

Guild Quits News Code Hearing In Protest, Charging NRA Upset Jennings Victory; Newark Holds Firm; Coast Starts Boycott

Strike Now A Siege; Hits Circulation

Publisher Hires 'Bodyguards' Despite Lack of Violence

NEWARK, N. J.—Beginning its fourth week, the Newark Ledger strike Saturday, Dec. 8, settled into a state of siege, in which staying power promises to count heavily.

The publisher, his tactics during the strike, his attitude in the two abortive negotiation meetings, his campaign of advertising misrepresentations, has proved that he has no intention of effecting a settlement, recognizing the Guild or protecting his employees, unless compelled.

With the Ledger still publishing, but as a mere shell, almost devoid of local news and pictures, losing heavily in circulation, and to a lesser extent in advertising, the fight has become largely one of resources and morale. The advantage in this appears to lie definitely with the Guild, for the morale of the strikers is high and their lines are holding firm. As long as funds continue to pour in from the various chapters of the American Newspaper Guild, the strikers are prepared to carry on.

Ledger Position Weak

On the other hand, the Ledger, which always had many weaknesses in its structure, does not appear to be able to hold out very long. L. T. Russell, the publisher who attempted to break up the Guild when it sought to get a little more for his harassed newsmen, is paying large salaries to a crew of discredited reporters and their thug "bodyguards," although there has been no violence, but they are unable to get the news, they are completely demoralized. The fight has become largely a question of how long Russell can continue operation at a heavy loss and with an editorial force that will permanently impair the standing of his paper.

With this in mind, the Newark strike committee has been intensifying its drive on the three fronts of circulation, advertising, and news staff. The dramatic expression of the Guild's lack of faith in the NRA by Heywood Broun in Washington on Dec. 5 has focused attention on the strike here, and is expected to increase the support given by Guilds throughout the country.

Three Big Developments

Organization of a citizens' committee, start of a house-to-house canvass to inform readers of the facts in the strike, and a considerable extension of the appeal to labor unions, with the formal backing of the week's developments in the fight on the Ledger's circulation, and thereby on its advertising.

The citizens' committee was the

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3 Guild Men Fumble, But Strike Goes Page 1

COLUMBUS, Ohio.—Hark to the tale of three Guild members who did not know that if the Guild strikes (against) a publisher, that's news.

When the first flash of the Newark strike came over the wire to the Columbus Citizen, Edward D. McCluskey, telegraph editor and a Guild member, tossed it to Bill Marks, Guild president. Marks fumbled, leaving the story on his desk, but Sam Fusco, Guild treasurer, recovered by posting the story on the Guild bulletin board. There Edward A. Evans, editor, saw it, yanked it down and sent it to the composing room.

"That's too good a story for the bulletin board," he said. He slugged it for page one.

Public, Unions Aid Strikers; Boycott Voted

Big Garment Local to Avoid Paper and Its Advertisers

NEWARK, N. J. — Shirt-sleeved laborer and white-collared worker are standing side by side on the Newark Ledger issue, in a remarkable and active show of sympathy for the embattled editorial workers of that paper, and much of the public is on the sidelines cheering the strikers on.

Locals and union heads are backing the reporters in their fight against Publisher L. T. Russell for recognition and a living wage scale. If won, the striking reporters' pay demands will still be lower than the wage Mr. Russell pays his printers.

William Green, president of the American Federation of Labor, has wired Heywood Broun, president of the ANG, asking how the national labor body could help. He informed the Guild that state officers of the Federation had been instructed to give every possible assistance.

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Oakland Out To Get Three Reinstated

Radio Stations Refuse Time; Sound Truck Also Withheld

SAN FRANCISCO, Calif.—An aggressive boycott campaign in the East Bay section against the Oakland Tribune to gain the reinstatement of three discharged Guild members continued unabated on Dec. 6 despite increasing obstacles placed in the way by pressure from publishers.

A new jolt struck the local Guild when Redfern Mason, Examiner chapter chairman and for 21 years an outstanding music critic, was removed last week from his job as critic and told he could write a hotel column.

The day before the axe fell on Mason every member of the Examiner unit had received a letter urging the staff to contribute to the defense fund against the Tribune and saying that the Guild was in a war with the publishers.

Labor, civic, educational, women's, and religious organizations representing a membership of 60,000 have been blanketed with letters requesting cooperation with the Guild in the Tribune boycott by canceling subscriptions. Advertisers have been asked to withdraw their patronage.

The Guild has been deprived of the use of two of its most formidable weapons, the radio and the sound truck. Seven radio stations refused to sell time on the air to the Guild. When a protest was filed with the Federal Radio Commission, the commission replied that it could not force stations to use any material for broadcast.

Two stations had offered time provided the Tribune was allowed to reply. The plan was satisfactory to the Guild, but Joseph R. Knowland, publisher of the Tribune, threatened suit if "one word" of the Guild's story went on the air.

Arrangements to use the one

(Continued on Page Two)

Special Issue Salutes First Guild Birthday

The American Newspaper Guild is at its first birthday. In honor of this occasion the Guild Reporter publishes an anniversary section on pages 9 to 15 of this issue. It may look a little calm amid the fireworks popping on all sides of us — having been written and edited in the mellow days of a week or so ago—but may give all the clearer idea of the base on which the Guild now stands.

Jennings Case Board Decision Still Important

Reopened Suddenly as Guild Hails Its Major Victory

WASHINGTON—The National Labor Relations Board, in a decision on the Dean S. Jennings case on Dec. 3, accepted the challenge of the publishers, and particularly of William Randolph Hearst, and gave the Guild its now celebrated temporary victory.

Hearst, through his counsel, Elisha Hanson, who is also counsel for the Newspaper Code Authority, had threatened to withdraw from the code if the board accepted jurisdiction in the case of Jennings, a former employee. Hanson, moreover, had threatened to advise all other signatories of the code to withdraw if the board took the case, which was pushed by the Guild.

The board, headed by Francis Biddle, not only took the case. It decided in favor of Jennings, who had lost his job on Hearst's San Francisco Call-Bulletin because of Guild activity. It ordered Jennings reinstated, or else.

Its action was all the more daring because the publishers were even at that hour converging upon Washington for the code hearing on hours and wages two days later.

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Broun Cites Publishers' Domination

Code Called Sham by Morris Watson; Says It Covers Privileges

By D. A. deSOUSA

WASHINGTON.—The American Newspaper Guild, convinced by events of the previous 24 hours that the cards were hopelessly stacked against it, walked out of the NRA hearing on wages and hours for the news department workers on Wednesday, Dec. 5. Its non-participation would continue, it was made clear, until it was satisfied that the NRA was not taking sides with the publishers.

Its sharp protest was part of a swift-moving drama in which the NRA, represented by Donald R. Richberg, executive director of the National Emergency Council, was ranged with the publishers and against the National Labor Relations Board, while the Guild was the cause of the dispute.

It came about because the Board decided the long-fought Dean S. Jennings case in favor of the Guild, declaring that he had been forced off of the San Francisco Call-Bulletin, a Hearst paper, because of Guild activities, and ordering him reinstated.

Richberg at Work

Richberg quickly swung into action, and with him Blackwell Smith, acting general counsel for the NRA and his former chief assistant. Richberg himself called on Francis Biddle, chairman of the labor board, and in an hour's talk brought him to agree to reopen the case so that the NRA could argue that the board was mistaken in its carefully argued opinion that it could take jurisdiction in the case.

When the rehearing was held two days later, Richberg again took the lead, this time issuing a statement sharply critical of the Board. He based his argument against the board's taking jurisdiction on the assertion that the word "may" means "shall" at the essential point in the executive order creating the board.

The order he pointed out, said the board "may decline to take cognizance of any labor dispute where there is another means of settlement provided for by agreement, industrial code, or law, which has not been utilized."

"May" Means "Shall"

"The word 'may,'" Richberg went on, "clearly imposes upon the board not merely a discretion but an obligation to decline to take cognizance of any labor dispute where, in a code approved by the President, provision has been made for the settlement of such disputes. . . . From the standpoint of strict, legal construction, it is well recognized by many decisions that the word 'may' in a

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A "Gentleman's Agreement" Bobs Up

An Editorial by Heywood Broun

President Roosevelt has often used a football metaphor in describing the functions of his administration. There is no reason why the Newspaper Guild should not follow this excellent model.

When, and if, there arises "unfortunate" differences of opinion between the Guild and a publisher, we are reconciled to the fact that the publisher will fight hard. He will try to defeat us with smashes at the line, forward passes and slants off tackle. Under these circumstances, we must build up our own attack and our own defense.

But, following out the metaphor, it had been our naive impression that NRA was in a sense a board which supplied the impartial officials, the referee,

the head linesman and the umpire. In the Jennings case for the first time we shook a man loose. We had a halfback with a free field ahead of him. We were on our way to the Guild's first touchdown. Suddenly the referee dropped his whistle and performed a flying tackle upon our broken field runner.

Under those circumstances, it seems to us that we are entirely right in saying, "What sort of game is this in which we are participating?" We will take our chances against the designated eleven men of any opposition, but we can't go on if the officials who are supposed to uphold the rules suddenly butt in and become players acting openly in

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Newark Strike Enters Siege Stage; Ledger Circulation Hits

'Bodyguards' Hired Though Scene Is Quiet

Readers Canvassed as Publisher Continues to Balk at Peace

(Continued from Page One)

result of a suggestion made at a mass meeting at the City Hall by Edward J. Nolan, former executive of the Newark Ledger, the Newark Guild strike committee follows:

\$4,000 Fund for Newark Strikers

Is \$719 in the Black on the 19th Day

NEWARK.—The latest balance sheet of the Newark Guild strike committee follows:	
RECEIPTS	
From Newark Guilds	\$1,056.51
From Cooperating Guilds Throughout Country	2,434.58
TOTAL RECEIPTS	\$3,491.09
EXPENDITURES	
Welfare Needs (incl. strikers' meals)	\$ 493.70
Strike Benefits paid, Nov. 23 (26 of 42 strikers sharing)	311.00
Strike Benefits Paid, Nov. 30 (34 of 42 strikers sharing)	850.00
Miscellaneous	\$1,493.70
The Guild Reporter (printing costs)	\$ 237.21
Thanksgiving Dinner (for strikers and their families only)	46.20
Mimeographing (publicity and reports to other Guilds)	37.36
Benefit show, Dec. 9 (theatre rental and ticket - printing)	360.00
Other expenses (sound truck, supplies, etc.)	456.92
TOTAL EXPENDITURES	\$2,771.39
TOTAL BALANCE (At Bank Opening, Dec. 5) —	\$ 719.70

The strike committee estimates that it will need \$2,000 a week. More than half goes for direct strike benefits, the committee's figures show. The Ledger's weekly salaries, paid to the forty-two now on strike, ranged from \$7.50 to a top of \$60, the latter figure drawn by only two men. The average was \$28, on a paper with no competition in the Newark morning field.

A fixed scale of strike benefits, averaging two-thirds of former salaries, has been drafted for use during the strike. This scale penalizes the higher wage brackets more than the lower ones.

necessary method to overcome the confusion in the public mind over the settlement of the so-called strike of newsmen, who have been fighting for two years for a lower wholesale price for the Ledger. They refused to handle the paper when the Guild strike broke, and largely as a result of that strike, got virtually what they wanted. Russell used the settlement to spread the word that the strike was over, and after days of publishing the strike, there are still some Guild sympathizers who buy the Ledger.

Benefit Staged

A benefit performance is being staged to carry the strike message. It also is the public support of the strike. In the first 24 hours on sale, most of the 5,500 tickets were disposed of. There should be a profit to the strike fund of about \$1,000.

A significant feature of the strike has been Russell's failure to obtain newspapermen of any standing as strikebreakers. Since his two-day suspension, which was obviously calculated to frighten the strikers as well as the mechanical departments, Russell has brought in a dozen new workers. In addition to the ten that refused to walk out, five have been persuaded to leave. The incompetence of those that have stayed is reflected in the Ledger columns. The pick-

eting of the Ledger office, and the general contempt they have met at the strike, has gone back to work. The complaint to the labor boards on the Tribune case has been delayed, awaiting signatures to affidavits from scattered members.

The executive committee voted Dec. 5 to allow the strategy committee, headed by Dean Jennings, to have a free hand in the Tribune campaign until the strategists themselves believe they have done all possible.

Preliminary reports of a victory in the Jennings case were hailed throughout the West, although the later withdrawal served as a damper. Many members see American Federation of Labor affiliations, giving more bargaining power, as the answer to the Guild's needs.

misrepresentation. On Nov. 26, he again declined to discuss terms, except to issue a statement announcing what terms he would not sign. He declined to give his employees any protection against arbitrary firing. He sought to tie up his case with that of other Newark publishers, with whom the Guild has no quarrel. Since then he has sought to build up a paper of thousands spent for new features and for strikebreakers, there are no signs of his succeeding in his plans. There are many signs of internal weakening.

Campaign of Misrepresentation

Only 25 of the 35 members of the staff joined the walk-out the first day, but 10 others came out during the next three days. Russell met the negotiating committee of the Guild on Monday night, Nov. 19, but instead of negotiation, rejected it without offering a single counter-proposal, and the next day announced suspension. The campaign at the cost of thousands of dollars, showed that he had no intention of signing any agreement that would prevent him from breaking up the Guild. He broadcast appeals to "ministers, priests and rabbis," and to sundry publishers, to "arbitrate," but made no offers to the Guild's position, and misquoted its proposed contract. He agreed, through a third party, to meet the negotiations committee again the following Monday, Nov. 26, but in the meeting time continued his campaign of

Boycott Drive In Oakland; Funds Short

Radio Stations Refuse Time; Sound Truck Also Withheld

(Continued from Page One)

Licensed Oakland sound truck were completed when the owner withdrew through fear of reprisal from the Tribune. A sound truck from San Francisco operated for two days in Alameda and Oakland suburbs where no license is required.

Newspaper publicity for the campaign has appeared only in Upton Sinclair's influential EPIC News and small publications in the Tribune circulation area.

All three men discharged from the Tribune, Estoly Ward, Ronald Scofield, and Wallace Vaughan, have been able to support themselves since losing their jobs, but collections of the weekly assessment of 50 cents from each member have been disappointing. No funds have been received from other Guilds. The defense fund is at rock bottom.

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Writers Rush Funds to Aid Newark Strike

News of Walkout Spurred Guilds Into Action in Many Cities

Guides all over the country drew on their reserve funds, taxed themselves, arranged pools, in short rushed to "get it on the line" in support of the strikers as soon as the wires first burned with news of the Newark Ledger walkout. Examples of the response follow:

Albany Sends \$50.

ALBANY, N. Y.—The Tri-City Guild appropriated \$50. from its reserve fund set up from the proceeds of a recent benefit wrestling match.

Aid Comes from Utah

SALT LAKE CITY, UTAH.—Word of the strike spread like a prairie fire through Salt Lake City and within a few days and special solicitations, various sums were telegraphed to Newark.

Deplores but Kicks in

YOUNGSTOWN, O.—Though deplored the fact that a strike was necessary, the local Guild authorized the payment of \$15. each week to the Newark defense fund.

Twins Cities Collects Fund

ST. PAUL, MINN.—Most members of the Twin-Cities Guild are contributing \$1. a week. A voluntary collection rather than an assessment was authorized.

New York on the Job

NEW YORK.—The Evening Journal unit has raised funds each week through a pool designed to give the "house" a profit of at least \$50. First prize in the second pool went to a number bought in the name of the Guild, giving Newark an extra \$18.

Dorothy Haywood, Arthur McManus, and Jack McAvoy journeyed to Newark on behalf of the Long Island Star chapter and delivered a check representing a 50c contribution from every member. They stayed to picket.

Weekly Sum from Rochester

ROCHESTER, N. Y.—A apurt in dues payments greeted regional vice-president David E. Kessler's appeal to the Rochester Guild on behalf of the Newark strikers. It was voted to send a weekly sum for the defense fund.

It's a scab paper I throw in the gutter.

The patient exploded his blood pressure shot up and incontinent apoplexy was indicated.

The newboy said soothingly

"You're a sick man, mister, don't get so excited."

Sputtered the very excited patient.

"Do you know who I am? I'm L. T. Russell."

"Mister Russell, Mr. Schmussell, I don't know, but I don't handle a scab paper."

Madened, infuriated, Russell shouted: "What's your name?"

"Mister, in a police station I give my name. To you I give my card."

And he handed the purple-faced publisher his card. It read: "A. Friedlander, confectionery."

Public, Unions Aid Strikers; Boycott Voted

Big Garment Local to Avoid Paper and Its Advertisers

(Continued from Page One)

His open approval has brought organized labor in New Jersey to line up still more closely behind the Guild. The Allied Printing Trades Council, refuting Russell's boast that labor is friendly to his Ledger, has decided to take no action on the publisher's request for permission to display the union label in the newspaper.

Union Supplies Orchestra

Prominent among the organizations already pledging their support are the Essex Building Trades Council and the Newark local of the International Ladies' Garment Workers' Union, over 1,000 members of which voted to boycott the Ledger and advertisers in the strike. A wire of protest was sent to Mr. Russell on the motion of Peter Delfines, who presided at the union meeting.

A ten-member orchestra has been provided by Local 16, of the American Federation of Musicians for the large all-star benefit show to be held Sunday night at the Majestic Theatre. The union is donating the musicians' union wages as its contribution to the show.

Further evidence of union support was given by Newark Local 21 of the Theatrical Employees' Union, which not only endorsed the strike but also passed a full stage crew, scenery and spot lights for the benefit performance.

Many Encouraging Greetings

That the Newark public is squarely behind the Ledger strike is becoming more and more apparent each day as the strike goes on.

No sooner did the pickets make their appearance than passersby met them with encouraging greetings.

Strike talk monopolized conversation during lunch hours in restaurants near stores, factories, office buildings—wherever workers and business men congregated. It continues unabated as the strike goes into its fourth week. Slight amusement at the novelty of seeing reporters on the picket line has given way in the public's mind to a deeper admiration as Guild members dig in and show that they are ready and anxious for a finish fight.

Scales engaged in getting out the shell of the Newark Ledger are finding it increasingly difficult to get the news as the unofficial boycott of the paper gains momentum. Public officials and civic leaders are getting into the habit of asking for Guild cards instead of police cards before giving out statements to the press, with the result that live news stories are becoming more scarce in the columns of the Ledger as they are displaced by publicity handouts.

Many city officials and other news sources have refused to be interviewed by Ledger reporters until the strike is over.

Newspapermen on the other Newark papers, besides contributing a good part of their salaries to the strike fund and taking their places on the picket lines in their off time, are helping the strike in another way, a way known perhaps only to reporters—they're making it tough for the scabs to get news on the beats.

It's getting increasingly difficult for Russell's strikebreakers to get stories by hanging on to the coat tails of regular newsmen.

They're getting fewer and fewer news breaks by covering the reporters' checks. And besides, scabs never did make decent reporters.

Gangsters for "Bodyguards"



A group of Ledger scabs pictured en route home for the night. Snapped at the door of the Ledger, they snarled at the photographer, one of the strikers. At right, with callous smirk, is Joe Donovan, sports editor. He joined strike for a few hours, but Russell's money lure proved too potent. Donovan had said: "I'm for Donovan and to hell with everybody else." At extreme left is Walter Winn, another ex-Guild member, who chose to remain on the Ledger copy desk. In between are scabs hired since the strike, with one or two strong arm men for "protection." A picket is at extreme right.

"All the Boards You Damn Please"

"You can go to all the Regional Boards you damn please, but you will get no relief from the Ledger until you come to me personally in the same way as when you want personal favors."

Thus Lucius Tarquinius Russell, publisher, in his usual way with his staff, greeted the attempts of the Newark Guild to negotiate for better working conditions and pay for the newspaper men on the

Ledger. He added that he would make things "plenty nervous" for quite a number of his staff if the issue ever reached a labor board. "You think I can't run a paper because I'm crazy," Russell told the Newark Guild negotiating committee. Then Russell kicked the committee out before he had a chance to get the only reasonable answer.

