guild; with Jonathan Eddy, national executive secretary, and with the policy of the Guild Reporter, but at the same time a belief that the St. Louis Guild should not "secede from the national organization."

When the results of the questionnaire were made known to ANG headquarters by the St. Louis Guild, President Brown said he would like to study them carefully.

Jonathan Eddy said: "In what I have written in the Guild Reporter and in all that I do as executive secretary I seek to follow the instructions laid down to me by elected representatives of 3,000 newspaper men. It is inevitable that in any organization opposing viewpoints will sometimes clash, and it is a sign of health when these opposing viewpoints can be fully aired without disrupting effects."

"It is sometimes difficult for the national officers to know what is in the mind of the majority of guild members; in fact, that cannot be known fully until delegates from all the guilds meet in the next national convention, but in the meantime I, for one, will be glad to receive suggestions and criticisms not only from whole local guilds but from their individual members."

"I do feel that at the time the questionnaire was circulated St. Louis members were inadequately informed on the program and policies of other guilds, not only in New York but throughout the nation. These guilds are now engaged in collective bargaining, which has been an education to

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Cleveland Unit Rejects Raises

'News' Guild Men Unanimous to Push Collective Negotiations, Turn Down Individual Basis

CLEVELAND, Ohio.—Rather than permit the Guild to be sidetracked in its demand that prolonged negotiations be wound up with an immediate contract, the Cleveland News unit rejected last week an offer of a second wage increase proposed by the publisher on a basis of "individual distress."

DULUTH ELECTS; INCREASES DUES

DULUTH, Minn.—The Duluth Newspaper Guild completed its first year of existence at an enthusiastic meeting October 14 by electing a



GEORGE W. KELLEY

new president and raising the dues from 50 cents a month to 25 cents a week.

George M. Kelley, farm editor for the Duluth Herald and the Duluth News-Tribune, was elected president, succeeding Alton Smalley, who was named vice-president, an office held by Mr. Kelley during the latter part of the guild's first year.

The offices of secretary, treasurer, Carl E. Johnson, were combined at the meeting, the latter being named to the job. The guild voted a \$5 monthly salary for the secretary-treasurer.

At the outset of a meeting with the negotiating committee, Dan R. Hanna, Jr., declared "There is real distress, I discover, among some members of the staff. I want to correct it at once. Will you fellows approve my putting raises into effect now?" He denied that he was attempting to weaken the unit's backing of the negotiators by raising the pay of individuals on the staff. The negotiators put it up to the unit.

The unit voted unanimously to instruct the committee not to sanction individual raises.

Eddy Meets Officers and Members
Jonathan Eddy, national executive secretary, spent the entire day of October 20 discussing the Cleveland Guild situation with local officers and members. After hearing the details of the negotiations, he urged that Hanna be requested to write into the proposed contract any changes he might see fit, and that it be submitted at the earliest practicable moment to a mass meeting of the Cleveland Guild for acceptance or rejection.

The Cleveland Guild in its entirety, he said, should vote point by point, allowing each member to have his or her full say on a program of minimum wages, hours, dismissals, preferential shop, or whatever the entire Guild can agree on as its program of objectives.

The News unit and any other unit desiring to enter into collective agreement with its employer, should then be given complete opportunity in a meeting or meetings to amend, if it should so desire, any feature of the general Guild program. A second meeting of the entire Guild should then be called to consider

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NEW ENGLANDERS PLAN CONVENTION

BOSTON.—Traditionally but nevertheless erroneously regarded as ultra-conservative, and therefore suspected of being somewhat cool toward guild activities, New England is constantly and quietly plugging along.

Boston is to be the scene November 10 and 11 of a New England conference of newspaper men and women.

The meeting, under the auspices of the Newspaper Guild of Boston, will open with a dinner at the Hotel Bradford at 7 P. M. November 10. Both Heywood Brown and Jonathan Eddy, president and executive secretary of the national body, are expected to attend.

Vital problems of New England newspaper men and women will be discussed and decided upon. The regional organization is to be completed, and officers, including the regional vice-president, will be elected.

The regional organization is made up of Lincoln H. Howe, chairman, of the Boston Traveler; Valery Burati, of the Springfield Union; Humphrey Owen, of the Lynn Telegram-News; Al Senior of the Waterbury Republican, and Harold Brennan of the Providence Journal. Reservations for the banquet cost \$1.50 per plate, and may be made by communicating with any of the aforementioned officers. There will be theatrical entertainment with the dinner. All newspaper men and women of New England are urged and expected to attend, as it is stressed that only through unity can success be attained.

Pennsylvania Publishers Discuss New Law Putting Limit on Employees Right to Strike

Taking into their confidence neither their employees nor the newspaper reading public, a group of newspaper publishers—the Pennsylvania Newspaper Publishers' Association—is looking into the possibility of legislation this winter to limit the workers' right to strike.

The association is circulating among all publishers a series of pamphlets, "The Newspapers and the New Deal," setting forth in "a factual and analytic manner" the interests of the publishers with respect to the preservation of advertising privileges as now enjoyed and the regimentation by employers of the trade unions. They are printed in Nashville, Tenn., and carry no union label.

The second of the series takes up labor legislation "from the standpoint of the newspaper employer," according to the introduction, rather than from the impartial point of view which publishers recommend for the Newspaper Guild.

"Right to Strike Unimpaired"
"Probably the most important subject of legislation which will come up at the next session of Congress," publishers are told, "will be that dealing with future relationships between employers and employees."

There follows the complaint that NRA legislation demands of the workers "no guarantee of industrial peace, while the processes of law are at work."

Again, asserting that Congress has failed to demand of the unions any commitments in what

is called "the public interest," the pamphlet continues: "The right to strike still stands unimpaired and above the law."

Pointing out quite accurately that "labor peace—the dream of the NRA"—has not been achieved, the association says: "It [NRA] must be revised and the question is how shall it be revised?"

"In the opinion of many who have given careful study to this situation, no measure will be effective to settle industrial disturbances until illegal strikes are made unlawful and until some obligation is placed upon unorganized labor not to strike while conciliation is in progress."

The Public Interest?

This series of pamphlets, while making no bones about representing the publishers' point of view from the standpoint of profits, urges legislation requiring that workers' organizations act in "the public interest." Usually, statements by employers calling for such a point of view on the part of workers at least themselves pretend to this same outlook.

The first of the pamphlets, on advertising concerns the newspaper workers only in so far as they are members of the general public. It consists of the address by Elisha Hanson before the recent convention of the Newspaper Advertising Executives. Mr. Hanson attacks first the Tugwell bill, which sought to limit the manner in which advertisers might present their products, and then certain NRA codes forbidding advertising allowances in sales contracts.

Cleveland Unit Rejects Individual Raises

Publisher Against Sale Of Spare Time Writing

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whether or not to back the unit on its proposed demands, he said. "Should All Work Closely?" "No, Mr. Eddy said, 'I'm going to try to force any of its units to bargain for something that unit does not want. At the same time, no unit has any real strength except as it has the support of the Guild of which it is a part—and in the final analysis, of the American Newspaper Guild."

"At the second general meeting, after the unit that is bargaining has heard discussion from men on other papers, they may wish to change the program they have approved," Mr. Eddy continued. "Experience has shown, however, that newspaper men are not going to insist upon a unit asking for more than that unit believes to be reasonable. Of course, it is also true that if, for some strange reason, a unit asked for a wage increase of 50 per cent, the Guild as a whole might refuse to sanction such a demand because of the reaction a contract of that kind would have on the working conditions of men on the other papers."

"Summing up: First, the Guild as a whole should approve a program before bargaining is begun. Second, the unit concerned amends that program to fit its own particular case. Third, it gets the backing of the entire Guild and each member of it before the negotiating committee goes to the publisher."

"Whole Guild Decides Course" "If the publisher rejects the contract finally agreed upon by the whole Guild, first the unit (not merely the negotiating committee) decides what course it wishes to pursue, and if that course is apt to influence the entire future of the Guild—as almost any such negotiation may do at the present time—approval of the entire Guild must be gained."

Mr. Eddy added that he was trying to convey the product of experience elsewhere rather than tell the Cleveland Guild what to do. "Negotiating committees have found themselves out on a limb in two or three excellent Guilds through failure to seek the guiding vote of the Guild on each step of the way," he declared.

As before, the latest Cleveland News negotiations took place in the office of Joseph C. Hostetter, of Baker, Hostetter, Eddy & Patterson, counsel for Scripps-Howard papers as well as for the Cleveland News and Cleveland Plain Dealer. Mr. Hostetter did most of the talking, except in the matter of the proposed individual raises.

"Eight Three Proposals" "First opposition was stated by Hostetter to these three Guild proposals: That a staff member have protection against unjust dismissal through appeal to the Guild; and eventual arbitration in the event of disagreement between Guild and employer. That a staff member be allowed to market his spare-time literary product, such as magazine articles, but not to any competing newspaper or service."

That the Guild contract continue in effect, after a year elapses, while new bargaining is being conducted. In connection with the "outside work" provision, the committee offered to require all members to furnish the publisher with a complete statement of outside income. Hostetter still refused to consider it. The committee offered to make

the penalty for misstatement or concealment of outside income punishable by instant dismissal, without notice. Hostetter still refused to accept.

"Not Discussion Follows" A rather heated discussion followed, in which committee members accused Hostetter of wishing to hire not only the minds and souls of News employees, but their bodies. He was accused of fostering a policy of complete suppression of individual opinions of newspaper employees.

Mr. Hostetter replied that he had always imagined that employees of consecutive newspapers were conservative to the core, that employees of liberal or radical newspapers likewise bore the stamp of the editor's mind. The committee assured him that this was not true.

The committee tentatively abandoned its efforts for the check-off of Guild dues. The unit already has voted to let the preferential shop remain in abeyance until such time as the Cleveland Press is negotiating the same matter. Hanna has agreed to negotiate this issue jointly with the Press.

"I can't do anything to let the Guild become a labor racket," said Hostetter, discussing the check-off. "Collect the dues on your day off." Committee members assured him of their ability to collect dues. The unit has and has been 100 per cent paid up, but argued against the use of the employer's time for dues collection.

The committee offered to obtain waivers from staff members allowing the dues to be deducted from pay. These would be revokable at once upon notification to the publisher by the individual member. Hostetter refused to consider this plan.

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New Minimums Presented A new schedule of minimum wages was presented to Hanna by the committee. It provided for classifying employees as office boys, apprentices and journeymen, as in the first proposal, the new plan adds two classes: librarians and tabulators for the financial desk.

For these new classes, the minimums were set at \$2.50 a week for the fourth and subsequent years of employment. Other minimums proposed are: \$15 for office boys, \$25 to \$42 for apprentices; increasing over a three-year period, and \$45 for journeymen.

Hanna took the scale back to the News with a promise to consult with his editor and managing editor as to its feasibility.

To Break Down Pay Roll A Guild subcommittee and Hanna will break down the pay roll and try to arrive at a cost figure for the minimums on which they can agree.

Hanna and Hostetter already have agreed, among other things, to the right of arbitration in the event of graduated severance notice is denied a staff man. The severance notice scale has not been decided.

They have agreed to the principle of minimum wages, to the five-day, forty-hour week, to changing the pay day from Wednesday to Monday, to pay for the working equipment of the staff and to a fair rate for automobile mileage, not yet decided.

They have repeatedly refused any advance in wages on a percentage basis.

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Wage Hearings By NRA Body Due Soon

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pled with the figures for which they ask. In the meantime, at the request of the Guild, the NRA Bureau of Research and Planning has compiled some wage figures in other industries with which to compare newspaper's salaries. These latest tabulations show, among other things, that:

The average newspaper salary in New York City, as shown by Guild questionnaires, is \$2,238 a year, whereas police patrolmen in the third year of employment get \$2,250. Philadelphia newsmen get \$1,825, first-year patrolmen in that city are paid \$1,625.

"Harvey W. Kelly, news department workers get \$2,115, dog catchers \$1,834. Police detectives in Cleveland get \$2,740. Editorial employees get \$2,150. St. Louis newspaper workers get \$2,045. The chief clerk of the fire department gets \$2,400. Boston newsmen are paid \$1,798. Police station janitors get \$1,640. San Francisco men who write about strikes get \$2,113. First-year patrolmen, who break them, get \$2,400.

In Minneapolis, rookie policemen and experienced newspaper men get almost identical pay. Patrolmen in their first year get \$1,740. The newsmen's average is \$1,785.

Below Many Trades According to the United States Department of Labor, average pay rates in a number of cities are: 79 cents an hour for bakers, 96.8 cents for bookbinders and 63.7 cents for longshoremen. Our figures for the whole country, 65.7 cents for reporters, 91.2 cents for desk men and 85.7 cents an hour for photographers.

Linotype men get 94.4 cents per hour for day work and \$1.02 for night work; journeymen pressman, 91.3 cents days and 96 cents nights; typists, 83.5 cents days and \$1.02 nights; photoengravers, \$1.275 days and \$1.415 nights; mailers, 80.3 cents days and 83.5 cents nights. These wage scales are from Editor & Publisher, September 1, 1934.