Educators Laud the Guild

COLUMBIA GROUP CITES WORK AS INSPIRATION

The importance which teachers place on the development of the Guild is indicated in the following editorial reprinted from the November issue of "The Social Frontier," a new magazine of "educational criticism and reconstruction" founded by a group of prominent teachers of Teachers' College, Columbia University, and edited by Dr. George B. Counts.

Teachers should know that during the past year a powerful ferment has been working among the newspaper men and women of the country. The result is a nationwide organization, called the American Newspaper Guild, which now reaches into 100 cities and enrolls not far from one-third of those who contribute directly to the editorial output of daily and weekly newspapers—reporters, departmental editors, copywriters, photographers, artists, feature writers, and others.

Of interest to teachers is this development should be of peculiar interest to teachers because of the close relationship between the work of the school and the work of the press. The newspaper, whatever its other functions, is one of the most important agencies in industrial society. In the spread of knowledge and the moulding of public opinion it is without a rival. In the difficult period through which the nation and the world are passing the way in which it performs its task must have the most profound effect upon the course of events and the alignment of forces.

An inspiration

Teachers might also gain some inspiration from the courage and social insight displayed by the representatives of the Guild at their first annual convention held in St. Paul in June of this year. The

following resolution, adopted by the delegates, reveals the temper and purpose of the organization:

Whereas, freedom of the press is a right of the readers of news and a responsibility upon the producers of news; and it is not a privilege for owners of news channels to exploit, and

Whereas, reporting is a high calling which has fallen into disrepute because news writers have been so often degraded as hirelings compelled by their employers to serve the purposes of politicians, monopolists, speculators in the necessities of life, exploiters of labor, and fomenters of war; therefore be it

Resolved, that the American Newspaper Guild strive tirelessly for integrity of news columns and opportunity for its members to discharge their social responsibility; not stopping until the men and women who write, graphically portray, or edit news have achieved freedom of conscience to report faithfully, when they occur, and refuse by distortion and suppression to create political, economic, industrial and military wars.

A second resolution also merits quotation in these pages, since it shows a consciousness of the realities in American life which teachers so commonly lack. The delegates resolved that "the American Newspaper Guild pledge itself to cooperate with the various labor organizations in the field and to work with such organizations on any question of vital interest to all workers in the newspaper industry." The Cincinnati Post Guild urged newspaper workers to join the American Federation of Labor, since its experience proved that without such affiliation they were "powerless to enforce their demands."

Pickets Brandish Flares on Line

Flying Squad of Guildsmen Leads Demonstration

Newark, N. J.—A crowd of 350 milled in front of the embattled Ledger's plant as the sequel to a mass meeting in City Hall on December 2, at which citizens were invited to support the strike of the paper's editorial workers.

Light from the green and red flares brandished by strikers in the crowd danced on the Ledger city room ceiling as Heywood Brown, grand marshal, led concerted shouts directed at strikebreakers at work.

Supporting Brown was a flying squad of out-of-town pickets, including Garland Ashcraft, of the Cleveland Guild; Dan De Sousa, president of the Washington Guild; and Carl Randan, New York Guild president. Guild members from Pennsylvania, New York, and other New Jersey cities also joined in the mass picketing.

Four policemen on detail in front of the plant at 80 Bank Street mounted the office steps, pressed in by the pickets.

grips him he is off to Battle Creek, Mich., or Hot Springs, Ark. When he returns from one of his jaunts, he jots down the figures, adds up the profits, and gives orders to his managing editor to fire 10 people."

Before the last wholesale house-cleaning, Russell posted a notice on the bulletin board. "I'm serving notice that I'm firing 25 per cent of the staff now," it read, "and when I return from my vacation in Hot Springs, I'm going to fire 25 per cent more." He didn't get a chance to go to Hot Springs then, because two days later the Ledger chapter voted to strike.

Russell's Men Get No News From Officials

'Was Union Man Once Myself,' Says Lieutenant

(Continued from Page Two)

out strongly for the strikers, saying:

"I have always believed in fair play. There is no question in my mind but that the Ledger strikers are fighting a fight for fair play. I wish them success."

Congressman Fred A. Hartley, of Kearny, in Hudson County across the Passaic River from Newark, gave this message of encouragement to the Newark Guild:

"The Ledger strikers are justified in their fight for a living wage and job security. I think the publisher is fighting a losing battle."

More emphatic in his denunciation of conditions on the Ledger was Mayor Percy A. Miller of Irvington. He said in a recent statement:

"Editorial workers must regard themselves as workers in a great industry, chiefly concerned with better wages, working conditions and standards of living and must be willing to organize to gain those ends."

Mayor Sends Good Wishes

Other prominent suburban figures who have sent in their good wishes to the strikers are Mayor W. B. Savage of Orange, and City Commissioners John M. Drabell and Ovid C. Bianchi.

Everywhere in Essex County, and in adjoining Union and Hudson Counties, renegade reporters who have taken employment on the Ledger since the start of the strike have found it almost impossible to get news from official sources.

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Russell's Men Get No News; Officials and Public See to That

By JAMES MULVHILL

NEWARK, N. J.—Crystallization of public and official support for the Newark Ledger strike is indicated by the experiences of men hired by the Ledger after the strike in their attempts to get news.

This anecdote bears an official stamp:

The Orange police headquarters phone rang at about 9 p.m. two days after the strike began. Lieut. Thomas H. Riley was at the desk. "This is the Ledger, Lieutenant. Anything doing?"

"No," Lieut. Riley answered telly.

"If anything big breaks, Lieutenant, will you give us a buzz?"

"Say, I'm a police officer, not a reporter. And in case you don't know it, I was a union buster be-

fore I was a cop. If you want any news, you'll have to come up and get it yourself."

A short time later a man walked in. He said he was a reporter from the Ledger.

"Anything stirring?" he asked.

"There's no news—for you," the officer on duty replied.

Lieutenant Riley later told one of the Ledger reporters on strike: "I have read the Ledger constantly for 10 years, but I am not buying it now and will not until the strike is ended, and I mean ended favorably for you fellows. I am not the only one who is doing this. Many of my friends have told me they are doing the same thing."

Police Chief Patrick J. McDonough, of Essex County, also has come out in support of the strike.

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Russell, Trying to Buy Ledger, Told Scab Sheet Is in Gutter

By GILBERT CHAMBERS

NEWARK, N. J.—A week after the Ledger strike began, L. T. Russell, publisher of the paper, was a patient in Beth Israel Hospital, Newark, with the grippe. The newboy was making the rounds of the hospital wards and rooms, selling his papers, when he entered Russell's room.

"What papers have you got?" the sitting-up patient asked.

"Daily News, Mirror, Herald Tribune, Times, Newark News—"

"Let me have a Ledger."

"The Ledger I haven't got."

"What? Didn't you get a bundle of Ledgers this morning?"

"Yes, mister, but it's a strike at the Ledger. So I don't handle

it. A scab paper I throw in the gutter."

The patient exploded his blood pressure shot up and incontinent apoplexy was indicated.

The newboy said soothingly

"You're a sick man, mister, don't get so excited."

Sputtered the very excited patient.

"Do you know who I am? I'm L. T. Russell."

"Mister Russell, Mr. Schmussell, I don't know, but I don't handle a scab paper."

Madened, infuriated, Russell shouted: "What's your name?"

"Mister, in a police station I give my name. To you I give my card."

And he handed the purple-faced publisher his card. It read: "A. Friedlander, confectionery."

Text of Jennings Decision, Reopened by Labor Board

Just Before the Big Crash in Washington



This picture was snapped only a few minutes before the Guild's "brain trust" decided to walk out on the NRA wage and hour hearing. From the left, seated—Haywood Brown, National President; Dan de Souza, President of the Washington Guild; Carl Randau, President of the New York Guild; and Jonathan Eddy, National Executive Secretary. From the right, standing—Robert M. Buck, National Vice President, of Washington; Paul Fredericksen, Secretary of the New York Guild; and Morris Watson, Chairman of the National Press Association Committee.

(Continued from Page One)

and there was sure to be pressure for a reversal. The publishers' lawyers were certain to insist, as Hanson had done before the board, that the code was an "assent" code, that the publishers need not accept the jurisdiction of the board.

The board even took exception to the whole "assent" idea in its decision.

Then the case was reopened. The document, historic for the Guild doubly so in view of the subsequent events follows:

Dean S. Jennings was employed by the San Francisco Call-Bulletin as chief re-write man. He made a complaint to the San Francisco Regional Labor Board, claiming that the publisher, in violation of Section 7 (a) of the National Industrial Recovery Act, had discriminated against him on account of his activities in promoting the American Newspaper Guild, and that he had on that account been compelled to resign his position. On June 18, 1934, the old National Labor Board directed the Regional Labor Board to hear the case. At the hearing on October 5, 1934, the company declined to appear, having in writing challenged the Board's jurisdiction. Testimony was taken on behalf of complainant, and the transcript was sent to this Board, which held a hearing on November 13, 1934. Counsel for the Call-Bulletin appeared specially and made an argument against the jurisdiction of this Board.

The objection to the jurisdiction must be overruled.

President's Order Confers Jurisdiction

The jurisdiction of the National Labor Relations Board in 7 (a) cases derives from the Executive Order of June 29, 1934, pursuant to authority vested in the President by the National Industrial Recovery Act and by Public Resolution 44, 73d Congress. Section 2 (c) of such Executive Order broadly authorizes this Board:

"Whenever it is in the public interest, to hold hearings and make findings of fact regarding complaints of discrimination against or discharge of employees or other alleged violations of section 7 (a) of the National Industrial Recovery Act and such parts of any code or agreement as incorporate said section."

Plainly this includes the Code of Fair Competition for the Daily Newspaper Publishing Business, which, in Article V, incorporates the provisions of Section 7 (a). Section 4 (c) of the Executive Order, providing that:

"The National Labor Relations Board may decline to take cognizance of any labor dispute where there is another means of settlement provided for by agreement, industrial code, or law which has not been utilized," by necessary implication reaffirms the Board's discretionary power, broadly conferred in Section 2 (c), to take jurisdiction of 7 (a) cases even where the code for the industry involved has set up an industrial board. It is apparent from Sections 3 and 4 of the Executive Order that the National Labor Relations Board is constituted as a coordinating body charged to promote uniformity of administration in the various boards and agencies dealing with 7 (a) cases.

Publishers Contend Press Is 'A Thing of Art'

The basis of this Board's jurisdiction is thus simply stated. The elaborate contrary argument by counsel for the Call-Bulletin cannot be so simply summarized. It is insisted that the newspaper business is a thing apart, because of the publishers' "trusteeship of the people's right to have a free press." This right, so the argument goes, was put into potential jeopardy by two provisions of the

National Industrial Recovery Act, Section 3 (d), giving the President power, upon his own motion, to prescribe and impose codes, and Section 10 (b) reading:

"The President may from time to time cancel or modify any order, approval, license, rule, or regulation issued under this title; and each agreement, code of fair competition, or license approved, prescribed, or issued under this title shall contain an express provision to that effect."

Before the American Newspaper Publishers Association would agree to submit a code for the approval of the President under Section 3 (a) of the Act, it is asserted that they sought to make sure that the freedom of the press was safeguarded in the draft. For this reason they provided in Article I of the proposed code that when approved by the President it should be "the standard for daily newspapers subscribing or assenting thereto," though codes relating to other industries, submitted by trade associations, profess to apply to the whole industry regardless of consent or lack of consent of particular employers. For the same reason the publishers provided in Article VII, and it is about this article that the argument chiefly pivots:

"Those submitting this Code recognize that pursuant to Section 10 (b) of the Act the President may, from time to time, cancel or modify any order approving this Code, but in submitting or subscribing to this Code the publishers do not thereby consent to any modification thereof, except as each may thereto subsequently agree, nor do they thereby waive any constitutional rights, or consent to the imposition of any requirements that might restrict or interfere with the constitutional guarantee of the freedom of the press."

It is asserted that the publishers refused to submit the proposed code until assured that the President would approve it, and especially Article VII, without modification; that the act of the President in so approving the code in February, 1934, constituted an engagement by him, despite the explicit provision of Section 10 (b) of the Act, not to modify the code by subsequent Executive Order except as to publishers who assented

to such modification; that the President, and this Board as his "agency," are stopped from denying his legal power to make such engagement; that, in any event, the President could not constitutionally impose a modification upon a non-consenting publisher; that Section 2 (c) of the Executive Order to confer upon the National Labor Relations Board jurisdiction to hear 7 (a) complaints against newspaper publishers, is to that extent void, because in such cases to the News- paper Industrial Board, and such modification has not been consented to by the publishers signatory to the code.

Wrong Assumptions Vitiate Conditions

In the opinion of this board, several mistaken assumptions in the foregoing argument vitiate its conclusion.

In the first place, Article VII of the Newspaper Code, far from constituting an engagement by the President not to modify the Code, contains, on the contrary, an express recognition that "pursuant to Section 10 (b) of the Act, the President may, from time to time, cancel or modify any order approving this Code." That such was the understanding of the Administration is apparent from General Johnson's letter of February 19, 1934, transmitting the code to the President for approval, which states that:

"Article VII reserves the President's right to cancel or modify any order approving the Code (Section 10 (b) of the Act)." and again:

"The Code complies in all respects with the pertinent provisions of Title I of the Act, including without limitation subsection (a) of Section 7 and subsection (b) of Section 10 thereof."

It is apparent, too, from the President's Executive Order of February 17, 1934, approving the Code, which states:

"Insofar as Article VII is not required by the Act, it is purely surplusage. While it has no meaning it is permitted to stand merely because it has been requested and because it could have no such legal effect as would bar its inclusion. Of course a man does not consent

to what he does not consent to. But if the President should find it necessary to modify this Code, the circumstance that the modification was not consented to would not affect whatever obligations would have under Section 3 (d) of the National Industrial Recovery Act."

Action by Congress Permits Modification

We say that meaning is plain, because, as above observed, Article VII expressly recognizes the President's power to cancel or modify the code under Section 10 (b) of the Act. The meaning becomes even plainer in the light of the professed purpose of the publishers in insisting upon the insertion of Article VII, namely, that the only purpose of Article VII was to safeguard the constitutional guarantee of freedom of the press. There is but one way in which the guarantee might be distributed, as to the number of pages they might print, as to the number of editions a day they might issue, as to how many days a week they might be published, and in other ways which counsel assumes would jeopardize the freedom of the press if it were a free press. This is an obvious non-sequitur. If and when the President attempts to impose moderation that really does abridge the freedom of the press it will be time enough to invoke the constitutional guarantee. No genuine issue of freedom of the press can be fabricated out of the Executive Order giving the National Labor Relations Board authority to hold hearings and make findings of fact regarding complaints of discrimination against or discharge of employees or other alleged violations of Section 7 (a) by newspaper publishers.

No Change Actually Has Occurred

So far we have proceeded on counsel's assumption that the President has attempted to modify the code.

(Continued on Page Eight)

A.F. of L. Tieup Is Considered In Twin Cities

Code Hearings, Strike Setup and Contract Are Discussed

ST. PAUL, MINN.—In a momentous meeting Dec. 27, the Newspaper Guild of the Twin Cities considered the course of negotiations with publishers and discussed the Newark strike and the ANPA code hearing in Washington.

A committee was instructed to investigate means, costs and possible benefits of affiliation with the A.F. of L. and report at the January meeting, with strong sentiment for affiliation manifested during a lengthy debate.

St. Paul publishers having flatly rejected and Minneapolis publishers having indicated intention to reject Guild proposals to negotiate written contracts, the Relations Committee was instructed to contact publishers once more with a proposal to arbitrate, and, if that fails, to use and exhaust all legal channels to obtain contracts, including an appeal to the Newspaper Industrial Board under the NRA.

Strike Machinery Set-Up

A motion to set up the machinery of a strike was passed with few dissenting voices. While the motion was presented without interpretation or explanation, and passed without argument, the general feeling among members present was that the action was precautionary and defensive, and indicative of solidarity among the members and a determination to obtain objectives. It was the first measure passed in which the word "strike" appeared.

Action of the Executive Board pledging \$75 a week to the Newark strike fund as long as needed was approved unanimously. The Guild had sent \$175 to Newark and sent another \$75 Dec. 3.

A resolution passed by the Executive Board urging the ANG to argue a minimum wage of \$45 a week for experienced editorial workers at the Washington code hearing and also for definitions of experienced men was endorsed by the membership.

The Relations Committee was instructed to use all legal channels and such resources as NRA offers in its efforts to negotiate agreements with publishers.

Darrow to Address Chicago Conference

Clarence Darrow, noted Chicago criminal lawyer and former head of the NRA advisory board, will speak at a dinner of the Chicago alumni chapter of Sigma Delta Chi, professional journalistic fraternity, at the Federal Athletic Club, Chicago, Dec. 28, in conjunction with a joint conference of Schools and Department of Journalism and the Association of Teachers of Journalism.

Russell Named Head of Rochester Chapter

ROCHESTER, N. Y.—The Rochester Journal-Sunday American Chapter of the Guild has elected the following officers: Chairman, Edward Russell; secretary, Clarence Little; treasurer, Burgess Smith; executive board, J. Cody Waller and Cray Remington.

Guild Quits News Code Hearing In Protest on Jennings Case

Brown Cites Publisher Domination of NRA Boards; Watson Calls Code Sham to Cover Privileges

(Continued from Page One)

grant of authority is to be read as 'shall' where there is in fact an obligation upon public officials to exercise the apparent discretion."

In final analysis, it seems to me that the board is little interested or concerned with close legal arguments as a possibility of finding a legal justification for its action. The board is an administrative agency of the government, charged with acting in concert with and not in opposition to other administrative agencies."

The Newspaper Board

The NRA heads described the newspaper code as an agreement between the publishers and President Roosevelt, providing among other things that it could not be modified without publisher assent. Richberg also mentioned that the code provided the bipartisan newspaper industrial board to hear labor disputes. Smith in his argument alleged that the Guild was a party to creation of this board.

Morris Ernst, counsel for the Guild, replied that the Guild had not been given opportunity to participate in creation of the industrial board and had never expressed its approval thereof, and that when the Jennings case was presented to the National Labor Board predecessor to the NLRB, the Guild had no representation of any kind on the industrial board.

Agreement with Publishers

In his statement Richberg also mentioned an agreement between NRA and the publishers before the code was adopted. Elisha Hanson, counsel for the Call-Bulletin and the American Newspaper Publishers Association, hastened to assert that this was no secret pact, but had been incorporated into the code in Article 7.

The board presented a speedy decision as to whether its original decision would stand.

There was a large gathering of Guild officials in the Capital the night before the dramatic episode at the hearings. Their mood was jubilant at the news of the morning that the National Labor Relations Board had ordered Jennings reinstated.

The Guild men, headed by Haywood Brown, president, converged at a birthday party staged at the Press Club by the Washington Newspaper Guild. There was music, dancing, banter, and then the following press release was read by the presiding officer to the assemblage:

"At the request of the acting general counsel for the National Recovery Administration, the National Labor Relations Board has consented to reopen the 'San Francisco Bulletin Case' in order to afford the NRA further opportunity to present the circumstances connected with the adoption of the newspaper code. A date for such argument and presentation will shortly be announced by the National Labor Relations Board."

Greeted With Hisses

Hisses greeted the reading. The Silver Room of the press club, in which the American Newspaper Guild was born, immediately filled with Guild leaders, and while the party went on in the auditorium, the strategy of the next day was worked out.

Members of the National Press Association committee were present at this conference. It had already been their judgment that inclusion of press association in the newspaper code would be of very doubtful value to press association workers. It was argued that the NRA interference with the Jennings case proved the newspaper code a sham which would be not only worthless, but actually harmful to the welfare of the press association workers. In view of

this, the committee decided its participation in the hour and wage hearing.