Hourly rates in the building trades are: bricklayers, 61 cents; masons, 61 cents; laborers, 74 cents; carpenters, \$1.10; glaziers, \$1.22; hod carriers, 55 cents; plasterers, \$1.36; plasterers, laborers, \$1.3; plumbers, \$1.36; plumbers, laborers, 90.8 cents.

Code Authority's Proposed Minimums The Newspaper Code Authority recommended a 40-hour week maximum on May 16 in cities of over 50,000 population, a 44-hour week in cities of between 25,000 and 50,000 population, and a forty-eight hours in cities or towns of less than 25,000 population. These hour limitations, according to the publishers, shall not apply to persons employed in a managerial or executive capacity.

The paragraph on wage minimums follows: "No full-time salaried news department employee other than office boys and girls and learners, who are provided for in Article IV, Section 1, shall be paid less than \$25 per week in any city of over 750,000 population; nor less than \$20 per week in any city of between 500,000 and 750,000 population; nor less than \$18 per week in any city of between 250,000 and 500,000 population; nor less than \$12 per week in any city or town of less than 25,000 population."

GUILD'S A. F. OF L. STAND WAS MISINTERPRETED A headline over a story in the October 13 issue of the Guild Reporter clarifying the fact that we are not affiliated with the American Federation of Labor and have taken no action looking to such affiliation, stated that the Guild expects to gain the benefits, if any, of affiliation without actual affiliation. The story contained nothing to back this up. No officer of the Guild, so far as is known, has ever had such an idea in mind in following over the convention's direction to co-operate with other employee organizations.

At the same time, however, it must be pointed out that members who should receive individual copies and do not, should immediately check with their local committee. The chances are that the local committee has not forwarded the home address of the member.

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you yourselves, will turn the Guild into a union over night. "What does the Guild stand for? Simply a new deal. "And where is it going? Gentlemen, it is going to get it!" Eddy's speech was one of two discussions of the Guild at the meeting, the other being by Stephen C. Nolan, editor of the Indianapolis Confidential. The Indianapolis Confidential is \$2,238 a year, whereas police patrolmen in the third year of employment get \$2,250. Philadelphia newsmen get \$1,825, first-year patrolmen in that city are paid \$1,625.

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Progresso Unit Rejects Offer to Mediate

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right of employees for collective bargaining, and request his immediate reinstatement. "We further desire to remind Mr. Pope that at a general meeting, called by himself and held in his office at the Progresso building on or about July 17, 1934, at which were present members of the editorial staff and the editors, managing editors and business managers of both El Progresso and Corriere, Mr. Pope pledged his 'word of honor' that no member of these editorial staffs would under any circumstances be discharged from their posts."

"We finally desire to remind Mr. Pope of his other promise before this joint meeting that he would follow the policies adopted by the leading American newspapers in the St. Louis Guild because of the fact that he was not in sympathy with some of the national policies as voiced in the Guild Reporter. Harold Tecumseh Meek, chairman of the committee, reported on the results as follows:

"The questionnaire covered fifteen points. Two hundred were distributed. One hundred and twenty-two were returned. Three were blank. The returns comprised seventy-seven from the Post-Dispatch chapter, twenty-eight from the Star-Times chapter and seventeen from the Globe-Democrat chapter. The tabulation follows:

1. Are you satisfied with the leadership of Heywood Brown? 26 yes; 94 no. 2. Are you satisfied with the leadership of Eddy? 25 yes; 75 no. 3. Are you satisfied with the policy of the Guild Reporter? 23 yes; 77 no. 4. If dissatisfied, do you think the St. Louis Guild should have a resolution of protest to the national officers? 28 yes; 72 no. 5. If for secession, do you think the St. Louis Guild should maintain its own independent organization? 33 yes; 12 no. 6. Would you favor a strong resolution of protest to the national officers? 33 yes; 23 no. 7. Should the protest demand the resignations of Brown and Eddy? 55 yes; 45 no. 8. Broadly speaking, do you regard the Guild as a trade union? 31 yes; 69 no. 9. Or as a professional association similar to the American bar and medical associations? 78 yes; 22 no. 10. Do you believe that agitation of the union labor type helps the Guild? 10 yes; 104 no. 11. Except in extreme and aggravated cases, do you believe you have suffered in the present instance through the conduct of our national officers? 7 yes; 108 no. 12. Assuming that the membership of the St. Louis Guild can get together on a policy program different from the New York idea, would you approve an active campaign for it at the next national convention of the Guild? 109 yes; 14 no. 13. Do you think the organization can function better with a powerful and centralized national office? 66 yes; 49 no. 14. Or with self-governing units, each independent of the others, but all co-operating in whatever degree may be found to be practicable? 33 yes; 45 no. 15. Do you think any chapter or district, or the national Guild itself should ever be committed to any course by any officer without an explicit referendum of the membership on the point? 13 yes; 103 no.

A Tabular Analysis "Here is a tabular analysis of the vote by chapters: [The figures by individual chapters show that a majority of those on the Post-Dispatch who answered the questionnaires sided with the majority on all but question 13; the Star-Times, on all but question 14, and that a majority of replies from the Globe-Democrat disagreed with the majority on questions 1, 2, 3, 5, 6, 7 and 14.]

The chairman of the committee then reports the following remarks as having been written on the questionnaires by some of those replying: "My dissatisfaction with Brown is based on the assumption that the Guild Reporter reflects his views." "The tactics of Brown are such that newspaper men will soon be classed as common laborers. If they are employed, newspaper men will

never receive salaries worthy of a profession."

Also: "My objection to Brown's policy is not aware just what Eddy's views are—and to the Guild Reporter is that they go beyond legitimate labor union tactics and run into left-wing radicalism and plain hell-raising. Nothing can be won for news workers by picketing and other strike accessories with the inevitable violence and exaggerated charges of police abuse."

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Also: "Believe Eddy O. K., especially if without Brown. 'Disinclined to express complete satisfaction with Brown and Eddy and Reporter, but think they should be curbed by the national officers with the present tactics of Brown and Eddy. I feel the St. Louis Guild should have a resolution of protest to the national officers. I do believe they are necessary on other papers.'"

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Also: "The Guild, according to its original program and intentions, was a godsend to newspaper men. However, it is my belief that the original program has been subjected to harsh treatment by Brown, Eddy and the Reporter. Get rid of these three men, reorganize, rid ourselves of the stamp of trade union and move into action. However, we should at no time lose the national organization."

Also: "If the Guild should decide on a program as suitable and necessary, I don't think it should be abandoned just because it coincides with tactics used by labor unions. I am convinced, for instance, of situations that might necessitate a strike (provided, of course, the Guild ever attains strength to give a strike a probability of success). In that eventuality I should certainly favor prosecuting the strike."

Also: "I am most definitely opposed to any movement leading to the affiliation of the Guild with the A. F. of L. type. Bar and medical associations do not have the employee-employer relationship of the bar or medical associations without some central self-governing type of organization in which it has definite requirements for membership with the power to enforce penalties for breaches of ethics and violations of constitution and by-laws."

Also: "Broadly speaking, any organization that conducts its negotiation on wages, hours or conditions of labor is a union. But a not necessarily a closed shop affair. The locomotive engineers' union is not." "My idea of the Guild would be to incorporate features of both the bar and medical associations and the unions." "The Guild should combine the good features of both the bar and medical associations without some central self-governing type of organization in which it has definite requirements for membership with the power to enforce penalties for breaches of ethics and violations of constitution and by-laws."

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St. Louis Against Secession, Survey Shows

Dissatisfied But Won't Desert

Continued from Page One

every Guild that has attempted it. I should like to see the result of a similar questionnaire a few weeks after the St. Louis Guild had really attempted to obtain the security and other improvements that are being sought by their fellow newspaper men throughout the country."

Report on Questionnaire The questionnaire was conducted by a committee appointed by the city executive committee of the St. Louis Guild after Curtis A. Betts, regional vice-president of Region 8, had offered his resignation as president of the St. Louis Guild because he was not in sympathy with some of the national policies as voiced in the Guild Reporter. Harold Tecumseh Meek, chairman of the committee, reported on the results as follows:

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Burgess Case a Hot Spud Out West

SAN FRANCISCO, Oct. 7.—R. Louis ("Are You Going to Be a Writer or a Shrieker?" Burgess) What ever became of him? Many a Guild Reporter reader undoubtedly has wondered.

Well, Louis now is orating to farmers instead of newspaper men and labor boards, under a renewed temporary appointment as public relations man in the Pacific Coast area for the AAA. He chases all over the map and goes around muttering to himself about wool in Idaho and prunes in California. But he also mutters over and over "Section 7a, Section 7a."

Louis was fired last April by the San Francisco Examiner, with the still being kicked back and forth from Washington to San Francisco. Maybe some day Louis will put through a production control, or certainly a processing tax agreement, covering hot potatoes for public officials. For his case against the Hearst organization seems to be one of the most recent moves was a request from the labor board here, at the request of the national board, that Burgess go through with a brand new hearing, at which a check of further questions should be taken up "to complete the record."

Burgess, Attorney Hank Robinson and the local guild executive committee took the position that this case was once closed, in that the local regional labor board, then having the power to decide, did accept the record as such and did vote upon it. That vote was four to three against Burgess, with the votes of two members labor members. It is understood—not taken. The Government is being requested to reach a decision on this case on the record as made and once accepted.

A Newspaper Wife Writes:

(What follows is an actual letter from a newspaper man's wife, so camouflaged, however, as to names and places as not to jeopardize her husband's position.)

Thank God you spoke to St. Louis Guild only hope I will be some good. Your head says, "St. Louis Gets the Blues." "The Jitters" would describe the situation the office where my husband works. I am a newspaper wife, and a time ago I was thrilled at the prospect of having my husband come to a newspaper with a Guild organization in it and helping my husband do what he could for the plight of our fellow-workers, through the Guild. Now, however, my anticipation has been supplanted by a feeling that my stomach is filled with wet felt, for the Guild in our office is not functioning as it should either.

Every person on the news staff, I think, shares a prevalent feeling of uneasiness. I want to tell you confidentially the situation here, but please bear in mind that my conclusions are the result of judicious questioning of my husband, hence are a second-hand report of one person's observations.

Recently the publisher called the staff in, made a few vituperative remarks about the NRA and Government meddling in business, and proceeded to the main point of his talk, which was that the Institution (his newspaper) would endure. The "—" would go on, that men might come and men might go but the paper would go on forever. I think the remarks about the NRA and the hostility to labor organization which they revealed had their effect on the morale of the Guild men. And surely the remarks that men would go turned out to be true. To date there have been several casualties. You can imagine the effect on the staff of the uncertainty of not knowing who would be struck next.

Also contributing to the uneasiness is the managing editor's recent drive on errors. The paper was way understaffed before the dismissals, and now it is even more so. There are times when either speed or accuracy must be sacrificed, but recently it has been impossible to sacrifice either without being called on the carpet. The managing editor is a large, booming-voiced man who shouts his orders and criticisms for every one to hear. Not a man but respects his news judgment but that breeds his leading tongue, which is used more and more of late.

Any one making an error that

TROY GUILD GIRDS FOR BASIC FIGHT

As Troy members of the Tri-City Newspaper Guild (Albany-Troy-Schenectady) were preparing last week for a knock-down drag-out fight in an effort to reach some accord with hostile Troy publishers, the Troy Record and Troy Times removed the NRA Blue Eagle from the front pages of their publications Monday, October 1. At the same time reporters were informed that "During the World Series the NRA will not apply."

This action was taken by agreement of the publishers because the emblem left both sheets the same day. During the World Series the forty-hour week was ignored. On Saturday, October 6, many reporters on both papers worked overtime. Printers received over-time pay, but reporters not even a "Thank you."

In the case of the Troy Evening Record, where city editor J. Edgar Eddy, two of whom are women, reporters are required to report on Saturday at 7 A. M., three reporters, two of whom are women, worked ten hours. The Troy newspapers had long wondered by what stretch of the imagination any daily paper published in that city was allowed to "sport" the NRA emblem.

No additions have been made to any staffs. In the case of the Troy Times no schedule of hours was ever posted or adopted, and the publisher, William H. Anderson, in unmistakable terms informed the guild members of that paper that he would not treat with any guild representative, adding, "If any employee does not like conditions here he can seek work elsewhere." The Troy Evening Record a year ago appeared agreeable to certain minimum requirements. A schedule of hours for each reporter was posted on the bulletin in the city room.

will cause any make-over must fill out a written report explaining the reason for it, and is treated accordingly by the managing editor's tongue.

The managing editor also wants versatile men, and to attain this ideal he shifts the staff around frequently, of late more and more frequently and for less and less reason. Some members of the staff, so shifted, have suffered deep humiliation.

You may wonder how all this ties up with the Guild. For one thing, the Guild is a place where men can come to and get a rest from the day's work. Also those who have the most to gain from the Guild are the ones who don't come, and the most conservative are the most outspoken. There is very little esprit de corps in the staff, which makes it much more difficult for the men who have been in the paper less than a year to take their places as one of a group working together. The old men don't know the new men, and the new men who are timid are afraid to trust the old ones.

There is another newspaper in this town, and there is a Guild organization there, too. But the members working on that paper are better paid, with some degree of security. One of them summed up his chapter's probable attitude when he said that he was sorry for the lower-paid men but would not sacrifice his own salary to help them. What these men don't realize is that the bosses feel the same way about them.