The Guild Withdraws

At 10 A.M. on Wednesday, the Guild officers, augmented by a few late arrivals, met in the Washington Hotel. Before Jack Tate, administrator, could announce what was coming, Brown stood up and asked for permission to make a statement before the publishers put in their case. Without waiting for the permission, he launched right into it.

"Mr. Administrator," he said, "I wish to withdraw my appearance from this hearing and the appearance of all other representatives of the American Newspaper Guild. We had come prepared to show you that on the average an American newspaperman must work for 20 years before he achieves a salary of \$40 a week and the 'artificial quality of the publishers' proposals which, when translated into dollars, mean no contribution to re-employment or additional purchasing power."

Cites Action of N.R.A.

"We are withdrawing now because of the extraordinary action of the NRA in forcing the reopening of the Jennings case. On Monday the Guild had won. It had won first significant victory at the hands of any board in Washington and we are quite ready, now, to applaud the courage of that decision."

"On Tuesday, we learned that the case had been reopened. At whose request? Not at the request of the Guild or Mr. Hearst, the two interested parties, but (I quote from the free columns of the Washington and we are quite ready now, to applaud the courage of that decision."

"In other words, when that fast-running back, Elisha Hanson, was thrown for a loss, it was the NRA itself which sent a substitute to take his place."

Analysis Richberg

see the figure of Danielwe

"Behind Mr. Blackwell Smith we see the figure of Donald Richberg. We know that he conferred long and earnestly with the National Labor Relations Board yesterday afternoon. We know because we saw him."

"As long as the corridors of Mr. Richberg are filled with mysterious, high-pressure representatives of the publishers, we feel that we belong elsewhere."

"When and if the NRA can purge itself, we will return. We charge definitely that on this occasion and on several former ones NRA has allowed itself to be terrified by the publishers. The American Newspaper Guild is not of the publishers. We have nothing to lose but our jobs. We are beginning to learn how to fight, the publishers at those times when we must fight."

"This is not the battleground. We don't want to be ambushed. We are going back to the picket line in Newark. The air is cleaner there. Good morning."

Watson Calls Code Sham

Morris Watson, chairman of the press association committee, stepped forward. "I have another similar statement," he said, and proceeded to read it.

"Mr. Administrator," he declared, "I entered an appearance here as chairman of the National Press Association Committee of the American Newspaper Guild for the purpose of proposing on behalf of press association employees that we withdraw and syndicates be brought into a syndicate of this code. I intended to present evidence and argument to show that the employees of this industry have been treated as outcasts to bring them into any kind of a code. The national committee

Fired in Bank Scandal, He's Newark Scab Now

DETROIT.—James Fendleton Powers Jr., who now is working for L. T. Russell, publisher of the embattled Newark Ledger, was one of two members of the staff of the Detroit Free Press who were discharged during the Detroit bank investigation.

Along with another Free Press reporter, Powers was dropped when it was learned that he was the possessor of "policy loans," endorsed by politicians, outstanding when the banks were closed.

which I represent has come to the conclusion overnight, however, that in view of NRA's surprising action toward the Labor Board's decision in the Jennings case, coupled with the fact that the newspaper code is apparently a sham to cover special privileges for publishers, there is nothing to be gained for press association employees in such codification. I withdraw my appearance, therefore, to hold for a better time a proposal that press associations be brought into a genuine code that does not accord them the special privilege which is now being given to publishers."

Paul Fredericksen was sitting at the high table with Tate, sitting in as code advisor for labor on the newspaper code. He rose, asked for permission to speak.

Tate Interjects

"Just a moment, please," said Tate, who up to this time had been silent. He rose, faced Brown and Watson, and said:

"Gentlemen, this is a hearing called to consider hours and wages of news department workers. At the close of the evidence you will be given two weeks to put in your statements or figures you may desire. The other matter has nothing to do with this case."

"Thank you," said Brown. "We wish nothing further at this time." The Guild delegation, started to walk out. Then Tate permitted Fredericksen to speak.

"Mr. Administrator," said Fredericksen, "No reasonable purpose can be achieved today. Consequently I withdraw until the impartiality of the NRA shall have been established by a full and satisfactory disclosure of the NRA counsel's operations yesterday in respect to the Jennings case."

Tate nodded. Fredericksen gathered up his armful of statistical data, and left the platform, catching up with the other Guild men as they reached the exit door.

Ruby Black, a Washington newspaper woman representing Theta Sigma Chi, national professional sorority for women in Journalism, also spoke and withdrew.

Publishers' Man Talks

Then Hanson opened the case for the publishers. He said that while he did not consider the Jennings case an issue in the hearing, he wished to prevent the Code Authority's view since the case had been mentioned by others.

"The decision of the National Labor Relations Board was a violent, absolutely deliberate disregard" of the newspaper code's "freedom of the press" provision, Hanson said.

"Before a code was submitted by the publishers at the President's request, the publishers insisted that they would not submit a code unless it guaranteed freedom of the press," Hanson said. "I am amazed that news writers should attack that right."

NRA would have violated the code had it not reopened the Jennings case, he continued. He said the only tribunal which could consider the case under the code was that set up by the code itself.

"The San Francisco Call-Bulletin has never refused to appear before any proper tribunal," he said. "The only other case to S. Jennings could claim came to him by reason of the fact that

Guild Is Placed On 2-Ply Basis By Youngstown

Regarded as Both Labor Union and Professional Organization

YOUNGSTOWN, Ohio.—The Youngstown Guild Nov. 21 placed itself on record as being both a labor union and a professional organization.

This action was taken in answer to a request from the regional vice-president with a view to aiding national headquarters at the newspaper code hearing in Washington, D.C., December 27.

The following action was unanimously adopted:

We regard the Guild as both a labor union and a professional organization. In that the craft should acquire solidarity for collective bargaining and a closed shop, we believe it should assume the attributes of a labor union; in that the qualifications of the craft are professional in character we feel it should retain a professional status.

5-Day Week Favored

The Guild also went on record as favoring an eight-hour day and a five-day week instead of a forty-hour week as proposed by the code authority, and held also that a \$10 minimum wage for cities between 50,000 and 250,000 (Youngstown's class) as offered by the code authority, was not enough. It set no amount but urged that national headquarters be asked to try to boost the amount. It also went on record that the guild representatives at the code hearing require a clause inserted in the wage section prohibiting any reduction in the total weekly wage of individuals in event of a reduction in hours.

A request also was made that national headquarters define, or have the code authority define to the Guild's satisfaction, just what is meant by "persons employed in a managerial or executive capacity." It was held that the matter of reduction in hours could quite easily be made to work to the disadvantage of special reporters and desk men by making all of them executives.

Suggestions to Guild Reporter

The Guild felt that the present policy of the Reporter was falling far short of the best. The general opinion was that matters more of a constructive nature be given more attention, such as perhaps discussions of ideas that come up before the various Guilds. It was felt there was not enough about the workings of other Guilds outside New York.

The Guild backed the present leadership of the national guild, although a previous motion had held that since the officials had been elected for a year there was no necessity for any indorsement.

his publisher consented to this code."

Hanson went on to declare that the Guild, despite its survey of newspaper workers' wages and hours conducted with the aid of the Division of Research and Planning, had done nothing "helpful" to determine minimum wages and maximum hours.

"If the National Recovery Administration desires a determination of wages and hours of news workers," he stated, "there is no occasion to pay further attention to the tactics of procrastination and sabotage by the Guild."

Hanson charged that "if there was ever a more disloyal bunch of employees—" when he was interrupted by Tate, who asked him to confine his remarks to the subject under discussion. Hanson replied that the Guild representatives had been "utterly disloyal to their group and to the publishers" in walking out. Tate ordered this statement stricken from the record.

The Guild Reporter

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Guildsmen: Stand By

If on the shoulder of each Ledger striker there is the welcome clasp of a brother Guild, the Newark strike will be won. It must be a clasp that remains firm through many hours. Not merely hand-clapping while the brass band plays stirring music, nor pennies and silver dollars thrown in the passing flag, will carry through the strike to its proper conclusion.

It is a fight that reaches down into every Guild in the country. The focal point of the national Guild at this moment is Newark. There was hope in Washington, but as Heywood Brown said, after spending only a few hours there, the air is clearer in Newark—on the picket line.

Not only is the air clearer. The issues are clearer. They are a synthesis of every Guild dispute in the country. They have grown to include the features of the Burgess, Jennings, Tonietti, World-Telegram cases.

For the Newark strike, as we can see from the Washington episode, is not entirely exceptional. We heartily wish it were. There are too many instances of intimidation, discrimination and discharge which have occurred to refer correctly to the publisher of the Newark Ledger as the one black sheep among a lot of white ones.

Because of these considerations, we must not shrink from the feeling that the Newark fight is the fight of every Guild in the country. This is not oratorical. It is the simplest statement of the case.

Furthermore, it must be recognized that there is more than a defensive element in the fight for recognition and the security of newspapermen who have joined the ranks of the American Newspaper Guild. The right of editorial employees to join organizations of their own choice has never been exercised in this country on a broad scale until the emergence of the present movement. The effort to exercise that right for the first time, and defend it, represents a step forward that contains an element of offense, if you will.

The response of organized newspapermen to the call for the conclusion of the Newark strike. Non-Guild members, as well, have understood the meaning of the issues and have not hesitated to come forward with aid.

Guilds should dig deeply so that a continuous flow of funds reaches Newark strike headquarters. Dig until it hurts, and do it regularly. The firmness of the strikers should be matched by the steadiness of the flow.

Nearby Guilds should organize flying squadrons of pickets as several have done. Newark strikers will be delighted. They might even steal a little rest. And they must be kept in fine fettle. They are the spearhead of the Guild.

Guildmen: Stand by

The Jennings Decision

From the very inception of NRA the working newspapermen and women of this country have questioned the sincerity of the publishers in their spuriousness of freedom of the press. What many of them have really wanted, we have contended, was freedom from restriction in their dealings with employees.

For long we have been obliged to reiterate the amazing contention that the President, Congress, the Government of the United States had some authority over the economic practices of publishers regardless of whether or not the publishers were totally agreeable to such supervision.

The American Newspaper Guild has been the only organization in the country with the courage to bring the lawless spirit of this self-appointed

oligarchy out into the open and denounce it. The National Labor Relations Board argument in the Jennings case though held up by pressure from publishers and the sabotage of Donald Richberg now sustains us.

The Board could well do so. The most important news in the country today is labor news. The success or failure of the present administration hinges directly upon its handling of labor. If publishers and wire services (the U.P. for instance sent less than 150 words out of Washington on the Jennings decision, and ignored the Jennings NLRB hearing entirely, on instructions from New York) are going by omission and suppression to distort public knowledge of the interests of their own employees and other wage earners, the millions who comprise the great public, cannot long retain confidence in our free press.

A truly free and honest press is of more importance to the members of the American Newspaper Guild than any immediate economic interest. We shall strive to protect it.

But not in the spirit of "professional" panhandlers, as certain publishers are seeking to persuade some of us to do. As human beings we have economic interests. We shall argue this cause. If challenged we shall fight for it to our uttermost.

In the case of Dean Jennings we chose not to fight. We argued it. Six months have passed since we were forced to resign for Guild activity. While the NLRB has now vindicated this and many other arguments of ours, it has not restored Jennings to his livelihood.

In any case, Guild members will note that the Board's decision was not handed down until the Guild had shown in San Francisco and in Newark that it could hold its own.

We deplore affrays, but it may be opportunistically pointed out that the Guild nowhere has fought until it was socked, and socked again. We love sweet reasonableness and peace, but if the day ever comes when our reply to a left hook is "Can't we sit down somewhere and talk this over?" there are several thousand newspaper folk who will know how to form another Guild.

—JONATHAN EDDY.

One Big Company Union?

The Guild Reporter hereby indulges in a little prognosticating, as follows:

A rival to the American Newspaper Guild will be formed not later than 10 months hence.

If the publishers conclude that there is a good chance of reducing the Guild to quiescence by influencing a change in the type of leadership at the next convention, no serious attempt to split our strength by forming a rival outfit may be made until after they have found that we have learned too much in the last year to be so easily beheaded.

On the other hand, a new organization may be set up prior to the convention to discredit the ANG and thus force a change of leadership, while splitting the total strength of news workers at the very same time.

That the publishers are intent upon such a maneuver has been demonstrated for months; it came clearly out into the open in the statement accompanying the refusal of the New York World-Telegram voluntarily to put its concessions into writing.

But in order to be effective, this rival organization as foreseen by The Guild Reporter must be founded on a Guild split; the Guild, in a year, has entrenched itself too firmly in too many of the larger centers to make any other course practicable.

But here the publishers are faced by a certain difficulty—those befuddled few of our brothers who stand ready to lead the way into such a nationwide company union have almost without exception proved themselves bereft of organizing ability and ineffectual as leaders.

This obstacle, however, can easily be overcome by money. It will cost a fortune, but only a fraction of what the Guild is going to cost in getting the pay of trained newspapermen up to that of mechanical workers. The word will be passed out that by deserting the Guild for the new outfit immediate contracts will be obtained.

Let not our brothers to too be befuddled. If such contracts provide decent wage levels and security in the job plus a scientific internal organization for democratic control and negotiation by men who are not under the thumb of the publisher immediately concerned, we will recommend that all Guild members join the company union.

But before we scuttle our Guild we will want to get the terms all down in black and white, because it has been our observation that there ain't no such animal as an honest company union, big or little.

A "Gentleman's Agreement"

WHAT POSITION IS THE NRA PLAYING?—An Editorial by Brown

(Continued from Page One)

To us the Biddle decision marked almost a Magna Charta victory for the Newspaper Guild. Section 7-A, which supposedly endows the worker with the right to organize, has worked imperfectly in many industries, but in none has it bogged down as badly as in the case of newspapermen and women.

I will grant certain natural difficulties, but the fact is that few editors will be bold enough to say frankly, "I am going to fire you because you belong to the Guild." As a matter of fact, Mr. Russell, the owner of the Newark Ledger, did say virtually that, and we are now fighting Mr. Russell with every means at our command.

Subterfuges. But, generally speaking, the practice is otherwise. The owner, or the managing editor, or the city editor, hints that it will be hot for people who join the Guild or that somebody is going to make it nervous for Guild members. Or there will just be a barefaced glance at a Guild officer and some remarks that the quality of his work has been slipping very much of late. In the eyes of certain publishers that "of late" means from the moment you joined the Guild.

We were heartened by the decision of the National Labor Relations Board because it did undertake to strike through the mass of legal subterfuges and get directly at the facts.

I quote a few lines from the original decision in the Jennings case: "It does appear however that the circumstances of Jennings' resignation greatly affected other employees. Many of them, 'protesting fear of their jobs, resigned from the Guild. . . . In the end all but four of more than forty employees of the Call-Bulletin withdrew from the Guild, and the chapter was pretty well broken up. . . . One forced resignation was enough to strike terror in the hearts of the staff. They feared for their jobs, and they had reason to fear for their jobs."

A Bill of Rights. We want to take the decision of the National Labor Relations Board and paste it on the bulletin of every city room in the country. It seemed to us almost a new bill of rights. We lived in this fool's paradise for just twenty-four hours.

Hearst stirred in his sleep at San Simon. Somebody called up somebody on a telephone. Wheels were set in motion, and then wheels within wheels. It was natural enough, I'll admit, for Mr. Hearst to move in his devious ways his wonder to perform.

It has been charged by Hearst's chief counsel that the Guild is an anti-Hearst organization. There is nothing in that. We have no special hates or targets among the publishers, and we have no pet publishers either.

The thing which moved us to violent anger was not that the publisher opened a fight against us all along the line. That, of course, we have expected. But when Ellisha Hanson, the fast running back of the publishers, was thrown for a loss, aid and comfort came in the form of a substitute from the side lines.

What Side Are They On? Blackwell Smith, acting general counsel for the National Recovery Administration, asked to have the case reopened on the question of jurisdiction. Now, we didn't know that NRA officials were actual participants in the game in joining in on the other side.

We rubbed our eyes and said, "Which side are these NRA officials on?" Now we know the answer.

Accordingly, when we appeared before Tate, the Administrator of the Newspaper Code, we decided

that it was quite useless for us to present our facts and figures. We would protest our position under the NRA set-up and call it day. We had and have no animosity toward Tate as an individual. He merely stood as the symbol of a single which had attacked us.

We have an animus against Donald Richberg, because we know from our own observation that he personally undertook to argue with the Labor Relations Board that the Jennings case should be reopened on the question of jurisdiction.

We have a very strong suspicion, which is in large part confirmed from sources which I cannot now reveal, that the publishers managed to wrangle for themselves some sort of secret gentlemen's agreement with persons in authority. This was done before the signing of the code. Under the code, the publishers sacrificed virtually nothing. Even on the record it is evident that they procured special favors.

What would have been called child labor in any other industry suddenly became the freedom of the press. What would have been sweat shop labor in any other industry was now the romance and glamor of the newspaper profession.

No Secret Treaties!

Everybody agrees that secret treaties have a danger. We say that secret gentlemen's agreements should have no part in the NRA set-up. It was a bad code as it stood; that is, bad for the working newspaper man and woman, but it wasn't bad enough to suit the publishers. They had to have their little extra added privilege under some secret agreement.

And Ellisha Hanson counsel for the publishers, had the nerve to assert that the question of changing a rewrite man's vacation to keep him away from the Guild convention was an issue of "the freedom of the press."

When we walked out of the NRA hearing, he declared that we were disloyal to our own membership and to the publishers. But the truth is that we have an even greater stake in the freedom of the press than any newspaper owner. We want not only a free press but a freer one. We want an NRA which is actually and truly impartial.

We will not be bluffed and we will not be terrorized.

Gannett Holds Joining Raises No Question

Joining the Newspaper Guild seems to me no more a "question" than joining the City of New York. I came here because I wanted to be here; being here, I don't always like the way the City of New York functions politically, but I'm a quitter if I don't pay taxes and vote.

I might conceivably have some criticism of the functioning of the Guild, but the only decent way to express it would be to go to meetings and fight. Some day industrial democracy will seem as inevitable, as natural, as right as political democracy does to most of us now—and as full of faults. But we won't, because of the faults, be arguing that it shouldn't be.

There have been good kings, and there are good newspaper bosses—and neither proves that it isn't a good thing for the citizenry to get together and talk things over; there have been rotten unions, and assuredly still be more of them—and that doesn't prove much either, except that human nature, even among union members, perhaps even among newspapermen, is still human nature.

—by Lewis Gannett.

The Free For All

'Be Modest, But Practical'
ASHCRAFT URGES GUILD TO PUSH FOR CONTRACTS

Cleveland, Ohio.

Editor, The Guild Reporter:

I have profited much reading your Free-For-All columns because it has answered for me a number of questions about which I had previously been speculating, perhaps not too well. I heartily approve every word of the article signed by my Cleveland colleague, Al Roberts, appearing in the Dec. 1 issue. Roberts was one of the group which organized the Cleveland Guild, and for more than a year has not only been one of the hardest workers, but also one of the local executive committee's best counselors.

I make this personal allusion to support a suggestion to Guild Reporter readers that they would not be wasting time reading Al Roberts' article at least twice.

It is evident that a considerable fraction of our membership are exceeding their minds theorizing about what sort of a Guild we should develop. Some want a "professional" guild, so-called, others want a labor union.

A Moot Question

I think, as a matter of fact, the question is a moot one. The American Newspaper Guild is now and will come to be not what you or I may academically desire, but what conditions require of it. I did not, for illustration, order that strike in Newark, I did not advise it. Yet I approved it.

The Guild is, and will continue more and more to become, as the conditions of its existence, an organization designed and administered to serve, to meet the most urgent needs of the rank and file of the men and women who joined it. If it ceases to do that it will cease to exist, and it ought to.

Heywood Brown realizes that, so does Jonathan Eddy and so does your correspondent Al Roberts, who is no radical at all, but a very hard-headed Scotch Yankee, and a remarkably cool fellow on a tough city desk. The Guild will be pointed, not vaguely at the stars but down to earth, directly at the needs of its constituents.

Circumstances Steer Course

Those needs may be determined almost wholly by the policy of publishers toward their editorial employees. If publishers are callous to these needs and ruthless in their opposition to Guild efforts to supply them, the Guild must perform in the same spirit and with the same ruthlessness, or fold up. If publishers meet the Guild with fairness and sympathy, then the Guild and its methods will not be so rigid and drastic. If Publishers consolidate as a group against their organized employees, act class consciously, as the A. N. P. A. is acting now, our own class consciousness will develop very rapidly.

My belief is that the Guild is now essentially a labor union, and with the publishers' attitude as it is and has been from the beginning, it will become more definitely and effectively a labor union as time passes.

Mixed Categories

The "professionals" among us, however, keep talking, with emphasis always on "ethics" and "standards." It is very fine to earn after higher values to compare ourselves with "ethics." The difficulty with their reasoning is that they have been getting their ethical categories mixed, or perhaps forgetting the fact that there are two distinct sets of ethics involved, one of which governs us as workers in employment, the other which relates to the obligation

of the responsible operators of the industry to the public.

I cannot see how I can have anything to do with professional ethics, beyond disciplining myself in my duties to my own group and group interests, while by the terms of my employment I am not free to express whatever professional principles I may have in the columns of daily newspapers. If professional ethics include duties to your fellows in your group and also duties to the lay public, you advise or serve, then it is obvious that we could at best become only a half profession, the less, distinctive at that. This half a good, strong, intelligent labor union is perfectly adequate to take care of. Why, I ask, should we delude ourselves?

Two Duties.

As a member of the Guild, one should want to do the right thing by his fellows, and as a practical newspaper man or woman, the ethical thing by his publisher, to wit: obey orders and give him a good week's work in good spirit for the salary. But as a Guild member, do we undertake to overthrow the capitalist management of newspapers by demanding full professional status. The publishers may go on and run their papers, regardless of any power I or a Guild may have to prevent them, with ethics or with no ethics at all between themselves and public.

Yes, nice enough to have a "Professional Guild," but what mite of common sense I have tells me that we would have been a profession long ago had the publishers really desired any such thing.

For Practicality

Let's be modest and more practical in our program, more conservative, if you please. Let's stick to our business and work together to do some few things for the 20-odd thousand men and women who compose our little craft. There lie the ethics the Guild, narrow, perhaps, but at least real and vital.

To my knowledge there are but two methods of accomplishing this end, and both are old in tradition. One is, make the Guild a union for collective bargaining, solidarity and go after hole-proof contracts. To those Guildsmen who delicate sensibilities revolt against such vulgarity, I can suggest but one other recourse:

Try prayer!

GARLAND ASHCRAFT.

Send In Your Letters, Mr. Guildsman

The Guild Reporter needs letters, the kind that will make this letter page a cross section of working conditions of journalism throughout the United States today.

From one end of the country to the other newspapermen are seeking to improve our industry. The Guild is a potent means for bringing about that improvement.

What improvements are in order in your city room? What has the Guild done to bring them about? If it has failed to do anything, where does the cause lie and how can the failure be rectified?

Only letters from genuine newspapermen and women will be printed. The correct name and address of the writer must accompany each letter, but names and places may be disguised, when printed, for purposes of protection.

Philadelphian Supports Tonietti

Philadelphia.

Editor, The Guild Reporter:

I have learned from the last issue of The Guild Reporter the case of Tonietti versus Pope, and I hasten to send this letter in support of the discharged colleague. Please publish this letter as testimonial to the truthfulness and the good comradeship with which Mr. Tonietti is endowed.

I became acquainted with Alphonse Tonietti at the time that I was an editor of L'Opinion, and he was acting as superintendent of that paper, the Philadelphia Italian daily owned by Mr. Pope.

It was the consensus of the editors that Mr. Tonietti was in every respect the best man among all those who had been sent by Mr. Pope to supervise L'Opinion.

Personally, I knew that Mr. Tonietti prevented an injustice against me by other officials.

I severed my connection with L'Opinion because I refused to take orders from outsiders and to submit to indignities and violations of my personal freedom. This is a matter for complaint that I mean to present to the local unit as an indirect support of Mr. Tonietti's contention.

PHILIP BOCCINI.

Philadelphia Student Points to Principle

Philadelphia, Pa.

Editor, The Guild Reporter:

In the Nov. 23 issue of the Guild Reporter there appeared a letter from "F.L." in which he presented his views regarding the Guild School for young newspaper people of Philadelphia and Camden.

No Holds Barred

Wants Action in Philadelphia

FORMER INQUIRER UNIT HEAD TELLS OF TROUBLE

Newark, N. J.

Editor, Guild Reporter:

It seems to me that it is probably about time someone informed The Guild Reporter regarding the situation in Philadelphia. And since I, who am no longer employed by any Philadelphia paper, seem to be in a particularly good position to make such a report, I hereby offer a résumé of occurrences in the City of Brotherly Love for your consideration.

When I first arrived in Philadelphia (in January of 1934) as a copy reader on the Philadelphia Inquirer, I found a growing Guild unit. Mr. Yaffe of the copy desk was one of the primary moving spirits. Membership was growing despite a sort of mocking disapproval from the city editor and the slot man. I, of course, transferred my membership from the Newark Star-Eagle. Then Miles Pickering, who was chairman of the Inquirer unit, was fired. The excuse was alleged drunkenness. Mr. Pickering had not drunk any more than he had been doing for six years, the period of his employment by the Ink.

No Chairman

Through underground channels went the whisper that it was really because he was chairman of the Guild that Pickering had felt the axe. Result: nobody wanted to be chairman.

Time passed during which period there was no chairman. Finally a unit meeting was called and Frank Martinez was elected chairman. He and the writer were at that time the only men willing to accept the job. At about the same time, too, a Regional Labor Board election was asked for the Ledger, a paper then owned by the same man who owned the Ink. In a bitter fight in which Martin (the boss) set up an opposing "company union" ticket, the Guild won.

Meantime at the Inquirer, Martinez, and almost all of the Jersey staff to which he belonged, were fired—for economy reasons. It seems Mr. Martinez drank, though not even the most brazen foe of the Guild could say liquor ever interfered with his work. There were also nine or ten of the editorial staff in Philadelphia summarily fired. They were given two weeks' notice and made to work it out.

Then Charles Tyler, of the Elverson Corporation, took over command of the Inquirer. He went personally to see Paul Conly French, president of the Philadelphia and Camden Guild. He said to wait and everything would be all right. This, after an Inquirer unit meeting had finally voted unanimously to go to the Labor Board and demand an election, to force negotiation. After, too, it had elected the writer chairman, the only man who would consent to accept the office.

No Action!

Tyler talked so favorably that French was "impressed" and held up the Labor Board action.

Then the writer was fired. No reason was given. French went to Tyler. Tyler contacted his managing editor who contacted the slot man. Tyler reported to French that he was satisfied with the cause for the dismissal. The thing dragged along. Action through the Labor Board was threatened by French. And then it came out at last (almost a month later) that the writer, also, was a kind of drunk who went out during lunch periods and become so intoxicated he could not satisfactorily perform his duties.

Hence, the last I have heard in the matter is that there is after all no case. Hence no action is likely. And the last report also leaves the Inquirer unit without a chairman for the very simple reason that nobody dares accept the post for fear of losing his job. It seems to me the national Guild might want to do something about it. The formerly promising unit of the Inquirer is on its last legs because of the long inaction, and the long list of socks to the jaw which have been taken lying down by the Guild there.

LELAND M. ROSS.

TOledo Guildsman Offers a Toast

Toledo, Ohio.

Editor, The Guild Reporter:

The writer wishes to reply to those who have been bitter critics of the actions of our national president, Heywood Brown, and executive secretary, Jonathan Eddy.

Ask yourself this question, and be honest in your answer: "Where would the American Guild be today if it had not been headed by men of the type of Brown and Eddy?"

Did you ever see an organization or a movement, opposed by powerful men, carried to success without a fighting leader? Is it reasonable to expect that publishers, even though not opposed to the Guild, would have paid it any serious attention if it had not shown strength and power?

This is not to say that every Guild must be militant, chip-on-the-shoulder, labor union group. But when you meet force, do you overcome it by writing a letter, or telling your fellow worker it's a damned shame, or sending an anonymous communication to the editor?

Not much; you fight. And the members and prospective members of the American Newspaper Guild can thank God they had men like Brown and Eddy to do the fighting for them in the early days.

A toast to Brown, you Guilds! A brilliant writer, a great leader, a grand guy!

A toast to Eddy: Efficient, courageous, friendly!

Let's keep them in office.

RICHARD P. OVERMYER.

School Idea Draws Defense

A Voice From N. Y. Speaks Up

New York City.

Editor, The Guild Reporter:

I should like to answer "F.L." letter in the November 15 issue opposing Guild schools as "providing future replacements for our jobs" instead of "forwarding our own economic and social interests."

At the Herald Tribune we are starting a school to train copy boys to advance in newspaper work and to help the older Guild members to find their jobs better and also advance. We believe that no one will be harmed by a raising of the general level of intelligence, and we have no feeling that we shall be pushed out of our jobs by those we have trained. We intend to forward our own economic and social interests by means of the school.

I don't see how we are going to improve our lot by trying to destroy competition. Certainly the business is overcrowded, and large

ly because of schools of journalism. But the legal and medical professions are overcrowded, too. Would "F. L." close all professional schools because of the overcrowded conditions in the professions? It's a weak sister that can't stand competition these days.

We feel that if the Guild is to go forward, it must give as well as take. So far it has demanded much and won quite a bit, but has given little in return. If we want ourselves treated as professional persons, we must set up and adhere to professional standards.

T. G. BROWN.

Philadelphia Student Points to Principle

Philadelphia, Pa.

Editor, The Guild Reporter:

In the Nov. 23 issue of the Guild Reporter there appeared a letter from "F.L." in which he presented his views regarding the Guild School for young newspaper people of Philadelphia and Camden.

I trust I may take the liberty of correcting a false impression.

"F.L." refers to "A Guild School for prospective newspaper workers." The Guild School is run exclusively for members of the Newspaper Guild. All students are actively engaged in newspaper work, or have at some time been employed by a newspaper. Many of the students have had, or are at present taking, cultural courses at a university.

"F.L." says: "Thousands of these semi-trained young journalists are ready to take jobs at from nothing to \$20 a week."

May I remind "F.L." that the existing agreement between the ANG and various publishers forbids journalists of any age to work gratis. One of the chief aims of the Guild School is to instill these principles in the younger set of newspaper men and women, and to replace superficial knowledge with factual matter.

HARRIET CANNON, Guild Student.

Text of Jennings Decision, Reopened by Labor Board

(Continued from Page Four)

the Newspaper Code. But even this assumption is untenable, and on two grounds.

First, if Congress had directly created the National Labor Relations Board with its present jurisdiction, after the Newspaper Code had been approved, this Board would have had indubitable power to hear 7 (a) complaints against publishers; Article VII of the Code, however construed, could not curtail the exercise by Congress of its legislative powers. The result is to differ where Congress accomplished the same end indirectly, by authorizing the President to establish such a board. The President acted in this matter, not under Section 10 (b) of the National Industrial Recovery Act, empowering him to cancel or modify existing codes, but pursuant to a wholly distinct grant of authority.

Furthermore, no provision of the Newspaper Code has been changed or affected by any Executive Order authorizing this Board to hear 7 (a) complaints. The jurisdiction of the Newspaper Industrial Board remains undisturbed. The Code does not purport to vest in the Newspaper Industrial Board exclusive jurisdiction to hear complaints of discrimination in violation of Section 7 (a). Section 5 (a) of Article VI of the Code provides that the Industrial Board

"shall consider" controversies arising from the application of this Code, and shall have power to promulgate rules and regulations for the determination of such controversies."

This presumably includes complaints of violations of Section 7 (a) as embodied in the Code, but clearly no exclusive jurisdiction is conferred; nor can it be implied that Congress is thereby prevented from passing a subsequent law authorizing the President to set up a general board having jurisdiction to hear 7 (a) complaints arising in this and other industries. Subsections (b), (c) and (d) of Section 5 of the same Article, though containing certain mandatory language, do not refer to individual complaints of discrimination on account of union activities, but relate expressly to controversies "concerning hours, wages, and conditions of employment," that is, to the basic subject matter appropriate for collective bargaining. This is especially clear from subsection (c) providing that the decision of the Newspaper Industrial Board on such controversies "shall be accepted by the parties... as effective for a provisional period... to be fixed by the Board." Section 5 (c) of the same article of the Code provides that if any controversy shall arise as to who are the representatives of the employees, the Industrial Board "shall have power to investigate and determine the question." Here again the jurisdiction is not exclusive, and would not conflict with the exercise by the National Labor Relations Board of its power to conduct elections under Section 2 of Public Resolution 44, 73rd Congress.

National Labor Board First Had Jurisdiction

It is significant that when the Newspaper Code was approved the National Labor Board was then in existence and had undoubted jurisdiction over all 7 (a) cases. Seven in industries having special industrial

boards.* Nothing in the Code requires us to conclude that the President in approving it intended to curtail this jurisdiction already given to the National Labor Board. In the very case before us, it was the National Labor Board which first assumed jurisdiction, when on June 18, 1934, it instructed the San Francisco Regional Labor Board to proceed to a hearing of the case. When the National Labor Board was abolished by the Executive Order of June 29, 1934, all proceedings pending before it and before its Regional Boards were, by Section 3 (b) of the Order, transferred to the jurisdiction of the National Labor Relations Board.

Following the practice of the National Labor Board, and pursuant to the provisions of the Executive Order already quoted authorizing the National Labor Relations Board to decline to take cognizance of any labor dispute where another means of settlement is provided for by industrial code, this Board will, as a matter of administrative routine ordinarily refer complaints of 7 (a) violations to the appropriate industrial board where one exists. We have, indeed, adopted this course already with respect to the Newspaper Industrial Board, to which we have referred various 7 (a) complaints that were originally lodged with us. In the present case we think that this procedure should not be followed, but that we should retain jurisdiction, and decide the case, without the inevitable delay that would be involved in referring it to another agency for adjudication.

It remains to consider the evidence in the record. Jennings had been employed for five and a half years on the San Francisco Call-Bulletin, which is subject to the Code of Fair Competition for the Daily Newspaper Publishing Business, pursuant to a signed assent thereto by the publisher. He was on the editorial staff rendering satisfactory service as chief rewrite man. In April, 1934, a local chapter of the American Newspaper Guild was formed and Jennings became a member. His name was proposed as a delegate to the National Convention of the Guild to be held at St. Paul, Minnesota, starting Monday, June 4th. Jennings planned, if elected delegate, to attend the convention at that time. The practice had been for the editorial staff to arrange their vacations with Mr. Cromwell, assistant city editor, who kept a calendar for this purpose and made the assignments of dates. Early in May Jennings indicated to Cromwell that he wanted to begin his vacation about June 1; explaining that he chose this date in order to attend the convention, if elected. Cromwell replied that this date was satisfactory, that no one else had applied to go away at that time.

Jennings Could Not Be Spared Just Then

Having been duly elected delegate, Jennings on May 25 so informed Cromwell, who inquired when he planned to leave. Jennings replied "next Wednesday, May 30." Cromwell said "that's fine." When he came to work May 26 Jennings was surprised to be told by Cromwell that he had better take up the question of his vacation with Mr. Gleason, the city editor. Discussions followed with Mr. Gleason, with Mr. Mulcahey, the managing editor, and finally, on May 28, with Mr. Hol-

day, the publisher. Each insisted that Jennings could not be spared at the time he wanted to leave, because the paper was short-handed. It was claimed that Hosler, a reporter, was away and not due to return until June 4; that Johnson, the drama editor, would be away during that time and another man would have to be taken from the editorial staff to fill his place. Jennings testified, however, that he checked up with Cromwell as to this, and was told that Hosler would be back June 4; that no one but Jennings would be away during the two weeks following June 4; that Johnson's vacation was listed to start on June 24.

Jennings urged without success that he had made his plans to motor to the convention with his wife. Gleason criticized the Guild as serving no useful purpose and told Jennings that the publisher had wanted to "fire the whole staff" that belonged to the Guild, but "we demurred on that." Mulcahey asked him if he was working for the Guild or for the Call-Bulletin. Jennings offered to delay a day until Thursday, May 31st; and, again, offered to have his place filled on Thursday, Friday and Saturday by volunteers from the staff, who would work on their days off. According to Jennings, "Mr. Holaday said that I was the one they wanted to stay." On May 28, and again on May 29 however, Holaday offered to let Jennings go at the end of the week's work on Saturday, June 2. But this would have been too late to motor to St. Paul by June 4; and to Holaday's suggestion that Jennings might fly he replied "who is going to pay for it." Finally Jennings asked for his vacation money check, which Holaday would not give him when he insisted on leaving Wednesday, May 30. Holaday then said "the only way you can have this check is to resign." So Jennings decided to quit the job, took from Holaday the vacation check, and left.

Editor's Pressure Broke Up Unit

Several other witnesses testified for the complainant. Much of this testimony was hearsay and is disregarded by us. It does appear, however, that the circumstances of Jennings' resignation greatly affected the other employees. Many of them, professing fear for their jobs, resigned from the Guild. Erickson, a copy reader, testified that a couple of weeks after Jennings left Mulcahey, the managing editor, told him the Guild was "an anti-Hearst organization... run by a bunch of crack pots," and said "I think you fellows are making a mistake by putting your neck in the noose." Later the same day, Mulcahey called in Cope, the chairman of the Guild Chapter, and after the interview Mulcahey announced to Erickson that Cope had quit the Guild, adding "I think you better quit, too." In the end, all but four of over 40

employees of the Call-Bulletin withdrew from the Guild, and the chapter was pretty well broken up.

The law in the matter is clear. If the employer changed the agreed vacation date in order to embarrass Jennings in his plan to attend the Guild Convention, that would be an unlawful interference with the self-organization of employees. It is a question of fact, and the fact is the motive of the responsible officials who acted in the matter. Evidently they had no use for the Guild. According to Erickson's testimony, the managing editor, shortly after Jennings left, advised the employees to withdraw from the Guild in language implying that their jobs were at stake. This indicates a continuing attitude of mind antagonistic to the Guild, consistent with the remarks of city editor Gleason to Jennings before the latter quit. The claim that Jennings could not be spared was only a pretext. Jennings was arranged his vacation time with the assistant editor, Cromwell, in ample time. It was Cromwell's job to assign the dates so that the work would not suffer from the simultaneous absence of too many men. Significantly, on May 25 Cromwell made no mention that they were short-handed when Jennings told him of his election as delegate. At this point the highest official of the newspaper began to display an altogether unusual interest in the vacation time of a particular employee. Arrangements could have been made for the vacation as requested, had the management been so disposed. Someone would have had to take over the work of Jennings whenever he left; he offered to provide volunteers for Thursday, Friday and Saturday. It is difficult to escape the conclusion that the attitude of the management was colored and affected by an anti-Guild bias, that when it was too late for Jennings to resign he planned his resignation into a position where he was forced to resign in order to carry out his plans and get the vacation money on which he had counted. The lesson was lost on the other employees, who hastened to resign from the Guild. The whole procedure might be characterized as a more artful technique than the first insurrection of the publisher "to fire the whole staff."

Viol-Bulletin Violated Section 7(a)

FINDINGS. We conclude that the San Francisco Call-Bulletin has interfered with the self-organization of its employees in violation of Section 7 (a), in that the vacation date of Jennings was changed to embarrass him in his organization activities, whereby he was forced to resign his job, an action which alarmed other employees and led to their wholesale resignation from the Guild.

The publisher having declined to contest on the merits, our decision is necessarily based upon *ex parte* testimony. The rejection of our jurisdiction now having been overruled, we are inclined to give another opportunity to the publisher to offer evidence. If, within the period of grace stipulated in the enforcement order, the publisher signifies a desire to submit evidence on the merits to this Board, we shall arrange the necessary further hearing.