There is plenty of seething underneath on the paper where my husband works. The men want some kind of a contract, but they are waiting for the whole local Guild to get together on some arrangement. And there seems to be nothing to do about the thing that makes working on the paper like boiling in hell, the managing editor's attitude toward the men. It is manifestly impossible, is it not, to tell a man you don't like his tone of voice, and will he please explain the reasons for his policies, for the comfort and solace of his underlings?

And yet, this is what makes the men afraid, afraid, and it is the mole hill which makes them unable to see the mountain.

Sincerely,

P. S. I like the Reporter and read every word of it. I wish it out of my grocery money for the Reporter's stamp box.

The Publishers' Corner

A. N. P. A. Sends \$2; Are We Subsidized?

Code Authority for the Daily Newspaper Publishing Business

290 West 41st Street, N. Y. City.

Dear Mr. Eddy:

I enclose check for \$2 on account of subscription to the Guild Reporter for one year. Will you kindly have it due October 1 last?

Very Truly Yours,

S. M. WILLIAMS,

Manager.

We'll Get Around to This In Our Nov. 15 Issue

American Newspaper Publishers Association

Special Standing Committee

300 North Michigan Avenue

Room 1808

Chicago, Illinois

October 15, 1934.

Jonathan Eddy,

Executive Secretary,

American Newspaper Guild,

55 West 42nd Street

New York City.

Dear Mr. Eddy:

A copy of The Guild Reporter for October 1 was sent me by an acquaintance.

With considerable amusement I read the alleged history of myself, the alleged description of the Newspaper Industrial Board, and your modest proposal that the American Newspaper Guild be made the administrator of the Newspaper Code.

In the articles entitled "Exactly Who is Regulating the Newspaper Publishing Industry?" and "The Newspaper Run-Around Board."

The inaccuracies, both direct and by inference, are inconsistent with the official organ of the American Newspaper Guild wherein, of all publications, one might reasonably expect to find only facts clearly and concisely expressed in the best style of competent news writers.

I seriously question if you have sufficient of that abdominal quality—creativity, if it is to be used as a word of four letters—to publish this challenge of your misstatements and misleading inferences.

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secretary of the Pacific Northwest Newspaper Publishers Association. The Seattle Post-Intelligencer strike started in 1924—not "in 1923." To the Pacific Northwest Newspaper Publishers Association specifically and others generally it was a mere incident. Its defeat was predictable before that ill-advised attack was launched by the I. T. U. The outcome was never in doubt. It did not constitute the writer's introduction to the A. N. P. A., as you allege. That introduction came out of two appeals (Butte and Anacosta cases) before the International Arbitration Board in 1924, wherein the writer appeared as advocate for the publishers.

If, as you allege, "it was for his union busting activities" he would be identified with the open shop division and not with the International Arbitration Board which, for thirty-three years in the industry, has functioned for the peace of the industry. It is created by joint agreement mutually entered into.

Of course your objective in these misstatements becomes apparent in your final sentence with reference to the writer:

"He is to provide over the Newspaper Industrial Board, dealing out justice impartially to employer and employee."

In another place is the allegation: "General Johnson, who appointed Kelly and Mr. Buckley, . . ."

And in another place appears: "The Newspaper Industrial Board is supposed to be half employer and half labor, with the decision resting in the hands of an 'impartial' chairman."

You, as a member of the Newspaper Industrial Board, were supplied copies of the minutes to date, the rules governing deliberations of the board and the rules and regulations of procedure governing the arbitration of controversies.

Even casual examination by you of the information therein contained would have revealed to you that:

(1) General Johnson did not appoint the chairman of the Newspaper Industrial Board. He was elected by the publishers and employed representatives thereof at the same time they elected Shuford B. Marks, an employee representative, as secretary of the board.

(2) The Newspaper Industrial Board is comprised of four employees and four publisher representatives. The chairman exercises but one vote, the same as Mr. Eddy or any other member of the board. There are no decisions resting exclusively in the hands of the chairman. Majority vote governs.

(3) That if the even-numbered board decides it draws by lot an impartial referee from a panel of mutually agreed upon members of arbitrators. This ninth member of the board becomes chairman for the case and decides the case on points remaining in controversy after a consideration of evidence presented to the board.

(4) That Newspaper Industrial Board procedure is adopted from arbitration procedure mutually developed and existing in the newspaper publishing industry for thirty-three years.

(5) That the differences of opinion between board member Howard, head of the I. T. U., and some other members of the board to which reference is made in the article under discussion—does not arise, as alleged, from efforts to force compulsory arbitration upon publishers, at the same time holding that labor be free to accept or reject arbitration as may seem opportune at the moment.

Kindly consider numbers 4 and 5 in connection with that portion of your article reading:

"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, effect, compulsory arbitration, which has never been to labor's liking? Was it to give labor the run-around?"

May I suggest that you will run less hazard of making ridiculous statements if, before committing yourself to print, you consult, concerning arbitration and the history thereof, with such veteran leaders of printing trades international unions as George L. Berry, Ed. Voss, Leon DeVee and C. F. Howard, and/or their respective official families.

Such unfamiliarity with long-established procedure as you reveal in your article could, conceivably, raise in the minds of readers the suspicion that any undue delay in getting Guild cases before the board for consideration would be the result of your inability to grasp the simple procedure prescribed rather than from any inherent defect in the procedure.

All of which is submitted for your thoughtful consideration.

Very truly yours,

HARVEY J. KELLY.

Our Pal Marlen Pew Turns Sherlock Holmes

Members of the Guild employed in a certain Eastern newspaper office (to identify it would cause needless trouble) issue from time to time a sort of union organ in mimeograph. I have just been reading some of these sheets, finding therein a couple of curious letters, written by reporters and addressed to the publisher, though that gentleman, it is elsewhere revealed, has never read the sheet. These two Guildmen set forth their ideas concerning economies the publisher might put into effect and thus find money with which to pay higher wages and generally conceded that the publisher is informed of the Guild's demands. They also tell the newspaper owner, in language spiced with the kind of gibberish that copy desks always delete from amateur copy, just how he should run his paper. Enviously they comment on his long summer vacation. He should improve his Washington correspondence, they say, and compel men covering the White House, Congress and the departments to disclose "political axe grinding" and distortion of news facts. Washington men should "keep their opinions to themselves." Also the publisher is informed that he might as well discontinue foreign correspondence, or at least stop "overpaying" of such special news wires. His Sunday newspaper is condemned also in toto, and the two office critics urge that numerous features be eliminated to make room for local. The play the newspaper has given to speeches of prominent men, of those by known friends of the paper, is loudly condemned.