Wages Dropped From 1930

The Labor Bureau survey indicated that wage rates dropped between April of 1930 and April of 1933, rose slightly by April of 1934, and remained virtually stationary until September-October of 1934.

The Guild study included a table of wage rates for mechanical departments and indicated that mechanical departments wages were substantially higher than editorial department wages. Kelly said that if mechanical and editorial departments were "weighted" and averaged on the same basis, such a comparison "would indicate higher news wages."

Hanson said there was no objection on the publishers' part to including in the proposed amendments a clause declaring that there would be no attempt to reduce

One Man Takes on Publishers After Guild Quits Hearing

Journalism Association Head Backs Workers—Calls Salaries Too Low for Educated Men

WASHINGTON—One lone figure remained on the floor to argue against the publishers' proposed hour and hour provisions after the Newspaper Guild representatives walked out of the hearing Dec. 5. He was C. A. Rogers of Manhattan, Kansas, and Washington, president of the American Association of Schools and Departments of Journalism. (This appears from the NRA report of the hearing.)

Rogers, against him, on the publishers' side, were not only a number of publishers but Elisha Hanson, their counsel; Harvey J. Kelly, chairman of the A.N.P.A., special standing committee on labor relations; William N. Hardy, secretary of the Pennsylvania Newspaper Publishers' Association, and Stanley Walker, city editor of the New York Herald-Tribune. Hanson was able to place into the record, besides letters from publishers and news associations, a letter from Frank Parker Stockbridge, editor of the American Press, and another from Carl Ackerman, dean of the Columbia School of Journalism.

Minimum Wages Discussed

The subject before the house was the publishers' proposed amendments, which would set minimum hours for news department employees (with a number of "exceptions") at from 40 to 48 hours per week and minimum wages ranging from \$25 in the largest cities down to \$12 per week in cities of less than 25,000.

Rogers, quoted from studies made by his association and said they indicated that prevailing wage levels are too low to justify the expense of college training for newspaper work. He opposed the Code Authority's proposed minimum as "too low to obtain broadly educated and experienced employees."

Hanson said there was no objection on the publishers' part to including in the proposed amendments a clause declaring that there would be no attempt to reduce

end of the week's work on Saturday, June 2. But this would have been too late to motor to St. Paul by June 4; and to Holaday's suggestion that Jennings might fly he replied "who is going to pay for it." Finally Jennings asked for his vacation money check, which Holaday would not give him when he insisted on leaving Wednesday, May 30. Holaday then said "the only way you can have this check is to resign." So Jennings decided to quit the job, took from Holaday the vacation check, and left.

Editor's Pressure Broke Up Unit

Several other witnesses testified for the complainant. Much of this testimony was hearsay and is disregarded by us. It does appear, however, that the circumstances of Jennings' resignation greatly affected the other employees. Many of them, professing fear for their jobs, resigned from the Guild. Erickson, a copy reader, testified that a couple of weeks after Jennings left Mulcahey, the managing editor, told him the Guild was "an anti-Hearst organization... run by a bunch of crack pots," and said "I think you fellows are making a mistake by putting your neck in the noose." Later the same day, Mulcahey called in Cope, the chairman of the Guild Chapter, and after the interview Mulcahey announced to Erickson that Cope had quit the Guild, adding "I think you better quit, too." In the end, all but four of over 40

employees of the Call-Bulletin withdrew from the Guild, and the chapter was pretty well broken up.

The law in the matter is clear. If the employer changed the agreed vacation date in order to embarrass Jennings in his plan to attend the Guild Convention, that would be an unlawful interference with the self-organization of employees. It is a question of fact, and the fact is the motive of the responsible officials who acted in the matter. Evidently they had no use for the Guild. According to Erickson's testimony, the managing editor, shortly after Jennings left, advised the employees to withdraw from the Guild in language implying that their jobs were at stake. This indicates a continuing attitude of mind antagonistic to the Guild, consistent with the remarks of city editor Gleason to Jennings before the latter quit. The claim that Jennings could not be spared was only a pretext. Jennings was arranged his vacation time with the assistant editor, Cromwell, in ample time. It was Cromwell's job to assign the dates so that the work would not suffer from the simultaneous absence of too many men. Significantly, on May 25 Cromwell made no mention that they were short-handed when Jennings told him of his election as delegate. At this point the highest official of the newspaper began to display an altogether unusual interest in the vacation time of a particular employee. Arrangements could have been made for the vacation as requested, had the management been so disposed. Someone would have had to take over the work of Jennings whenever he left; he offered to provide volunteers for Thursday, Friday and Saturday. It is difficult to escape the conclusion that the attitude of the management was colored and affected by an anti-Guild bias, that when it was too late for Jennings to resign he planned his resignation into a position where he was forced to resign in order to carry out his plans and get the vacation money on which he had counted. The lesson was lost on the other employees, who hastened to resign from the Guild. The whole procedure might be characterized as a more artful technique than the first insurrection of the publisher "to fire the whole staff."

Viol-Bulletin Violated Section 7(a)

FINDINGS. We conclude that the San Francisco Call-Bulletin has interfered with the self-organization of its employees in violation of Section 7 (a), in that the vacation date of Jennings was changed to embarrass him in his organization activities, whereby he was forced to resign his job, an action which alarmed other employees and led to their wholesale resignation from the Guild.

The publisher having declined to contest on the merits, our decision is necessarily based upon *ex parte* testimony. The rejection of our jurisdiction now having been overruled, we are inclined to give another opportunity to the publisher to offer evidence. If, within the period of grace stipulated in the enforcement order, the publisher signifies a desire to submit evidence on the merits to this Board, we shall arrange the necessary further hearing.

Wages Dropped From 1930

The Labor Bureau survey indicated that wage rates dropped between April of 1930 and April of 1933, rose slightly by April of 1934, and remained virtually stationary until September-October of 1934.

The Guild study included a table of wage rates for mechanical departments and indicated that mechanical departments wages were substantially higher than editorial department wages. Kelly said that if mechanical and editorial departments were "weighted" and averaged on the same basis, such a comparison "would indicate higher news wages."

Hanson said there was no objection on the publishers' part to including in the proposed amendments a clause declaring that there would be no attempt to reduce

present wage levels. "We are not trying to write a wage contract here," he said, "but only to formulate minimum wages and maximum hours. Newspaper publishers are flatly against any system of fixed wages for editorial employees."

Three Wage Surveys Studied

A. R. Kesinger of the Rome, N. Y. State Journal said that conditions in news departments preclude any satisfactory way of restricting hours of work.

After adjourning the hearings until December 18, Tate placed in the record three surveys of editorial employment conditions—one made by the Guild, another made by the Bureau of Labor Statistics, and a third made by the A.N.P.A.

Kelly of the ANPA tried to show that bureau's statistics "corroborate the ANPA findings closely" and that they indicate that most newspaper employees received more than the minimum suggested by the Code Authority amendment. In the last year, he said, ANPA studies indicated that the percentage of editorial employees earning less than \$20 per week has dropped from 18.71 to 12.74. They also showed, he added, that 361 out of 15,550 editorial department employees, not including cub reporters, office boys and errand boys, receive less than the suggested minimum.

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STORM: Guild Learns Technique of Fighting

By C. C. NICOLET

The American Newspaper Guild has passed its first year learning the technique of battle and becoming reconciled to the impossibility of speedy, well-defined settlements of basic disputes between employers and employees.

The year's biggest fight is the Newark Ledger strike, now in progress. This is the outstanding example of the last resort method forced upon the Newark Guild when even the circuitous route of the National Recovery Administration's machinery appeared to be blocked.

Several other fights with publishers have gone the other route, first through local labor boards and thence to Washington. All such fights are deadlocked for the time being with the exception of the Jennings case because of the technique chosen by the American Newspaper Publishers Association in fighting them. The same attitude has been taken in every case.

Publishers' Attitude Indicated

It is the contention of the publishers in brief that the National Labor Relations Board has no authority to consider cases involving newspaper editorial employees, and counsel for the ANPA at a recent hearing indicated that publishers would withdraw from the Newspaper Code if the board undertook to enforce any decisions against them.

Thus until a test case is carried through the courts or the Recovery Act and the status of codes are clarified by Congressional action, all Guild disputes handled by the peaceful method face long delay before final settlement.

The World-Telegram chapter is understood to be considering pushing as a test case the definite refusal of the management to sign a contract with the Guild.

The first fight in which the Guild made its influence felt came in February, when Ralph Pulitzer was appointed Deputy NRA Administrator for the Newspaper Code. Because of the record of the old World in dealing with employees, especially in connection with the death of the paper, the appointment aroused widespread resentment both among editorial workers and printers. In face of the protests, he withdrew.

N. Y. Publishers Enter Lists

The next few weeks marked a period of jockeying with publishers waiting to see what the Guild would do. When the New York Guild started pressing what it believed to be its NRA collective bargaining rights, the Publishers' Association of New York City entered the lists.

The Guild asked the association to appoint representatives to meet with its executive committee. Martin V. Kelly, executive secretary of the association, replied that the Guild communication failed to include proof that its executive committee had been authorized by employees of New York newspapers to represent them—the standard reply of employers in many fields to first proposal of workers' organizations for bargaining.

This made it a matter of record for the first time that Guild negotiations would face the same hazards and difficulties faced by workers in the steel, automobile, garment and other great industries.

Next came the first overt act of a publisher against the Guild, and it carried the battleground clear across the country. Louis Burgess, editorial writer for the San Francisco Examiner, was discharged summarily shortly after he was elected head of the Examiner chapter and seven days after he had discussed Guild policies with his publisher. He had been a Hearst employee for seven years, and had a fine record. Officially, he was discharged for "inefficiency."

Burgess Case Continuing

This case was carried to the Regional Labor Board. The Examiner disputed its jurisdiction. The board, after hearing evidence, ruled that Burgess had failed to prove that he was discharged because of Guild activities. The case was to be appealed to the National Labor Relations Board.

About the same time, two newspapermen in New Bedford, Mass., were discharged and a third resigned under pressure after the publisher of the Standard

(Continued on Page Thirteen)

One Year of Guild: Dream and Realization

Guild Born Dec. 15, 1933

One year ago, on Dec. 15, a small band of delegates of determined groups of newspaper men and women in a few cities met in Washington and formed the American Newspaper Guild. Someone, we seem to remember, laughed the idea off as just another newspapermen's club, a little more expensive than any tried before and therefore doomed to an earlier death. In the months since then we have seen the idea take shape and grow. Each local Guild has had its problems and in the stories of each may be read the real development of the national Guild. These stories are summed up in the pages that follow.

Three National Guild Leaders



Heywood Brown, president; Emmet Crozier, treasurer; Jonathan Eddy, executive secretary.

PROGRESS: Earnings Higher, Hours Shorter, and Experience Is Stored Up

By JONATHAN EDDY, National Executive Secretary

The American Newspaper Guild has made progress in the first year of its existence unequalled by any comparable organization anywhere. It has overcome tradition and, despite the obstacle of separation by huge distances, has set up, with the map of the country itself as a base, the largest dues-paying membership of its kind in the world.

The International Federation of Journalists, composed of similar groups in twenty-one countries, has recognized the ANG as motivated by the same aims as its other members and as, already, its largest and most promising constituent body. Also it has been most successful, for our persistent and uncovered labor has brought the five-day week to thousands of American journalists, members and non-members—as it will to thousands more in the course of the next year or two.

In twelve months we have risen to a position of significance for all organized American wage-earners, as was evidenced by the message of support for the Newark Ledger strike from William Green, president of the American Federation of Labor.

Rise to World's Prominence

In short, the Guild history of the last year is the history of a rise from nothing to world-wide pre-eminence in our own sphere and to a position of rapidly increasing prestige on the American scene.

Furthermore, and possibly of even greater importance, this has been accomplished without sacrifice of either independence or integrity. It has been accomplished by the labor of hundreds of active newspapermen and women who, though scattered across the country in communities large and small, have been working in union toward a common goal. The national office has a good measure of this growth of co-operation in the tremendous burden of detail work involved not only in bringing about, but in coordinating, eighty-odd Guilds.

Some of the developments predicted by those who have "worked their heads off" since the days before the phrase Newspaper Guild was coined have already come to pass. The mass of newspapermen would not give their support to a non-economic organization but an influential

STRESS: Internal Differences All Minor

By MORRIS WATSON

Vice-President-at-Large

The Newspaper Guild has internal struggles, many of them, but none so large or so bitter as to tear it asunder. One supposed issue which crops up often in the newspaper publishers' trade organ is no issue at all. That is the problem of A. F. of L. affiliation. This looms large in the jittery mind of the trade organ's editor, but to the Guild it is nothing more than a quiet possibility in the event that its aims can be gained in no other way.

At St. Paul last June there was no ripple of dissent either way when the convention voted to defer consideration of affiliation. Neither was there any dissent when the accompanying resolution was adopted to assure the rest of the organized laboring world good will and co-operation.

A. F. of L. Problem

A major controversy will never develop within the Guild over A. F. of L. affiliation. All shades of intra-Guild thought seem agreed that there is nothing to be gained by such affiliation at the moment, and I am of the opinion that if the situation alters so as to make affiliation necessary for achievement of the Guild's aims, the sliding into the A. F. of L. will be graceful and without dispute.

I have never heard a major dispute over the Guild's aims. Means by which these aims are to be achieved, though, has rocked many a unit and kept some Guild councils arguing into the small hours of the morning.

There has been only one major internal controversy to disturb the aploomb of the National Guild, and even that was not altogether internal. Disaffiliation over the leadership of Heywood Brown and Jonathan Eddy developed at St. Louis. Some cannot help but think that this situation was inflamed by the patently unfair and scurrilous editorial attacks made upon these two tireless workers by Marlen Few of Editor & Publisher, who is doing his level best to scuttle any possible chance for the editorial employee to gain security and economic independence.

St. Louis Fought Losses

His St. Louis forty came a cropper. Recriminations based on what misunderstandings Few was able to throw into the situation have been straightened out. St. Louis Guild members, as loyal as any the Guild has, have learned that Brown and Eddy are not big, bad, bogey men, and Brown and Eddy have learned that St. Louis members are conservative but determined to stick by the National organization through fair weather and foul.

Local controversies often rage over procedure to meet local problems. These struggles are healthy ones and they save the Guild from hasty or ill-considered action. I am not privy to the arguments of local Guilds outside of New York. In New York I have no fear as to the outcome of legislative or policy debate in the Representative Assembly, for I have watched this assembly work for more than a year. During that time many major problems have arisen. Virtually all of them have been argued out to decisions that square with the facts in the light of time.

Action Preceded by Debate

In every case where the New York Guild has been called on to go to bat because of discrimination against or intimidation of its members, the subject or subjects of the case have had to withstand withering cross-examination from skeptical delegates. Long debate has always preceded action, and it is not unusual for the winning side to move to defer the action until another meeting is held to bring out greater representation or allow the delegates to consider their course.

The healthy feature of this procedure is that Guild members can be sure that when the Representative Assembly says a man was fired for Guild activities, he was fired for Guild activities.

With all the fuss that crops up from time to time about the use of so-called "union tactics," there has never been any serious disagreement in the Guild as to the wisdom of keeping sharp and ready for use every weapon against employer.

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The Guild's First Chapter Takes a Bow

CLEVELAND: Where Dues Are 100% Paid, And Hard Work Is the Major Doctrine

By GARLAND ASHCRAFT

Cleveland, Ohio. The Cleveland Newspaper Guild, Chapter No. 1 of the American Newspaper Guild, mother chapter of the Fourth Region, now ranks with its present membership as the third largest local in the country. It expects to sign immediately with one of the three daily publishers in Cleveland—thus performing in the first year of its corporate existence, that which, according to the St. Paul convention, is a necessary local Guild function.

Except for a brief lapse in July, Cleveland has paid up its dues to the ANG 100 per cent.

A small group of reporters and one photographer organized the Cleveland Guild, expecting it would be a lot of fun, and that it would run of perpetual motion, once the constitution was written and approved.

How It All Began

It didn't turn out that way. The few who started it, with the aid of many recruits, are half sick from loss of sleep, worry and after-hours work, but too darn stubborn to ease up, much less quit.

This Guild was founded on hard thinking. Its first meeting on the evening of Aug. 3, 1933, was in John Goski's apartment. In the midsummer of 1933 many who believed everything they read on editorial pages began wondering why the publishers didn't have a code, too. As summer wore on, some of the fellows in the Press editorial room became peeved about it. The fact that their salaries were down 19 per cent may have had something to do with their feeling that editorial men would be out of luck in the New Deal without an organization.

On the evening of Aug. 2, a little crowd sent a wire to General Hugh S. Johnson, Recovery Administrator.

The wire rapped the publishers for wenching on NRA, said editorial workers ought to have the 5-day, 40-hour week, etc.

Editorial Rooms Buzzed

The next day all the editorial rooms in town were buzzing. Men discussed the matter on assignments. That night a handful met in Goski's apartment and a night or two later representatives of the Cleveland Plain Dealer staff showed up.

The next two weeks were taken up with nightly discussion, and finally when by personal interview the little group was assured of a representative attendance, they rented an auditorium and called a meeting. One hundred and two showed up, and on Aug. 21, the Cleveland Editorial Employees Association was formed.

August and September were passed in

the drafting of a constitution. On the organization and constitutional committee were Jack Hiss, Al Roberts, Elmer O. Fehlhaber and I. L. Kenen of the News staff, Lloyd White, John Goski and Garland Ashcraft, representing the Press staff, and three members of the Plain Dealer staff.

The Press and News men looked on the organization as a broad craft proposition, broader and more important than the whims, desires or prejudices of any individual, any staff, or any city. The Plain Dealer delegation demanded provisions in the constitution which in fact would have rendered the new organization merely a speaking acquaintance among three company unions. The issue went to a showdown on the floor of a succeeding meeting, and the Plain Dealer representatives withdrew.

"Writers Perfect Union"

The Plain Dealer staff has since been out of the Guild, although ten Plain Dealer men are now members at large.

The Cleveland Guild's first constitution was adopted Aug. 27, and Editor & Publisher headlined the story: Cleveland Writers Perfect "Union" (putting "Union" in quotes).

After the December meeting, Cleveland Guildsmen were again busy changing their local constitution to conform to the new national law. This accomplished, the leaders considered that Press salaries had been cut, and that News salaries were inequitable and low. Early in the spring the Guild began negotiations simultaneously with both papers for restoration of pay cuts. The Press, after several weeks, restored the second of two 10 per cent cuts, but in making the announcement, the editor was careful not to recognize the Guild.

The Cleveland News publisher never responded to the Guild's request, but gave out a number of individual raises without announcement.

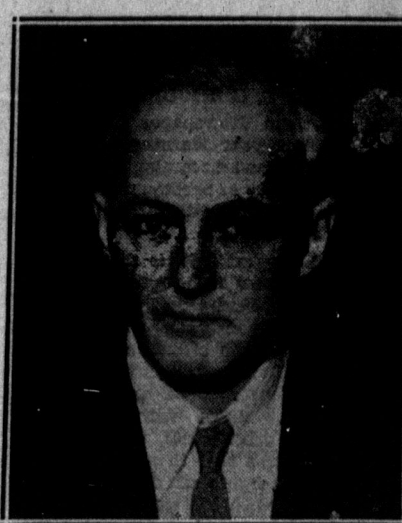
After battling many weeks with Joseph H. Hostettler, of Newton D. Baker's law firm, one of the most reactionary, anti-labor firms of political lawyers in the country (which incidentally represents all three papers in Cleveland), the Guild is about to arrive at what promises to be a reasonable understanding with Dan R. Hanna, publisher of the News.

Negotiations With Press Next

Next step will be negotiation of a contract with the Press. Mr. Hanna's Scripps-Howard competitor.

The Press and News units are not the whole of the Cleveland Guild. Early, forty editorial men of the Newspaper Enterprise Association, Scripps-Howard's

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Treasurer, Toledo Guild: C. C. Heineman

Internal Rift Healed, Toledo Pushes On

By RICHARD F. OVERMYER

Toledo, Ohio.