This gratuitous employee advice to the publisher is sent, under the observation of the managing editor, who said that the management did not propose to censor the Guild's organ and that it always welcomed suggestions from the staff, but this business of broadcasting sarcastic criticisms of the publisher and the editorial management to the entire staff was not very chummy or fair-minded. But the editors of the organ stood pat and did not promise to desist.

The incident brightly illuminates the attitude of a section of the Guild, apparently determined to pick a fight with some newspaper, meanwhile carefully, as is thought, shielded in their jobs.

Such men have hamstrung the best opportunity editorial workers of this country have ever had to establish a professional status and gain a better deal for the writing rank and file.

MARLEN PEW.

(Editor's Note—A copy of the mimeograph publication to which Mr. Pew objects was shown to him in confidence. . . . Some of the reforms recommended in it have since been installed.)

Watch the Next Issue!

Photostatic evidence is in the possession of the Guild Reporter of an attempt by the Council of American Industry to break up the Twin City Newspaper Guild.

Lack of space must postpone this entire story until the next issue of the Reporter, at which time it will be fully told.

Headquarters of the council are located in Salt Lake City.

On their letterhead it is stated that the purpose of the council is "to co-ordinate the activities and consolidate the influence of American industries."

From that position I became

Papers Held in Good Position to Profit

(We reprint below in part, without comment, an analysis of the position and prospects of the American newspaper industry published in "The Index" of the New York Trust Company for October, 1934. The emphasis is ours.—Ed.)

On the eve of the depression, newspaper publishing had reached a high point in development which was reflected in the record circulation attained by the daily press, indicating mounting reader interest, and an increasing recognition of the newspaper's role in promoting the business through a record volume of advertising.

With a total circulation of over 30,000,000, almost 2,600 morning and evening papers scattered throughout the country supplied a copy of their daily issue for approximately every three persons in the country, while an additional 328 Sunday papers had a circulation of about 23,000,000 copies.

Both as a social force and as an important medium for advertising, the American newspaper had become more than ever a vital factor in national life.

None of its importance was lost during the next few years. While circulation declined somewhat and advertising was more directly affected by restricted business operations, newspapers, on the whole, maintained their position during the depression remarkably well and have been quick to reflect, both in circulation and in advertising, such

Morning Newspaper Ratio Falls to 22 Per Cent

Thereafter, a contrasting period of newspaper development set in. While circulation continued to climb, the number of newspapers had gradually decreased, by 1929, from 3,700 to 3,200.

Due to the competition for both circulation and advertising, mergers and consolidations became common in the larger cities. . . . Whereas, in 1920, some 45 per cent of the country's newspapers were in the morning field, this ratio had fallen, by 1929, to 22 per cent.

This period was also marked by the establishment of the newspaper chains. The advantages to be derived from centralized purchase of materials and equipment and from joint news services favored the creation of group-controlled properties which, while maintaining a large chain of local news-independent units, were not individually owned.

By 1929 there were some sixty chains operating in seventy-seven cities, the combined circulation of the twenty-two most important constituting more than a third of the total daily circulation of morning and evening newspapers combined.

These developments, however, did not in any way restrain the steady growth of circulation, which continued almost without interruption from 1920 through 1929. In the latter year total daily circulation aggregated 39,426,000 copies, toward

which the morning papers contributed 14,448,000 and the evening papers 24,977,000. Meanwhile, Sunday circulation increased still more sensationally to 26,880,000 copies.

Simultaneously, advertising practices underwent a transformation. Newspapers had always carried a great amount of local advertising but, until the war, there had been comparatively little national advertising. The power of newspapers to promote mass sales, first recognized through the part they played in the flotation of Liberty bonds, was then more keenly realized, and, despite a lull in the early years of the war, national advertising to total advertising subsequently increased.

In 1915, according to estimates by the Bureau of Advertising of the Newspaper Publishers' Association, total expenditures of all advertisers in the daily and Sunday papers of both this country and Canada amounted to \$775,000,000, of which \$35,000,000, or 20 per cent, was national advertising. In 1929, with Media Records reporting a record newspaper advertising income of 1,897,313,000 lines, in fifty-two leading cities, advertisers' expenditures totaled \$800,000,000, of which \$200,000,000, or 25 per cent, represented national advertising. This, while national advertising in this period had increased by 173 per cent, national advertising had increased by 373 per cent.

Circulation Drop From 1929 to 1933 Only 10.8%

Largely resulting from this new source of income, the newspaper's total revenue from advertising increased during these years at a greater rate than did their revenues from subscriptions and sales. The latter, between 1914 and 1929, rose from \$99,545,000 to \$275,774,000, according to Bureau of Census reports, but the former increased from \$184,047,000 to \$797,338,000. While, not many years earlier, news and advertising occupied, in an average newspaper, about the same amount of space, many newspapers on the eve of the depression were operating at a ratio of about 60 per cent for advertising and 40 per cent for news.

Although business activity in the United States generally began to decline in the latter part of 1929, circulation statistics, as reported to Editor and Publisher for 1930, actually showed a gain over the previous year, and the decrease, even in 1931, was comparatively slight. Evening paper circulation, however, fell off markedly during 1932, with the result that total circulation for all papers dropped 3,000,

Rockford Guild Would Strike To Win Rights of Employees

ROCKFORD, Ill.—The Rockford Newspaper Guild, by unanimous vote, has authorized a contract committee to proceed with negotiations for a contract covering salaries, working hours and conditions of employment with the publishers of the Rockford Register Republic and the Rockford Morning Star.

Members have signified their willingness to strike if negotiations prove futile.

The members of the contract committee, who were given a vote of confidence at the October meeting of the Guild, are Rae Small, president; Herman G. Nelson, secretary, and C. Hjalmar Nelson, the Guild's delegate at the national convention.

Copies of the contract have been furnished to Mrs. Ruth Hanna Simms, New Mexico, president of the Rockford Consolidated Newspapers, Inc., publisher of the two papers, and T. Barney Thompson, editor of the two papers.

The contract provides for a closed shop; minimum wages for apprentices and journeymen, approximately 20 per cent more than now paid; annual paid vacations, sick leave, discharge notices, the forty-hour week and similar provisions.

The contract represents several months of hard work on the part of the contract committee, and was drafted after contracts prepared by Guilds throughout the country were thoroughly scanned. It has also been approved by national Guild officers after a careful scrutiny.

When details of the proposed contract were announced at the October meeting of the Guild, the provisions were unanimously approved

with only minor changes. A resolution instructing the committee to proceed with the negotiations with the publisher, with full authority to sign an agreement, was also unanimously adopted.