Its nine months history marked by serious internal conflicts, the Toledo Newspaper Guild now sees the emergence of a unified purposeful organization.

A rift among the three units of the Guild over contract clauses, which threatened to split the Guild wide open last spring, is believed to be largely healed, and the Guild is preparing to negotiate as a whole for the first time this winter.

The first negotiations, by separate committees of the Blade, Times, and News-Bee, resulted in small salary increases for all members with a promise from the publishers that they would study the proposals further.

Petition Made Feb. 11

On Feb. 11 the Guild with a membership of 75 petitioned the ANG for a charter.

The first election meeting of the Toledo Guild was held March 4, when Carl P. Adamchick was elected president; Paul Schrader, vice president; R. P. Overmyer, secretary, and Clifford C. Heineman, treasurer. Two classes of membership, craftsmen and apprentices, were set up at a meeting March 23. This system has had wide publicity in the Reporter and trade journals.

Negotiations were opened in May. Stanley C. Speer, Blade business manager, and Grove Patterson, editor and president of the American Society of Newspaper Editors, met the Blade unit's committee, consisting of W. E. Hall, Ken Hanna and Richard F. Overmyer. Speer challenged the method of negotiating, asserting that he could not deal with a unit of the Guild.

At a second conference the unit committee laid before Speer an analysis of a questionnaire on the economic status of members which showed they had taken an average of more than 30 per cent in salary cuts and asked for a 20 per cent restoration and other benefits. Speer urged that the unit hold its requests in abeyance until the latter part of August and promised that an increase would be granted Sept. 1.

Negotiations With News-Bee

Meanwhile the News-Bee committee, with a seven-point program, waited on Carlton K. Matson, News-Bee editor, and obtained a cordial reception. This program also included a 20 per cent salary increase and other benefits. Matson promised to study the proposals and said finally he could negotiate on all of them except the salary increase.

Negotiations strung along with the various papers, each unit asking for sizeable restorations of pay cuts. When the pay raises at last came, they were mostly small and varied widely.

Announcement of these salary boosts brought mixed reactions from Guild men. Indignation was expressed by those receiving small raises; resignations were threatened; some contended that the method of granting the increases meant the Guild was dead; officers declared the action was the first small gain for the

(Continued on Page Eleven)

New York Writes 'the Drama of the Guild'

Act 1 Is Over Now; How Will the Plot End?

By MILTON KAUFMAN

Leaving unused, at least for the moment, the initial spark that spread quickly throughout the country, the history of the growth of the Newspaper Guild of New York to a membership of 2,000 with thirty-seven units, would read in most respects like that witnessed in other cities: "Tiresome and patient persuasion. Neither plump promises ready to be picked nor unwarranted assurances of protection were tendered prospective Guild members. No ballyhoo was injected in its membership campaigns.

Against this seemingly undramatic canvas of plugging stands the evolution of the New York Guild. It has been packed with drama. It has caused not a few heart palpitations.

Scenes in the First Act

We might pause, now, at this anniversary, and call it the end of the first act. There are many scenes:

Scene 1. The publishers of New York, members of the New York City Publishers Association, are at a buffet supper, the guests of the Newspaper Guild. Common grounds and common interests pervade the gathering.

The Guild was expected, in this scene, feeling its way. Many Guild members looked to the publishers for guidance. It was the golden age of cordiality between Editor & Publisher and the Guild. It was the period of academic discussion. What shall the Guild request of publishers? What aims should the Guild set for itself? The question of obtaining its ends by "collective action" or "collective bargaining" was as fundamental as was once the determination of the number of scraps that could dance on the point of a needle.

To include copy boys, editorial secretaries and the like, or to maintain the Guild on a "simon-pure" basis; to establish or not to establish club-quarters, group medical care and group buying in an effort to increase membership, were some of the other contentious problems.

Bowing on Both Sides

The scene concludes amid considerable bewilderment. The publishers are bowing out, politely. They cannot deal with the Guild individually. The Publishers' Association also bows its way out. It cannot deal with the Guild collectively. There is a bit of gaucherie about the Guild's bowing, even as the curtain falls.

Scene 2. Guild members are picket-



Philadelphia's executive committee (left to right): Seated, Paul Comly French, president; Cervease N. Love, third vice president; John Park Lee, treasurer; Roger P. Butterfield, second vice president. Standing, Lawrence Casey, David Ignatow, Thomas Finney, Robert W. Comber, Jacob Shafer.

Philadelphia: \$150,000 Benefits to Newsmen Is the Guild's Boast

By PAUL COMLY FRENCH
Regional Vice-President

Philadelphia, Pa.

The Guild is responsible for obtaining more than \$150,000 in material benefits for the newspapermen of Philadelphia and Camden.

And at the same time it has made a definite move towards raising the standards of journalism through the establishment of a school for the instruction of apprentice reporters and copy boys.

In addition the Guild has operated a placement service which has placed 23 men in permanent and temporary jobs. Its unemployment assistance fund has aided 26 members at an expense of \$865. The fund has since received \$62 in repayment of loans.

The Guild is responsible, directly in some cases and indirectly in others, for the re-establishment of paid two-week vacations on a majority of the Philadelphia and Camden newspapers.

Record Increase \$78,000

Additions to the payroll and increases under the Record contract totaled \$1,500 weekly, or \$78,000 yearly. About \$500 of the increase was given to men who were paid less than the contract minimum, while \$1,000 was covered by raises for men in the higher brackets and additions to the staff.

Restoration of paid vacations on the Evening Ledger accounts for approximately \$10,000, while 47 pay increases granted by the publisher following negotiations with a Guild committee raised the weekly editorial payroll about \$180. The five-day 40-hour week, general on all papers here, was secured by the national organization and through local contacts with publishers.

Publishers Now Friendly

During the last few months, two publishers have shown a decided reversal of their previous policy toward the guild and friendly cooperation lends strength to a belief that agreements will be consummated.

The Guild School, which has use of the facilities of Temple University, has given the guild a decided standing with Philadelphia publishers.

Last spring the 90-year-old Public Ledger suspended publication and merged with the Inquirer. Many Guild members were thrown out of work and the Executive Council authorized a "Guild Gayeties" to raise funds to care for those in need. Theatrical, screen and radio stars donated their services and sufficient funds were raised to aid those in need for six months. A second "Guild Gayeties" was presented this month.

The Guild's journalism school has an

enrollment of between 75 and 80. Six weekly classes are held and the theory of journalism is combined with practical work through the co-operation of the various papers. The courses have been organized in such a comprehensive manner that the Temple University School of Journalism has adopted several of the Guild's lectures as part of their instruction.

The Guild's Placement Service, which was placed on a regional basis last summer, kept a close check on all openings in the region. At the same time every effort is directed toward fostering LWD projects for unemployed newspapermen through co-operation with state authorities.

Membership Now 700

When the Newspaper Guild of Philadelphia, and Camden was organized last December, about 35 men and women attended the organization meeting. Today the local organization has a membership of more than 700 covering nearly 90 per cent of the eligible editorial employees of the Philadelphia suburban territory.

The Philadelphia Guild has been instrumental in fostering a regional organization covering eastern Pennsylvania, southern New Jersey and Delaware.

The Philadelphia-Camden Guild maintains an office in the Broadwood Hotel and employs a secretary-stenographer.

Internal Rift Healed, Toledo Pushes On

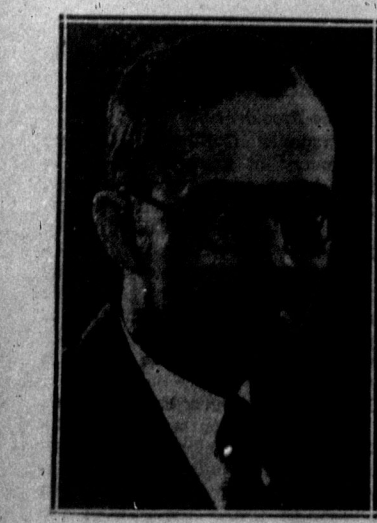
(Continued from Page Ten)

Guild and that members should bear in mind the fact that the movement was in its infancy.

On Sept. 23 the Guild, at a quarterly meeting, heard a delegation of fifteen Cleveland, Akron and Lorain guests describe the turbulent activities in Cleveland and the progress made in regional organization, they got support from the Toledo members for the regional work. They also stressed the urgent need for supporting the national organization and pointed out the pitfalls of operating as units, as had been done in Toledo.

That meeting, and recent issues of the Reporter, have provided a stimulus to the Toledo Guild. The executive board now plans to get busy on a new program of objectives and apparently is assured of almost united support for a program for the Guild as a whole.

There is little sentiment for affiliation with the A. F. of L. in the Toledo Guild, and some members view with alarm the close cooperation that has been evidenced between the Guild and mechanical unions in New York. The majority feeling, however, is that local policies must be shaped to meet local conditions.



Active in Cleveland: Robert Bordner

Columbus Discovers More Territory

Columbus, Ohio.

The Columbus Newspaper Guild, which is beginning to get results in its campaign to organize the Columbus Citizen Unit, paign to organize. Employees on papers other than the Citizen have remained out of the fold 100 per cent. They told Guild to join.

representatives frankly they were afraid The Columbus Dispatch, evening; Ohio State Journal, morning, and Sunday Star, weekly, are owned by the Wolfe family, which is also interested in banks, a shoe factory and radio stations. The Wolfe family has been good to most of its editorial employees. Christmas bonuses, assistance in case of sickness and death, and the like are common.

The workers, in turn, believe that the bosses think this should satisfy and that no grateful employee would join a guild. This month a spokesman said the management did not object to employees joining.

The Guild's formation came soon after that of the Cleveland Guild. Its first officers were Earl Minderman, president; Francis G. Lauffer, vice-president, and William H. Marks, secretary-treasurer. This group carried on until after the St. Paul convention, at which Samuel C. Fusco was Columbus's delegate.

The Guild reorganized after the convention, electing the following officers, who are still serving: William H. Marks, president; Parker LaMoore, vice-president; George A. Snodgrass, secretary, and Fusco, treasurer.

Negotiations for a pay cut restoration on the Citizen are expected to succeed soon.



Cleveland Newspaper Guild executive committee (left to right): seated, Bruce Catton, E. George Green, Lloyd White, Bill Davy, Mike Cheneveth. Standing, I. L. Kenen, John W. Hiss, E. O. Fehlhaber, Zoltan Combes, John Dunn, Garland Ashcraft, Jack B. Clowser, Milton Lepkin.



Waterbury Executive Committee (from the left): front row, Frank Johnson, President; Mollie Cullen, Harold E. Senior, Chairman; William F. O'Donnell, Second row, Lyall H. Hill, Treasurer; John J. Daly, Niver W. Beaman, secretary; James T. Galvin, John A. Chmery, Raymond J. Fitzpatrick.

New York Is Writing 'Drama of the Guild'

(Continued from Page Nine)

victimized by the same publisher for exercising his right to join the Guild, was the other focal point.

An admixture of early theorizing might be read into this period. But the theory was required. The issue was too simple and clear-cut. The Burgess crusade through the Labor Board appeared diminished in perspective in the face of nine jobless persons. And the Boston, Little Rock, Ark. and New Bedford episodes could not be overlooked.

Behind the scenes the Guild, prosaically, moderately, dealt with the publishers of half a dozen newspapers. The considered program of the Guild was being laid before them. The publisher of the Advance and the Press, in his antagonism toward the Guild, was regarded as exceptional. The others were different, reasonable. The exceptionalism of a few others, such as the publishers of the Progresso, Italo-American, and the Jewish Daily Bulletin, was insufficient to alter the theory. Moreover, the publisher of the Bulletin, had quickly recognized the position of the Guild and had expressed himself as anxious to maintain friendly relations with the organization.

Reinstatement of the discharged members of the Long Island Press staff, and a satisfactory settlement with the Bulletin furnished an element of climax to Scene 2. The spirit of victory, however, is mixed with the weight of a prolonged siege against the Advance. As the curtain falls, there is an air of expectancy. The New York Guild awaits the sign and seal on its first contract with a major newspaper.

Advice of Counsel Heard

Scene 3. The staff members of the World-Telegram seated in a large, unturmed room, listening to legal advice on the meaning of Section 7 (A). Counsel is saying:

"The meaning of the law is clear: agreements must be reduced to writing." Across the river, the Newark Ledger Unit is on strike, the first strike of newspapermen in the United States. The World-Telegram Unit listens, digs down in its collective pocket, and helps Newark wage its fight. It picks up the thread of the advice of counsel.

In the closing scene of the first act, the New York Guild has faced a major deadlock. The World-Telegram management meets the request of the Guild for a contract with a flat no.

For months the Guild had negotiated with the management. The trend of discussions bore every evidence that an agreement would be reached and the Guild had already gained concessions as a result of these conferences. Extension of the five-day week, dismissal wage schedule, a five per cent restoration of pay. As the management admitted, these concessions represented the measure of its ability to meet the proposals put forth by the Guild.

The refusal of the World-Telegram management to sign a contract becomes a matter of large importance. Russell of the Ledger echoes the sentiments of the liberal World-Telegram, Newhouse, publisher of the Advance, which "does not

Oklahoma City Guild Out to Help Big Brothers

Oklahoma City, Okla.

Outside the arena of intense Guild activity by reason of its geographic position, the Oklahoma City Guild has had a quiet eight months of existence.

The attitude of its members, when it was formed in April, was that Oklahoma City newspapermen should string along with newspapermen in eastern cities who were in greater need of economic relief.

Membership soon grew to approximately 90 per cent of those eligible. Principle month-to-month activity is a contest on best news story, feature, headline and editorial.

pretend to be in a class with the World-Telegram" declares editorially that it is in complete agreement with the "outstanding champion of trade-unionism" (World-Telegram). The attorney for Hearst threatens to withdraw from the code.

Enter Bogey Man No. 1

Bogey Man No. 1, Editorial Control, creature of the publishers, seeks to head the list of dramatic personae.

The impasse meets its counterpart within the Guild itself. There are doubts. Should we, without looking at the strike weapon as a fixed policy, be ready to support a strike as the last resort of embattled men? Or is the strike valueless, if not dangerous? Should strikes be curbed by requiring sanction of the National Executive Committee? It is the Guild, reflective, casting about, searching itself with the candor of adolescence.

There is division on the characterization of relations with publishers. Have we dealt with publishers offensively, tactlessly? Or have we been considerate and patient in our approach?

The Guild will have some pretty soliloquies. But it will make up its mind.

The plot is heavily laden as the curtain falls on the last scene of the first act. The off-stage noise of the Newark strike continues even as preparations are made for the next act. The Newspaper Guild of New York is as old as the American Newspaper Guild, just over a year. It has grown to be a serious young man, a little precocious, if you will.

Intermission leaves one wondering: Will the next scene be laid in Washington or New York?

Hope for Better Wages Spurs Richmond

Richmond, Va.

The coming of the Guild to Virginia's capital has changed city room tradition, engendered a feeling of solidarity and aroused hopes for improved working conditions.

Dec. 17, 1933, the Richmond Newspaper Guild was organized. Newspaper men and women have met and talked over their common problems and the local Guild has received recognition. Both local publishers have conferred with Guild negotiators.

Allentown All Alone in Lehigh Valley

Allentown, Pa.

The Newspaper Guild of the Lehigh Valley was organized through the good offices of the Philadelphia Guild. In January the newspapermen of Allentown received announcements postmarked Philadelphia which invited them to attend a meeting in the Ovi's home to discuss a local Guild.

Paul Comly French, president of the Philadelphia Guild, Thomas Miller, chairman of the organization committee, and John Sullivan, all of the Philadelphia Guild, explained the Guild idea. Twenty-five of the potential membership of 45 attended.

A temporary organization was formed. Two weeks later a meeting was held in Bethlehem, to which were invited all newspapermen and women of Lehigh, Northampton, Carbon and Monroe counties. The response, from the news folk of other counties, which included the cities of Bethlehem, Easton and Stroudsburg, was discouraging. However, the Allentown contingent, almost thirty, proceeded with permanent organization.

George Korson, chairman, and John Y. Kohl, secretary, served as temporary officers. March 4 these officers were elected: President, George Korson; first vice-president, W. J. Cramsey; second vice-president, Percy B. Ruhe; secretary, John Y. Kohl; treasurer, David A. DeLong.

Despite statements by Bethlehem, Easton and Stroudsburg executives that they had no objection to the Guild, memberships were not forthcoming in those cities.

The Guild presented itself to the public by a Charter Night banquet at which Heywood Brown, national president, addressed 200 leading citizens.

Officers were elected last July, as follows: President, John Y. Kohl; vice-presidents, William D. Reimert and Marguerite Marvel; treasurer, J. Walter McIlhenny; secretary, David A. DeLong.

The Lehigh Valley Guild boasted, almost from the first, a 100 per cent membership on the two Allentown newspapers, the Chronicle and News (evening) and the Morning Call. This membership has been maintained intact with additions as new employees were added; the roll now numbers 51.

Emphasis is being laid on organization of the other news workers of Lehigh Valley.



Wilmington, Del. Executive Committee (from the left): front row, George Shtofman, Treasurer; Charles L. Ross, Jr., President; Walter E. Smith, Secretary. Second row, William E. Hayes, Carl Wisa, Vice President. Third row, Clarence Evans.

Solidarity: Watchword of Waterbury, Conn.

By NIVER W. BEAMAN

Waterbury, Conn.

A feeling of common cause with all newspapermen, as evidenced by efforts to organize Guild units in other Connecticut cities and by the pledging of 1 per cent of weekly salaries for the support of the Newark Ledger strikers, has been a driving force in the organization and development of the Waterbury Newspaper Guild.

The Waterbury Newspaper Guild, Connecticut's first, was organized in July and since then, thanks to one of the hardest boiled treasurers in captivity, has made itself a fair haired child at national headquarters by getting its dues 100 per cent on the line, not only on time but in advance. Lyall H. Hill, financial editor of the Waterbury American, as guild treasurer has aroused the indignation and won the respect of every member every month since.

Waterbury now has 50 members, more than 95 per cent of all eligible employees of the Waterbury Republican, morning, Waterbury Democrat and Waterbury American, evening, and Naugatuck News, evening. The treasury balance is now nearing the \$100 mark because Shylock Hill (who signs all his "dues are due" notices Simon Legree) sits on the coffers 24 hours a day and grows deep even when the request is merely for a postage stamp.

State Organization Planned

At the organization meeting, addressed by Jonathan Eddy, national secretary, newspaper men and women from Bridgeport, New Haven, Hartford, Torrington, Norwalk, Meriden, Bristol, New Britain and other Connecticut cities attended and the groundwork laid for a state and regional organization that is expected to show early results.

The Waterbury Guild, its own organization now running smoothly, is planning to lend a hand this winter to other state cities for organization. It is at present corresponding with the publisher of the Waterbury Democrat on staff salaries and a conference to negotiate increases for guild members employed on that newspaper is on the program for the immediate future.

The Waterbury Guild voted down a proposal for immediate formation of a credit union under the new federal laws. Expression at the late November meeting indicated that a credit union motion would be adopted within a few months when other business now engaging the guild's full attention, including the pending negotiations with the Democrat, had been concluded.

Although some guilds have gone little into the social angle, the Waterbury guild has elected to develop it while not permitting it to detract from the purposes for which the guild was organized—economic betterment.

More than 110 newspapermen of the Waterbury unit, workers in other Connecticut cities, Waterbury newspaper "graduates," prominent public officials and the publishers and executives of Waterbury newspapers attended the first annual Waterbury Guild banquet at Cheshire Nov. 17. The relations between the Guild and the publishers have been most cordial at all times, the publishers pledging themselves that their office doors are open to the Guild always.

Officers are: President, Frank T. Johnson; vice-president, James T. Galvin; secretary, Niver W. Beaman; treasurer, Mr. Hill; executive committee, the officers and Mollie Cullen, Ray Fitzpatrick, William F. O'Donnell, John J. Daly and John Chmery.