The Rockford Newspaper Guild is now fifteen months old, organized as a local association months before the national Guild was formed. It has grown to be the strongest and most aggressive unit in Illinois, with a steady increase in membership and a virtual closed shop now in operation on both of the newspapers here.

Within a week after its organization all editorial employees—who had been refused a paid vacation in 1933—were given salary checks to cover the one-week payless vacation most of them took. Several months later salaries were adjusted with over half the staff receiving increases. Early this year a general 10 per cent pay increase was given every one on the staff.

Two demands made last summer were refused. One asked that all editorial employees be given a two-weeks vacation with pay this year. The publisher offered one week with pay and promised two next year. This was accepted.

The publisher also refused to accede to a request by the Guild that the check-off system of Guild dues collection be placed in force. The company agreed, however, to take the matter under advisement. The refusal has not greatly slowed up dues collections, following the passage of an amendment to the Guild constitution under which voting rights are lost by any member who is three months delinquent in his dues.

Two Ohio Guild Women Take Prize Money

When \$330. prize money was awarded at the annual meeting of the Ohio Newspaper Women's Association in session at Columbus on October 13, two members of the guild were big money winners.

They were Helen N. Allyn of the Cleveland Press, who walked off with four prizes totaling \$55, and Ruth McKenny of the Akron-Beacon Journal, who won two prizes totaling \$50.

Prizes offered every year for the best editorial work by members of the Ohio Newspaper Women's Association range in value from \$5 to \$25 for each contest. Every phase of newspaper work open to women is covered in the contests.

Publishers Provide \$85

Curious as it may seem, only \$85 of the \$330 total was provided by the publishers, for whom the Ohio Newspaper Women's Association is laboring to promote higher standards of writing and newspapering, while \$135 was contributed by the newspaper women themselves, most of whom are paid little better than an average experienced stenographer. The balance of the "prize" was donated by various private and public press agencies and philanthropists.

Here is a very worthy journalistic organization, semi-social, it is true, but dedicated to improvement of the service its members render daily newspaper publishers. It doesn't annoy the publishers about wages or hours or working conditions. It is, in fact, just the sort of organization that Marlen Pew, we understand, would like to have seen the Guild become. It is purely "professional."

Yet, after its thirty-four years of conscientious effort to improve the editorial content of newspapers in Ohio, the publishers are one of the groups least interested.

Guild Upsets Pew Terribly And 'The Nation' Tells Why

OUR PIOUS contemporary Editor and Publisher, which finds sermons in advertising lineage figures and Richard Harding Davises behind every bush, is terribly, terribly upset by the American Newspaper Guild.

The guild hasn't behaved as Editor and Publisher wanted it to, and instead of becoming a wishy-washy pseudo-professional group dabbling in questions of ethical standards it is flirting with labor unions in an effort to win the recognition hitherto denied it.

Not only is the guild a "radical trade union" but its monthly paper, Mr. Marlen Pew finds, is so "scurrilous" that it might be confused with the Communist Daily Worker. Mr. Pew left-handedly admits that, as charged in the indictment, publishers have "stalled them off, strung them along, refused to bargain and spiked their every effort," but in as fine a confusion of cause and effect as there is on record he finds that this is because the guild is so radical and because it has sought to "make a license of NRA." (What else is the NRA, Mr. Pew?)

When it is remembered that Editor and Publisher speaks not for the average newspaper man—reporter, rewrite man and copy reader—but for editors and publishers, Mr. Pew's sound and fury may be taken with a grain of salt.

It is true that the guild has veered somewhat to the left, as was pointed out in these columns several weeks ago, but even that doesn't bring it past dead center, Heywood Brown not being the whole membership.

Newspaper men, like other workers, are interested in security, and if they can't get it on an individual gentleman-to-gentleman basis they will get it collectively, as they are privileged to do by law.

From The Nation, Oct. 10

Dear Boss:-

I am the fellow that gets out your newspaper. You probably don't know me because I am small fry, but you can't get along without me. I get the news for your newspaper; I edit it, put color and life in it, touch it up with sparkling headlines and serve it to your public.

Sit down, Mr. Publisher, and let's get acquainted. We have been strangers too long. We are, in fact, hardly on speaking terms. You think you have a right to scorn me. That's because you pay my salary and thereby virtually possess me, body and soul. This is not exaggeration, although you have taught me to exaggerate, too, when it serves your purposes. This is the plain truth.

I live in a world of words, and now I am going to use them for all they're worth. I am going to let them speak out bluntly and clearly for me; let them battle for me. It's time we understood each other.

Are You Listening, Boss?

By now, Mr. Publisher, you must realize the world is changing. I don't mean the changes that you talk about in your editorial columns or let some savant talk about in prophetic tones. That kind of change, the "New Deal" sort of change, is something emanating from political sources. Here is a change you may not have noticed yet, and it's emanating from the very forces you have set into operation in your own establishment. There's been a lot of bunk spoken about the newspaper profession—the so-called glamour and variety, and the "show-must-go-on" stuff that has been so peculiarly beneficial to you. A newspaper man is supposed to stand a lot of abuse without grumbling; he is a soldier in the front ranks and must patriotically accept his orders, and go marching on, right through cannon fire and smoke, "though someone has blundered."

I must admit, Mr. Publisher, there is some truth in this legend and, no doubt, I too have found it pleasing to perpetuate such a legend because it has thus set me apart from the rest of mankind as a sort of super-creature, a curious admixture of intelligence and sentiment, a self-sacrificing, egotistical individual who looks first to glory, then to gain.

I am not going to be less loyal and dutiful in getting out my assignment; in pursuing a slender clue down to the bottom and coming up with a "beat"; in using all the wiles, the craftiness and, if you please, the intelligence I possess, to do the work you require of me.

But, Mr. Publisher, you are not going to impose on me any longer. You would have less respect for me than you do now if I should continue to accept meekly, the conditions you impose on me. I want to continue working with and for you, but I want justice, too.

Remember the Depression?

I have been subject to your whims and caprices too long. Because you didn't like the color of my necktie or my unwillingness to embrace meekly your profitable political faith, you have not hesitated to fire me. You knew there were

plenty of other newspaper men around, with and without souls, who would jump at the chance to get a job.

Need I list my grievances now? Surely you must have gained an inkling on what they are by this time. If you haven't you are being very naive.

During the depression you reduced me to a low form of slavery. You slashed my pay until I lost my confidence and my self-respect; you wounded my pride; you outraged my sense of justice, for you did not do that to your mechanical workers. I bore the brunt of the depression for you.

At the same time you set loose thousands of my fellow newspaper workers, made a vast, drifting army of them and thereby made it tougher for me and others who manage to cling to their jobs, to continue working. You made a coward of me and all but stifled that independent spirit I pride myself in.