Recognition: Duluth Fights Slumps, Wins

Duluth, Minn.

The Duluth Newspaper Guild, organized in October, 1933, fought through a year of indifferent progress and battled the summer doldrums to gain formal recognition last November.

Twenty-two men of the Herald and News-Tribune staffs constituted the charter membership of the Guild, which has since grown to 83.

Aside from official recognition from Duluth's two dailies, the Guild has obtained several minor concessions which have given confidence that more important points will be won.

Attention Focused

Perhaps the greatest achievement is an intangible one. Guild activities, crystallized in a series of conferences with Mr. M. F. Hanson, resident publisher, and editorial executives of the two papers, have focused long needed attention on conditions in the news rooms. Immediate fruits of this have been assured.

Contracts with the publisher and with the editorial chiefs have developed into relations both friendly and understanding.

The Guild's efforts to establish contracts have been futile. The proposal was flatly rejected by the publisher. The next step was submission of a schedule of requests containing virtually the entire scope of the proposed agreement. Two conferences were held with editorial executives on these matters, with the result that the following agreements were made:

No Discrimination

The six-day, 40-hour week for the Herald, afternoon, and the five-day, 40-hour week for the News-Tribune, morning, would be continued; overtime would be at the rate of time and one-half or equal time off, at the option of the employee; two-week vacations annually with full pay; a guarantee of no discrimination against Guild members for Guild activities, and a ban on charging regularly employed staff members to space rates.

Regarding overtime, the Guild obtained material benefits. Previously the rate had been time and one-third, and in some cases the overtime practice had been badly abused.

Bonus Plan Turned Down

The Guild was turned down in its request for establishment of the Paul Block dismissal bonus plan, despite the fact the two Duluth papers are members of that system. The present plan of two-week notice will continue. Concerning sick leave benefits, the present application is to continue. The Herald has cared for stricken staff members for as much as two years.

No definite announcement has been made regarding wage increases. The Guild was informed no horizontal raises be put into effect, but that all members of the two staffs would be considered as individuals. Immediate relief for some cases and eventual full restoration of all cuts were promised.

First officers of the Guild were Alton Smalley, president; Wilbur Bade, vice-president; Carl Costello, secretary, and Carl E. Johnson, treasurer. A few weeks after organization, Bade left Duluth for Minneapolis, and George W. Kelley was named vice-president. Last October, Kelley was named president; Smalley, vice-president, and Johnson, secretary-treasurer.



Part of Duluth's Executive Board (from the left): seated, Harold J. Bowes, George W. Kelley, President; James T. Wain, Standing, Edward J. Shepard, Carl E. Johnson, Secretary-Treasurer.



Part of the Washington, D. C. Guild executive committee (left to right): seated, R. M. Buck, regional vice president; C. B. Swartz, treasurer; J. D. Secret, secretary; Lewis E. McKelley. Standing, Louis Jay Heath, D. A. de Souza, president; Richard L. Turner.

The Guilds Are Learning Technique of Fighting

(Continued from Page Nine)

Times and Morning Mercury had asserted that he would not permit organization of his editorial workers. The discharges were made under such circumstances, however, that no clear case for appeal could be established.

Elmer B. Boyd, publisher of the New Brunswick, N. J. Daily Home News, told two members of the Newark Guild who conferred with him that he would consider an attempt to organize his employees an "unfriendly gesture."

The scene quickly shifted back to San Francisco where Dean S. Jennings, staff man on the Hearst Call-Bulletin, charged that he was denied vacation rights, because it became known that he intended to use his vacation period to attend the Guild National Convention.

Jurisdiction Disputed

The Call-Bulletin made its usual contention that only the Newspaper Business Industrial Relations Board was competent to hear the case, neither Regional nor National Labor Boards having jurisdiction. The National Labor Board—since replaced by the National Labor Relations Board—ordered the Regional Board to hear the case. The newspaper disputed jurisdiction, but in a decision reached Dec. 3, the National Labor Relations Board not only overruled objections of jurisdiction, but on ex parte evidence ordered the San Francisco Call-Bulletin to reinstate Jennings in ten days, declaring that the publisher had "interfered with the self-organization of its employees in violation of Section 7 (A)."

Back in Rochester, N. Y., the Journal-American posted a notice that it would not recognize the Guild in any negotiations.

This flare-up of anti-Guild activity in scattered parts of the country came just after a committee of the ANPA had sent

Muskegon, Mich., Lines Up Sole Paper 100%

Muskegon, Mich.

The Muskegon Newspaper Guild, organized April 23, 1934, and affiliated with the American Newspaper Guild June 15, has 100 per cent membership of the 11 editorial workers of the Muskegon Chronicle, sole daily newspaper in the city.

The first local Guild in Western Michigan, it has the friendly cooperation of the editorial management of the paper indicated by the membership of C. D. McNamee, associate managing editor, and expressions of friendship by A. E. McCrea, managing editor.

Officers of the Muskegon Newspaper Guild are: president, Paul A. Elliott, and secretary-treasurer, Louis J. Berman. Other members of the executive committee of five are: William H. Penhalligon, John A. Chisholm and James F. Henderson.

Gerard B. Dobben, first secretary-treasurer, resigned Nov. 26 after announcement of his appointment as secretary to Albert J. Engel, new ninth Michigan district representative in Congress, effective Jan. 1, 1935.

members a warning that Guild contract proposals were "very dangerous."

Midsummer carried the battle directly into the New York City area, with the beginning of the continuing Newhouse fight. The dispute with S. I. Newhouse's suburban papers, the Long Island Press and the Staten Island Advance, involved only a few individuals directly, but remained of great importance as precedents. They marked the first examples of picketing by editorial workers. An agreement was reached in the Long Island Press case, but the Staten Island matter is still in progress.

Late in the summer came charges in Binghamton, N. Y., that publishers there were attempting to eliminate the Guild by discharging members. In Boston the discharge of two Herald employees was attributed to Guild activities. In Philadelphia, John C. Martin, of the Inquirer and the Evening Ledger, refused to negotiate with the Guild, though J. David Stern, publisher of the opposition Record, had signed a closed-shop contract.

Late summer brought, in New York City, a quick flare-up on the Jewish Daily Bulletin-Jewish Telegraphic Agency. The Guild members on the staff voted to strike after three had been discharged. An agreement was quickly negotiated.

Meanwhile World-Telegram negotiations were progressing toward the deadlock finally reached in November. Roy Howard and his agents dealt pleasantly with Guild negotiators at first but could not be brought around to an agreement. An attempt to evade the Guild issue by offering to sign a contract with staff members only was defeated when the staff was found to be overwhelmingly

Internal Differences of Guild Are Minor

(Continued from Page Nine)

oppression. What disagreements there have been were concerned rather to the time and place in which the weapons should be brought into use.

That the strike as a weapon to be used in extreme cases meets with the approval of conservatives as well as the liberals, is evidenced by the support now pouring in from all sides for the Guild strikers of the Newark Ledger.

Perhaps the most serious struggles occur in individual units of the Guild where the company union issue sometimes raises its head. This again is as much external as it is internal, for it occurs after the "laying-on" of arms, that is to say, after an employer has used gentle persuasion and a pal-like arm across a few receptive shoulders in an attempt to convince Guild members they should not cooperate with their fellow craftsmen from other papers.

The company union is always good for the employer because it means nothing whatever to his employees, except continuance of the old order. The very fact that he can induce some of his employees to carry his arguments to the Guild unit rostrum is evidence of his tremendous advantage over them. The founding fathers of the Guild foresaw this when they wrote into the constitution a prohibition against Guild collective bargaining between its members and their own employers.

These are the stresses within the Guild. Could any organization so democratic, so widely spread, so handicapped in opportunities to meet and talk do better? I doubt it.

against anything involving acceptance of the company-union principle. Thus far, the World-Telegram employees have won important concessions on wages and working conditions, but no Guild contract.

The next New York fight developed when the Progresso, Italian language paper published by Genesee Pope, Jimmy Walker's old friend, discharged Guild leaders and refused to arbitrate.

In Troy, N. Y., the Record and Times simultaneously removed the Blue Eagle from their front pages on October 1 when the Tri-city Newspaper Guild (Albany, Troy and Schenectady) pressed for contract negotiations.

M. G. Hanson, publisher of the Duluth (Minn.) Herald and News Tribune, refused even to consider a contract submitted by the Guild.

In Madison, Wis., however, the publishers were willing to negotiate and a closed shop contract was signed. All these cases, important as they were in themselves, have been overshadowed by the Newark Ledger strike, the first Guild battle really to catch the imagination of members all over the country. Here, for the first time, members in distant Guilds saw a dramatic contest likely to have great influence on contract negotiations everywhere.

Resistance: Press Timid in Pittsburgh

By PAUL RAMSEY

Pittsburgh, Pa. The Pittsburgh chapter of the American Newspaper Guild, now seven months old and with 184 members, has been through a campaign of collective bargaining which, while not so successful as had been hoped, got pay raises for 46 Guild members on the Pittsburgh Post-Gazette, a Paul Block paper.

No employees were discharged or suffered pay cuts because of the raises. There are 78 Guild members in the Post-Gazette unit, which is virtually a 100 per cent membership. A number of those who did not benefit by Guild bargaining had escaped depression pay cuts or had pay raises since the cuts.

The increases amounted to approximately \$2.40 a week per man. This offer was approved by the Post-Gazette unit by a vote of 54 to 14 after the bargaining committee had been assured that the door was open for further negotiations in January.

The bargaining committee also learned that the dismissal bonus plan advanced by Paul Block after negotiations with the Newark Guild several months ago is in effect in Pittsburgh.

Negotiations, begun in August, were delayed by Block's absence from the country. The bargaining committee was composed of E. W. Prendergast, president of the Pittsburgh Guild; John F. McFarlane, Charles W. Leith, and Paul W. Ramsey, of the executive committee.

Representing Block were Oliver J. Keller, Post-Gazette editor; W. U. Christman, managing editor, and Joe Shuman, city editor.

The Pittsburgh chapter was organized April 27. Although still in the formative period, the Guild was able to send three delegates to the St. Paul convention. The delegates were instructed on important issues, but the chapter voted before the convention to abide by the program adopted there.

A recent drive at the Sun-Telegraph (Hearst) has raised the membership there to 75, about 80 per cent of the eligible number. So far only about 30 per cent of Press (Scripps-Howard) employees have joined.

The Pittsburgh Chapter issues a monthly mimeographed paper.

Guild's First Chapter Makes a Bow

(Continued from Page Ten)

feature service, and twenty-five from the Central Press Association, Hearst service located here, clamored to get into the Guild. Their admission was delayed because of the inability of the Guild, originally built around two daily newspaper staffs, to get its constitution amended to include them. Also twenty members of the various foreign language dailies joined promptly and became active members. And lastly two from a Hungarian Communist daily were made members.

During the winter the Guild obtained employment on C. W. A. for all of its legitimate unemployed, in the city, most of whom have either gone back to work on papers or in the county relief administration.

The Cleveland Newspaper Guild maintains headquarters in Suite 264, Hotel Hollenden, the only union hotel downtown. A membership averaging about 300 pays \$1 monthly dues, permits unemployed members to keep in good standing without dues, remitting local dues to the more straitened members of the staffs.

A National Craft Enterprise From the outset the Cleveland Guild has considered itself a labor union, and nothing else. Although working conditions in Cleveland are by no means the worst in the country, Cleveland newspaper men and women, starting as most of them did in other cities, look at the Guild as a national craft enterprise, realizing that one city however big and powerful cannot accomplish much without the support of the craft on a national scale.

The Cleveland Guild got an excellent break in obtaining the services of Bill Davy as executive secretary. Davy was formerly business manager and columnist for Central Press at five or six times the salary the Guild can now afford to pay him.

"The Public's Champion"



Our First Cartoon. Some Said It Was Impermanent; Some Said It Was All Too True.

5-Day Week Established Partially in Baltimore

Baltimore, Md.

The Baltimore Newspaper Guild held its initial meeting in March, 1934, inviting all employees of Baltimore newspapers (there were then four dailies) to a discussion of the Guild idea. De Souza and Millikan of the Washington Guild, were the speakers. About twenty-five persons joined within a few weeks.

Election of officers and drafting of a constitution came in short order, with Ernest Von Hatz as the first president, replacing James F. King, temporary president. New members came in fairly rapidly from the Sun and the Evening Sun, the Post (now extinct), and the News. The greatest number were Evening Sun employees.

The five-day week has been instituted to a major extent on the News-Post (Hearst). It has been instituted on no so major a scale on the Sun and Evening Sun. Many men on those two papers still work a 6-day, 40-hour (or more) week. In some cases, the \$35 or more per week salary seems to be the line of demarcation, in other instances there is no evident ruling, but merely an arbitrary selection of the most convenient men to put on a five-day schedule.

The 10 per cent pay cut, announced in April, 1933, has not been restored on the Sun papers. On Christmas Eve, 1933, however, 50 per cent of the money each man had lost by the cut in the preceding months was refunded, and some months later the same procedure was followed. The cut itself remains. On the News, as high as 19 per cent, have not been restored.

The Guild has taken no action on pay cuts or the five-day week. About a dozen members believe implicitly in the wisdom and the strength of the National Guild, and are still hopeful of the coming-of-age of the Baltimore Guild. There has been almost unanimous opposition to A. F. of L. affiliation.

Edgar Williams, vice-president, is acting president.

Battle Creek Reporters Drafting Contract

Battle Creek, Mich.

After several months of discussion among staff members of both local papers, the Battle Creek Newspaper Guild was founded last Sept. 6 at a meeting in City Hall. The Guild lists 25 members, representing 100 per cent of the employees of the Battle Creek Enquirer and News and the Battle Creek Moon Journal, dailies and has moved forward rapidly toward adopting a contract for submission to publishers.

Upstate N. Y. Guild Faces Hard Contest

By ZOE B. FALES

Albany, N. Y.

When word of the germination of the American Newspaper Guild spread to the State capital, editorial workers here responded at once to Schnechtad's plan to form a Tri-City group with Troy.

Unity of the editorial forces of the three cities has provided strength and an advantageous position.

Nearly 200 from the three cities met informally Jan. 21 at the Albany Y. M. C. A. to hear James Kieran of the New York Times tell about the ANG and its efforts to get news department relief into the Newspaper Code.

John Wanhope was elected president to start organization, which took most of the spring. Then the Guild sought executive committee interviews with the six publishers of the three cities, to lay the groundwork for future relations. Albany's Times-Union, Knickerbocker Press and Evening News were cordial. Schnechtad and Troy publishers were silent and news-writers were made to feel Guild membership was unhealthy. None of this suggestion was overt. Membership lagged in the two cities. The Troy Times and Troy Record are both off NRA. News-writers have lost the 40-hour week advantage.

Albany publishers have been extremely cooperative. At the request of the Times-Union copy desk, whose work-week had been extended during the latter part of the summer, Wanhope was sent by the Guild to confer with Henry H. Fris, publisher, and George O. Williams, managing editor. The meeting was friendly and the request that the 40-hour week be restored to the desk was agreed to.

All But Three on Lansing Paper Are Organized

Lansing, Mich.

The Lansing Newspaper Guild was the second in Michigan. It was organized Jan. 14.

Lansing has but one newspaper, the State Journal, whose staff is the backbone of the Lansing Guild. There are also representatives of the Associated Press and the United Press.

Earle R. Pitt, veteran Lansing newspaperman, was elected president; George S. Alderton, vice-president; H. R. Palmer, secretary; and Kenneth R. West, treasurer. Also on the executive committee are Kenneth C. Park, Frank H. Sallows and Joseph H. Creighton.

All but three regularly employed members of the editorial staff of the State Journal are members of the Guild.

Surprised: Detroit Still Undiscouraged

Detroit, Mich.

The Detroit Newspaper Guild will be a year old on Dec. 31. It has survived to the surprise of many members—a year in which an attempted organization of automobile workers resulted in a death blow under the NRA and in which all three newspapers here proclaimed with their biggest headlines a company union under another name within the General Motors organization.

The most vigorous expression of the membership on any issue was given before the St. Paul convention of the American Newspaper Guild when the Detroit delegates, Jack Weeks and Robert L. Perry, acting secretary of the Detroit Guild, asked to be left free to meet the question of affiliation with the American Federation of Labor as it should arise at St. Paul.

A straw vote in various Guilds had indicated that the ANG membership was opposed to affiliation and the delegates sought to avoid making affiliation an issue in the local Guild, but the feeling was so strong as a result of the automobile labor situation that the Detroit Guild voted by a big majority to instruct the delegation to vote against affiliation, but allowed them to go uninstructed on other issues.

State Guild Started Many of the outstate newspapermen in Michigan have urged the formation of a State Guild, believing that only through a strong organization covering staffs of workers, too small to form even a unit of ten members, can the Guild reach the mass of workers in the craft. The Lansing Newspaper Guild fostered the movement for a State Guild and for a favorable reaction among many members of the Detroit Guild. The Free Press Unit of the Detroit Guild endorsed the Lansing resolution but the Detroit Guild as a whole tabled the question until such a time as the membership could be built up sufficiently to support a State organizer.

In Grand Rapids, members of the Herald staff formed a Guild. A few members of the Grand Rapids Press staff, who showed an interest, were informed by an official of their paper (a member of the Booth chain in Michigan) that he would deal with them on a company union basis but not as a Guild. Their interest in the Guild has not been noted since. Other local executives in Booth paper offices also have appeared jittery lest the Guild take hold in their plants.

Lansing was the first to organize a Guild outstate in Michigan; Grand Rapids followed and late in the summer, Battle Creek formed what promises to be the most active outstate organization. Verne Wilson, treasurer of the Battle Creek Guild reports, concerning the members of the Moon-Journal and Enquirer-News staffs, that: "We are organized 100 per cent and are working on a contract."

The Detroit Guild has established a loan fund with a nominal interest charge and will lend up to a week's salary to Guild members whose dues are paid up. Loans are to be repaid in 10 weekly installments. Forty cents interest on each \$10 borrowed is charged for ten weeks.

A Free Press Unit negotiations committee has been instructed by the unit membership to submit in ballot form proposals for collective bargaining that have been discussed throughout the year. The five-day week and five per cent pay cut restoration were voted at intervals after the unit had voted to ask the Free Press for such action.

New officers were elected on Nov. 25. They are Ralph Holmes, president; James Pooler, Free Press, vice-president; Lee Smith, Times, secretary, and James Haswell, Free Press, treasurer.

Associated Press, International News Service and United States men in Detroit, have discussed forming a Press Association unit of the Detroit Guild, and that development is one of the immediate objectives of the executive board.

Durham, N. C., Has 9 Out of 11

Durham, N. C.

A Durham chapter of the American Newspaper Guild was organized here early in September and the membership includes nine out of 11 eligibles. B. S. Dekle is president of the organization, Fred Haney, vice-president, and Mike Bradshaw, secretary and treasurer.

Twin Cities Swing to Left as Parleys Fail

St. Paul, Minn.

After a year taken up with organization and unsuccessful efforts to obtain contracts from Minneapolis and St. Paul publishers, sentiment of Twin Cities Guild members has swung toward favoring affiliation with the American Federation of Labor as a means to press collective agreements.

Efforts to reach a signed agreement on working conditions have brought the Twin Cities Guild apparently not much closer to a contract than when the organization was formed in 1933.

After two weeks of groundwork by a steering committee, some 100 editorial workers in Minneapolis and St. Paul met October 1, 1933, in Minneapolis and organized the Newspaper Guild of the Twin Cities. A constitution was adopted at a meeting a week later and approximately 140 men and women signed it and paid their first month's dues. The Guild now has 245 members, more than 98 per cent of all eligibles in the two cities.

Pay Increase Reported During the fourteen months, members of all but one staff have received pay increases, or restorations of cuts, which, while not obtained directly by the Guild, have been attributed largely to the recipients having organized.

The Minneapolis Tribune and Minneapolis Journal announced 10 per cent increases in the Spring of 1934, with the St. Paul Dispatch and Pioneer Press giving increases ranging from 3 to 10 per cent at the same time. The Northwest News Bureau staff members received similar increases.

Early last month, members of the St. Paul Daily News staff, who had suffered more than any other from pay cuts, were given increases ranging from 5 to 10 per cent, leaving only the Minneapolis Star which has not granted increases during the fourteen months.

Negotiations Begun The Guild essayed its first contact with publishers in April, asking for a blanket restoration of pay cuts since 1929. Statistical data on wages and hours was gathered, both for use locally and nationally in the NRA code hearings. Despite friendly relations with publishers, however, the Guild's request was denied and further negotiations were dropped until after the June convention of the American Newspaper Guild in St. Paul, to which the Twin Cities Guild was host.

The contract was approved unanimously and a Relations Committee instructed to open negotiations with publishers. The Guild retained George B. Leonard, former president of the Hennepin County (Minnesota) Bar Association, as its counsel.

The committee held two conferences with L. E. Owens, publisher of the Pioneer Press and Dispatch, and Herman Ridder, general manager of the Daily News. The first October 20 and the second November 8. At the last meeting, Mr. Owens, after having displayed a fairly conciliatory attitude at the first meeting, concluded the conference with the assertion that signing any kind of a contract with the Guild would be "obnoxious" to him.

Twin Cities publishers, despite their refusal to grant any concessions to the Guild, have never attempted any intimidation of members such as has been reported in other cities and relations with the organization have been fairly cordial to date.

Isolated But Organized, Salt Lake Reports

Salt Lake City, Utah.

The Salt Lake Newspaper Guild was organized in February at a meeting attended by representatives of the Tribune, the Telegram and the Deseret News. The publisher of the Tribune-Telegram has permitted the Guild to use the paper's auditorium for regular meetings.

The Tribune membership of 41 represents 100 per cent of the staff; the Telegram membership is above 90 per cent, and the Deseret News membership embraces more than three-quarters.

A drawback to the application of pressure is seen in the absence of any near-by well organized guilds. The Salt Lake Guild stands alone in the intermountain area, and the nearest active Guild is in San Francisco.

Closed Shop: Madison, Wis., Wins A Point or Two by 100% Membership

By E. R. KENNEDY

Madison, Wis.

A closed-shop newspaper town, one of the first in the country, several pay increases, and a considerable cut in working hours of most of the reporters on the two daily papers here are the accomplishments of the Madison Newspaper Guild, organized last April 24 with 100 per cent membership from both papers.

Organization of the Guild was largely the result of work by E. L. Meyer, columnist and wire editor of the Capital Times. The Guild has more than forty members.

The Guild drew up a proposed contract along lines laid down at the organization meeting, and on May 1 the committee began negotiations.

The executive committee consisted of D. M. Mich, president of the Guild, managing editor of the Wisconsin State Journal; Herman F. Lochner, vice-president; R. D. Linton, secretary-treasurer; Henry Casewell, Ernie Meyer, Lawrence Fitzpatrick and Kenneth M. Russell.

In the summer the committee began negotiations with A. M. Brayton and Don Anderson, publisher and business manager of the Journal, respectively, and William T. Elyse and T. C. Bowden, editor and business manager of the Times.

In the summer, the publisher, and business manager granted two-week vacations with pay, instead of the usual one week,

on the Journal. The Times management remained adamant.

Subsequent negotiations brought the 48-hour week, a standard wage scale, the closed shop, a schedule of discharge notices and the provision that time off for overtime cannot be given less than half a day at a time.

Three points are left unnegotiated by the agreement, including vacations, sick leave. A later negotiation established a limitation on the use of journalism students as practice work, and are limited to four hours a week each. At the instance of the Capital Times, city editors are exempted from compulsory membership.

Reporters especially have benefited greatly by the agreement. Before the contract was signed, they had been working from 55 to 65 hours or more a week. Neither paper, so far, has paid for overtime work, but reporters have had days and half-days off. The publishers have the option of paying for the overtime work or giving the time off, the overtime to be figured monthly.

Several changes in the personnel of the executive committee have taken place. R. D. Linton, secretary-treasurer, was replaced by William L. Doudna. E. L. Meyer, "father of the Madison Guild," resigned two months ago after deciding to leave Madison for New York, Dec. 1, and was replaced by Cedric Parker. Kenneth M. Russell, leaving the State Journal, was replaced by Winter Everett.

Women in Youngstown Fight Will of Guild

By WILLIAM GRAY

Youngstown, Ohio.

Organized a year ago with the help of Cleveland Guild officers, the Youngstown Guild for six months had no set ideas and more than half its membership of some 60 per cent of the city's newspapermen knowing nothing of what it was. Then, late in May, came a reorganization, again with the help of Cleveland, and more than 90 per cent of the employed newspaper workers enrolled. New officers were elected and both newspapers, the Vindicator and the Telegram, the latter a Scripps-Howard, recognized the guild and invited it to bring in its troubles.

Membership now stands at forty-eight, a gain of thirteen during the year. This includes some half dozen newspaper women on the Telegram, but the women employees at the Vindicator continue to hold out, although they have received the same advantages as the male employees, all of whom belong to the Guild.

Unity Is Achieved in Akron, Ohio

Akron, Ohio.

History of the Akron Newspaper Guild is the story of a strong body slowed up by a frequently divided mind. Spills, a constant danger in a two-paper town, have from time to time shaken the guild structure and hindered its progress, but have left no permanent injuries.

At present the Akron group stands in a powerful, united position ready to negotiate for improved working and wage conditions. The two units have drawn similar contracts for presentation by a city guild committee to publishers of the Akron Beacon Journal and Akron Times Press, the latter a member of the Scripps-Howard league.

After failure of the New York Guild to reach an agreement with the Scripps-Howard management in the case of the World-Telegram, the Akron guild decided to negotiate separate contracts with the two papers. The contracts as drawn, however, are virtually identical. They request the closed shop, raises of 15 per cent for those earning \$40 a week or less and 10 per cent for those earning more than \$40 and right of dismissal appeal.

Both publishers extended the 40-hour week to reporters and copy-readers at the beginning of NRA. When they became lax in its observation, the Guild discussed action. Management of both papers observed the rule much more closely thereafter.

Below Zero: Gales Don't Halt the Guild

Rochester, Minn.

Sub-zero weather prevailed one day last January when a group of newspapermen from southern Minnesota drove to St. Paul over icy roads to attend a dinner at which the Twin Cities Newspaper Guild was host. The movement to organize editorial workers in a guild was explained.

Two weeks later, reporters, desk men, sports writers, society editors and others motored to Rochester despite 20-below weather and set up a temporary organization that was called the Southern Minnesota Newspaper Guild. Two weeks later the organization was made permanent.

Organizational Problem

The Guild, despite an acute organizational problem because it was comprised entirely of newsmen of small newspapers in small cities over 150 miles of snow-swept countryside, expanded to embrace staffs of eight papers in Winona, Red Wing, Rochester, Owatonna, Faribault, Austin and Mankato. Later, two weekly papers were lined up.

Arranging monthly meetings in each city, the Guild rallied, but during the Summer agreed to meet each second month because of the heavy expense. The organization has referred to each staff the question of determining on what basis it desires the Guild to enter negotiations with publishers. This action was taken after difficulty in seeking restorations of pay cuts or straight percentage increases. The difficulty was caused by conflicting factors. On one member paper, no cuts had been made. On others cuts had been made, but on still others heavy cuts had been made, while restorations had been withheld.

Backs National Policies

Approaching the beginning of a new year, the small-paper Guild members are aware of the importance of their adherence to the national organization, its principles and policies, for they know that in event of difficulties between fellow Guild members and publishers in larger cities, the latter might seek to replenish their ranks of employees from small cities.

Guild officers are: Ralph L. Ellingwood, president; Lester B. Swanberg, vice-president, and S. L. Lykett, secretary-treasurer. Executive committee members are Leroy A. Trafton, Gordon R. Cloway, Jay Deane, L. R. Ringhofer, Edward J. Branley, Edward Kernan and Fred Johnson.

DuPont's Stronghold, But It's Organized

Wilmington, Del.

Organization of the Wilmington Newspaper Guild last March 4 was something of a shock to newspaper men and women of this city of the "paternalistic DuPonts." But there have been no tears, no sighs, no mourning at the passage of the era of "rugged individualism" in Wilmington journalism.

Of approximately 45 newspaper men and women here eligible for membership, all but three are active, paid-up members. The membership is divided among The Morning News and Journal-Every Evening, both published by the News-Journal Company, and The Sunday Star.

A request for a meeting with publishers, after a draft of aims and purposes and tentative plans of the Guild had been prepared, brought frigid politeness from the publishers, followed by discouraging delays. Later came recognition of a sort, but virtual rejection of demands for better wages, failure to keep the five-day week, glossing over any strict carrying out of the 40-hour week, provided for by the NRA, warnings "that brains cannot be organized," that the publishers were unequivocally set against dealing with the Guild, except within the individual newspapers.

After further planning of a Guild program, adoption of a monthly prize for best work in writing and editing, drafting of more detailed proposals, the Guild got the publishers to accept its program "in principle," except for wage dismissal and sickness provisions.

N. Y. Meeting Of National Board Held Up

Call for Dec. 28-29 Fails to Bring Assurance of Quorum

Plans for a meeting of the National Executive Committee, called for Saturday and Sunday, Dec. 28 and 29, in New York, have been held up by the failure of members of the committee to indicate their intention to attend. It's now uncertain whether the meeting will be held.

Seven committee members have responded to the call for a vote. Five favored holding the meeting at the time and place specified; the sixth declared definitely that he could not attend, and the seventh objected to holding the meeting in New York.

The five who favored holding the meeting were Morris Watson, Robert M. Buck, Paul Comly French, A. Judson Evans Jr. and Emmet Crozier. A sixth member, Edward D. Burks, wrote, "It will be impossible for me to finance the trip." And Don Strouse, of Akron, took strong exception to the meeting on the ground that it does not give the members far from New York equal opportunity to attend with those who live nearby.

In a memorandum to members of the committee Jonathan Eddy, Secretary of the ANG, said:

"If the expenses of one man are paid, the expenses of all would, I suppose, have to be paid. This would be an outlay that, particularly at this critical time, I could not feel justified in recommending, and Emmet Crozier is of the same mind."

"In short, the call for the meeting has failed to bring about definite assurance of a quorum, and the only immediate prospect for a meeting would entail raiding the national treasury. My interpretation of the vote is that the meeting cannot be held. I am anxious for the opinions and suggestions of every member of the Committee."

Two previous attempts to convene the NEC have failed, and in the meantime its decisions have been made by mail polls. This method, according to Mr. Eddy, has grave disadvantages, since more through information than can be obtained by mail is desirable.

Among the major problems now confronting the national organization are: The editorial policy of the Guild Reporter, the selection of a permanent editor for the Reporter, the stand of the national organization on the functioning of the Newspaper Code, and the functioning of the regional organizations.

Negotiations Continue On Long Island Press

Negotiations are still in progress between the New York Guild and the publisher of the Long Island Daily Press. Because of difficulties in reaching an agreement on the form of grievance committee and a schedule of minimum wages, the Guild had requested that the difference be submitted to arbitration.

S. I. Newhouse, publisher, has put forth the idea of another temporary agreement, of longer duration than the three-month agreement, calculated to freeze present conditions until some time next year when the possibility of framing a permanent agreement satisfactory to both parties is expected to be greater.

Detroit Aids Newark

DETROIT, MICH.—A feeling that Detroit might some day be faced with a similar situation prompted the membership to vote for an assessment of one day's pay from each member as a basis for a city defense fund. Forty dollars was appropriated for Newark.

Page Greeley!

Rumor Tells of Move for New Guild on Wholly Professional Lines

The rumor goes about that a move is being made to organize a rival Guild along wholly "professional" lines. If tips are true, this movement has chosen for itself the somewhat extraordinary title of "The Associates of Horace Greeley."

Jud Evans of our Richmond Guild was highly interested in the news. "Say," he asked Carl Randau, "was this Greeley an abolitionist?"

"I understand," replied the president of the New York Guild, "that he was very violent on the subject."

"Well," said Jud, "you needn't worry about that crowd down where I come from. We're radical. Horace Greeley won't get a single member."

H. B.

New York Plots Committee Work

Active Volunteers for Seven Groups Are Sought

The opening gun in a wide campaign to establish the activities of the Newspaper Guild of New York on a functioning basis was started recently with 35 units engaged in ferreting out members who will serve on committees.

At a special Sunday conference the Executive Committee set up a plan by which a committee would become responsible for each major problem engaging the Guild's attention. Aware that committees set up in the past have not always functioned, the Executive Committee now hopes to make the Guild committee-conscious. The job of each committee has been studied by a Committee on Committees, and each group will be made to understand its relationship to the other committees.

Every unit has been asked to seek candidates to serve on the following committees: Organization, Freedom of Speech and Press, Ethics, Eligibility, Constitution, Finance, Publisher Relations.

The organization committee will be charged with investigating the activities of units, with enrolling new members and new units, and will seek to improve the relationship between the units and the Representative Assembly.

Other committees which are already functioning are: Staten Island Advance Standing Committee, Big-Six Co-operation Committee, Speakers' Bureau, Emergency Committee, and Committee on Medical Care.

Inter-Unit Visits Urged on Members; Viewed as Way to Grasp Guild Problems

By MILTON KAUFMAN

The dimensions of the Guild would become a good deal clearer if every member took it upon himself to play the roving guest and visit a dozen Unit meetings. Surely it would profit each delegate to the Representative Assembly if, of course, he did not neglect his own Unit meeting.

The visitor would certainly get around. He might find himself meeting in the board room of the local Y. M. C. A.—perhaps for the first time. Or in the neighborhood American Legion hall. It would most likely be an adjacent beer joint. And he would find that the Guild can stand up in most any surroundings. Without benefit of parliamentarianism (still in the infant stage) there is never any difficulty in keeping the discussions running in orderly channels.

It would occur to the visitor

Guild Studies Procedure in Telegram Case

Told Newspaper Industrial Board Is First and Final Appeal

Pending a decision as to the next step in the World-Telegram deadlock, arising out of the refusal of the management to sign any contract with the Newspaper Guild, Guild officers conferred Tuesday, Dec. 4, with members of the Newspaper Industrial Board.

Clarification was sought on the question of whether, in bringing the matter before this board, there would be any appeal from its decision. The position of a prominent member of the board was that the Newspaper Industrial Board is the court of first and last appeal.

Conflicts with N.L.B. Stand

This attitude conflicts with the stand adopted by a division of the National Labor Board, which expressed the view that it preferred not to take original jurisdiction, wishing rather that the Guild first address itself to the Industrial Board. However, it reserves the right to handle any dispute even in the first instance, it was informally stated.

Morris Ernst, counsel for the Newspaper Guild, addressed a World-Telegram unit meeting recently, outlining the legal issues involved in the management's turn-down.

Fears Industrial Board

"I would advise you to press for a signed agreement," he said.

"This should be your tactic: Get authority from your members to put before the publisher, in writing, the request that the concessions granted you be incorporated in a contract. After his rejection, carry it to the NRA boards."

"The Newspaper Industrial Board is a highly dangerous place for you to go. It is not impartial, and you would thereafter have to go to the National Labor Board."

"Newspaper writers are in the most awful spot. They are bottled up under the newspaper code as is no other group of workers in the United States. The publishers' code is the only code that cannot be amended either by the President or Congress."

The World-Telegram unit is still considering its position in the case. Meantime the unit has expressed itself on several occasions as overwhelmingly in favor of a formal agreement.

I am a member of the Newspaper Guild because I believe it is going to do people on newspapers a lot of good.—F. F. A.

Pew Attacks Made 'Required' Reading

Copies of a speech by Marlen E. Pew, editor of Editor and Publisher, printed in convenient pamphlet form, have been widely distributed in city rooms in New York.

The speech, entitled "Professional vs. Trades Union News Departments," was delivered by Pew at a convention of the University Press Club, Ann Arbor, Mich., Nov. 8. It is an attack upon the Guild and an impassioned plea for "professional co-operation to save the freedom of the American press."

One managing editor has made the pamphlet "required reading" for his staff.

Westchester Forms A Unified Guild

Six Papers Start on County Organization

YONKERS, N. Y.—The Westchester County Newspaper Guild was organized here Dec. 2 at a meeting attended by 50 delegates from six newspapers in the county.

The organization, modeled after the New York City setup, will include two existing guilds on the Yonkers Herald Statesman and the Mount Vernon Daily Argus.

Temporary officers are Miss Dorothy K. Loeb, president; Raymond Barnett, vice-president, and Miss Maude Jacobsen, secretary. A constitution and the form of an application to the American Newspaper Guild for a charter will be considered Dec. 16.

A committee will also report at that meeting on the possibility of establishing a unit for unemployed newspapermen and of obtaining Federal relief for them.

The delegates unanimously passed a resolution proclaiming their adherence to the principle of a free press and pledging their efforts to fight against any movement toward encroachment of this right.

Edward Adolphe of the New York Newspaper Guild, was temporary chairman. E. Dick Armstrong, also of the New York, was a guest.

N. Y. Sun Man Heads Sigma Delta Chi

John E. Stempel, copy editor of the New York Sun, was elected national president of Sigma Delta Chi, professional journalistic fraternity at the silver anniversary convention at LePauw University, Greencastle, Ind., where the organization was founded.

79 Nominate City News Man For N. Y. Post

Mullady to Run for Second Vice-President; Ballots in Mail

One opposition candidate for second vice-president of the Newspaper Guild of New York has been nominated by petition in accordance with the local constitution.

The nominee is Bernard J. Mullady, of City News, who is nominated in addition to the slate drawn by the Representative Assembly. The petition was signed by 79 members from five units.

Ballots were scheduled to be mailed to members Friday, together with a call for a general membership meeting.

A statement by Mullady's backers said:

"Bernard J. Mullady, a reporter for the New York City News Association, is known throughout the city as a first-class reporter, intelligent, cheerful, courageous, and absolutely trustworthy. A fighting Irishman, he hasn't a drop of the psychopathic grouch or doctrinaire red in all his make-up."

Randau Backed

"One of the untruths hurled at the New York Newspaper Guild is that it is a radical organization. This certainly is not true of Carl Randau, its president, nor of the bulk of the members, and is true only of a handful of extremists who for a short span of the Guild's early history have attained an influence in the assembly out of all proportion to the numbers they represent."

"The vote for Mullady, who has been in the front of the fighting for all Guild objectives, will indicate, in our opinion, the degree to which the Guild will continue to be vigorous and militant when such qualities are needed, and still be careful not to be duped by the leadership of leftists."

"ALLEN RAYMOND

"JACK BEALL

"HICKMAN POWELL."

Randau Approves Slate

Randau issued a statement which said:

"As one of the nominees on the slate of the Representative Assembly of the Newspaper Guild of New York, I wish to say that I stand solidly with that slate. I do not view the candidates as right, lefts, extremists, reds or red herrings, but simply as newspaper men who are sincerely interested in attaining the purposes of the Guild as stated in its constitution. I had hoped to have no part in anything that might smack of electioneering, but I find I have been approved by members of the Guild who do not approve of the slate. That is fair enough. But I believe it has become incumbent upon me to say that in this instance the decision of the Representative Assembly, in its selection of candidates, is my decision."

"CARL RANDAU."

Executive Committee. They have learned to understand their members. Most frequently these groups have supplied the Guild with valuable ideas. They have learned to initiate things, to use the Executive Committee. They are the strong units.

It is altogether likely that in the process of learning all this, the visitor would create some estrangement in his own home. But he would have to run that risk, even if it meant Mr. Pew's taking up the cry that the Guild was out to break up the home.

Anyway, the curious Guild member would soon cease to be a visitor. He would be at home most anywhere. And most certainly, if he happens to be a delegate he'll be worth listening to at the next meeting of the Representative Assembly.