Then something happened, I woke up from the ugly dream. I looked around, saw a world of people mobilizing to prevent in the future another frightful comedy as they had been through and decided that I, too, would have to organize.

Looking for a Square Deal

I am now the Newspaper Guild of America. I proclaim myself your partner in the enterprise of placing before America the happenings of the world. I desire to meet you on this basis that we may discuss my problems.

Pay me a decent wage. Give me security. Give me time to recuperate from the nerve-debilitating effects of the work. Show your appreciation for my loyalty as demonstrated in willingness to work long hours when the occasion demands, to suffer unnecessary abuse while getting the news. Don't make it necessary for me to regard the work I love only as a springboard to something else.

These demands are not unreasonable. I shall be a more efficient worker for them and yours will be a better newspaper.

You will see I am willing to root out evils in my profession, to cut out chiseling, double-crossing and the palming off on you rank publicity disguised as news. I shall then be able to meet my financial obligations, dress in a fashion to represent decently your interests as well as mine, and have the leisure to cultivate a more peaceful outlook on life—to enjoy myself.

Mr. Publisher, you have the opportunity to deal with me as a newspaper man representing the American Newspaper Guild, and amicably settle existing and future controversies.

If you cannot meet me in a friendly spirit and talk things over man to man, you will compel me to take steps which both you and I should seek to avoid.

I have had my say, Mr. Publisher, and now go my way. You are still my employer, but don't forget that it is I, not you, who gets out your newspaper. I know my job and I know, too, what that job should be worth to me. My conscience is clear and will guide me in the future even better than it has in the past. I trust you can say the same.

FRANK RUSSELL

TRAINING UNIT IN NEW QUARTERS

PHILADELPHIA—Increasing interest in the Philadelphia-Camden Guild's school has led to its removal to Temple University, where equipment has been made available through the generosity of the university's School of Journalism.

Regular work as a part of the two-hour weekly class began October 8. There are five regular classes—morning paper copy boys, conducted by Irving K. Fagan, "dean" of the school; morning paper apprentice reporters, conducted by Richard Yaffe; evening paper copy boys, conducted by Leonard J. McAdams; evening paper apprentices, conducted by John J. Butler, and copy-reading, conducted by Yaffe. A rewrite class is also forming and will be conducted by William C. Driscoll.

Copy boys and apprentices from the Record are given regular assignments to cover with older reporters in fulfillment of a contract between the Guild and the Record publisher, J. David Stern. Similar arrangements are being made for students from other papers. Special lectures to take up part of the classroom time are being prepared.

The school is attracting national interest, and the educational committee in charge hopes to publish its lectures in book form at the end of the year. As the first comprehensive course of instruction prepared by working newspaper men, it should have a definite value in advancing the standards of journalistic education.

TWIN CITIES GUILD DRAFTS NEW CONTRACT

MINNEAPOLIS, Minn.—Preparations for entering on the negotiation of contracts with the publishers of Twin Cities newspapers have been proceeding rapidly here recently.

As this is being written a proposed contract is in readiness to be laid before the publishers with nearly a 100 per cent backing of the editorial staffs.

The proposed contract, which includes minimum wages, dismissal provisions and new standards of employment, was drawn up by a special committee appointed for that purpose and at the September meeting of the Twin Cities Guild received the approval of the membership.

Not even election of new officers, which will take place at the meeting this month of the Twin Cities Guild, has been allowed to interfere with the contract plans.

LEHIGH VALLEY GUILD BOOSTS MEMBERSHIP

ALLENTOWN, Pa.—The Lehigh Valley Guild continues to increase its membership! This guild, which boasts a 100 per cent membership among the newspaper men of the two Allentown newspapers, is adding to its numbers regularly each month from among the many other newspapers throughout its four-county territory.

Although the movement into the guild is by no means the spontaneous affair which marked Allentown's entry, it has continued fairly constant, with a lone new member coming into the fold from here and there every few weeks.

CLEVELAND WARNS OF 'TRUCE' SNARES

The American Newspaper Guild has been urged by the executive committee of the Cleveland Newspaper Guild to warn all its members not to enter into "any agreement abridging or qualifying in any manner" their right to strike. The Cleveland executive committee has forwarded to ANG headquarters the following resolution which it adopted on October 15:

"Whereas, the President of the United States in a speech on September 30, 1934, appealed to capital and labor to enter into a 'specific trial period of industrial peace,' and

"Whereas, a great number of the newspaper publishers of the United States have refused the right to organize and have declined to enter into collective bargaining with their editorial employees, and

"Whereas, Louis Burgess, a member of the San Francisco Newspaper Guild and the American Newspaper Guild, who was discharged for organizing activity, has had his appeal pending before both local and national labor boards both more than eight months without any decision being made, therefore be it

"Resolved, that the executive committee of the Cleveland Newspaper Guild urge the American Newspaper Guild to warn all its members against entering into any agreement abridging or qualifying in any manner the right to strike to gain lawful recognition or just demands."

More news and faster news on activities of the Guild in every city is needed. Let the rest of the Guild know what is happening in your city.

S. I. STRIKE FIGHT GOES ON UNABATED

Mass picketing demonstrations continue to be held each Saturday in front of the plant of the Staten Island Advance. As many as sixty pickets representing the Guild, Big Six and sympathetic labor organizations have attended several of the demonstrations. Speakers address the employees at work in the Advance offices, appealing to them to join their respective labor organizations.

A mass meeting to gain the support of Staten Islanders was scheduled for Friday evening, October 26, in Grant City, Staten Island. Joe Williams, sports editor of the World-Telegram, was to be chairman and other Guild speakers were to be Heywood Brown, Carl Randau, president of the Newspaper Guild of New York, and Irving D. Robbins, of the Staten Island Advance committee.

Twenty thousand copies of a special newspaper, The Reporter, were to be distributed to Staten Islanders, enlisting their support and calling attention to the mass meeting.

NEW YORK ASSEMBLY GETS CONTRACT DRAFT

Provisions on the Guild preferential shop, vacations and the grievance committee, contained in the World-Telegram draft contract, now the object of negotiations with the publisher, were discussed at last week's meeting of the New York Representative Assembly. Another meeting with the management was scheduled for the week of October 21.

The preferential shop and the grievance committee were regarded by the Assembly as two of the most important features of any contract. The body of delegates felt that the widest discussion among Guild members is essential on these two provisions.

The essentials of a draft contract submitted to S. I. Newhouse, publisher of the Long Island Daily Press, were also reviewed, for the purpose of acquainting the assembly with the progressive steps taken by the executive committee in its negotiations.

The temporary agreement with the Press expired October 15, but continues in effect until it is replaced by a permanent contract.