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The Guild Reporter

Double the Guild
This Year!

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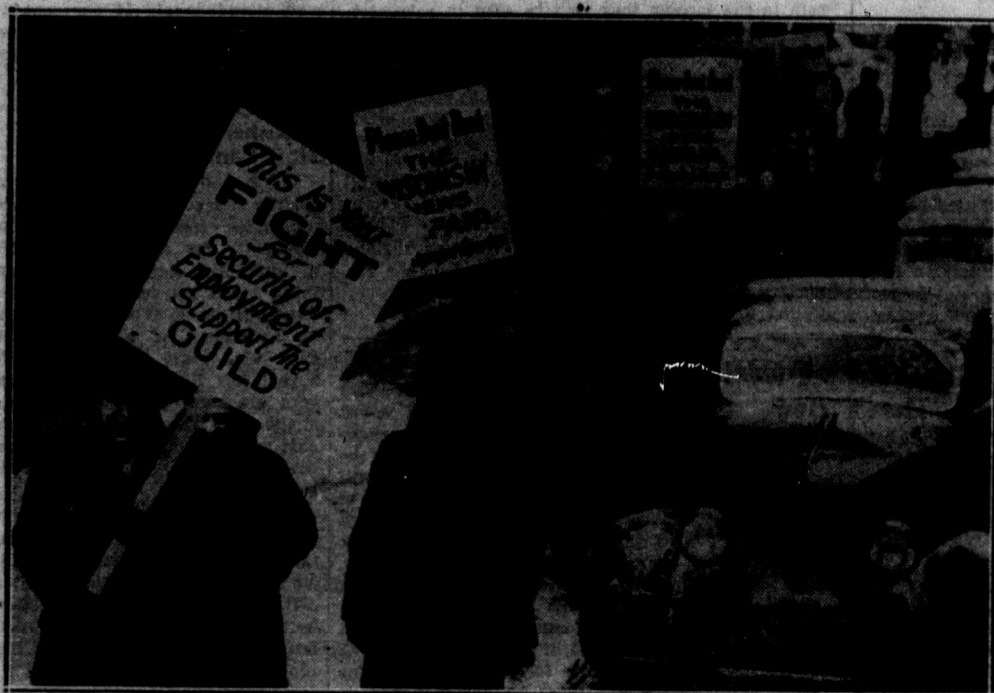
NEW YORK, MARCH 1, 1936

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HEARST STRIKE GAINS HUGE SUPPORT

Scripps-Howard Signs Pact in Cleveland

Backing Up the Guild's Demands in Milwaukee



Despite Sub-Zero Weather, Spirits Are High

Change in Scripps Policy Seen in "Press" Agreement

CLEVELAND, Ohio.—The Cleveland Newspaper Guild signed an agreement on Feb. 21 with The Cleveland Press, mother paper of the Scripps-Howard organization.

The action came after 13 months of negotiations between the Guild committee and Louis B. Seitzer, editor of The Press. The difficulties of carrying on negotiations resulted not from any failure on the part of the local editor, who was prompt in all his relations with the Guild, but from dealing with a large organization involving many factors outside those on the local newspaper and necessitating action by an absentee ownership.

Both Robert E. Scripps, editorial director and majority stockholder, and Roy Howard, chairman of the Board, took part in consideration of the agreement. Howard earlier had taken a personal interest by making a trip to Cleveland.

The decision came from the general Scripps-Howard office following conferences in Washington and New York in which Mr. Scripps took part.

The signing is considered by local Guild officials as the most important advance of the American Newspaper Guild or any of its units in the two and a half years since the Guild had its birth in Cleveland.

It established a precedent, making collective bargaining with their editorial employees a policy of the huge Scripps-Howard organization. It establishes a precedent for signed agreements with the Guild by the organization.

Importance of Contract

It is taken to mean that a basis is set for relations between the Guild and the managements of 24 newspapers extending over the nation; with the United Press Association, a world-wide press serv-

(Continued on page 5)

Guild Obtains Concessions In 3 Large Cities

Improvements on papers in three cities have been obtained through Guild negotiations.

Pay increases of 11 to 16 per cent have been won by the two units of the Minneapolis Tribune. Establishment of a grievance committee, indefinite sick leave and an overtime pay schedule also have been obtained. A bulletin board statement by the publisher credits the Guild with the victory.

The St. Louis Post-Dispatch unit has received a verbal pledge of pay increases, three weeks' vacation in principle to maintain the five-day week, executives and key men excepted.

In a written statement of policy, the Brooklyn Daily Eagle agreed in principle to maintain the five-day week, executives and key men excepted.

Details of these Guild gains will be found on inside pages.

Thousands Aid Guild In Milwaukee Fight; Green Gives Backing

Broun Due for Mass Demonstration
Feb. 29—Staunch Labor Sentiment
Of City Helps Our Cause

MILWAUKEE, Wis.—Newspaper labor history is being made in Milwaukee in a brave strike by 29 members of the American Newspaper Guild against the Hearst Wisconsin News, which already is supported by the greatest national alignment of sympathizers mobilized in Guild fights. The strike began at 7 a. m. on Monday, Feb. 17.

William Green, president of the American Federation of Labor, has assured "all support and assistance possible" and telegraphed the presidents of the State Federation and the Milwaukee Federated Trades Council urging them to "extend all assistance possible."

Besides carrying the moral support of millions of other organized workers Green's telegrams opened the way for still closer cooperation from the State and local bodies. Immediately upon receipt of its message the Milwaukee Council called a special executive board meeting.

As the days pass, with hundreds of pickets inside and outside the Guild braving sub-zero cold and biting winds to take their turns on the line, the strikers have begun to realize not only that they are out to save their Wisconsin News unit from destruction and themselves from discharge, but that the Guild movement of the country looks upon them as front-line fighters for the fundamental right to bargain collectively for decent wages and working conditions.

Two thousand extra copies of this issue of the Guild Reporter have been printed. If you can distribute them so as to help spread the story of the strike, please send word.

collectively for decent wages and working conditions.

Telegrams pledging support have been received from Guilds in St. Louis, one of whose members has just paid a visit; Cincinnati; Minneapolis and St. Paul; San Francisco and Oakland; New York, Cleveland, Rockford, Ill.; Chicago, Newark and Philadelphia.

The battle has got off to a most encouraging start, and local and national Guild leaders are confident that Hearst will be brought to terms by the mass attack of organized labor and public opinion.

"We have Hearst on the run," Jonathan Eddy, national executive secretary, said between turns on the picket line the sixth day of the walkout. "If there is any city in which we can beat him, it is Milwaukee."

Broun to Attend

Big demonstrations at the plant were being arranged as this issue of the Guild Reporter went to press. One was to be held at 7 a. m. on Feb. 26 and one at noon on Saturday, Feb. 29. President Heywood Broun telegraphed that he expects to arrive on Friday night, and was expected to lead the demonstration the next day.

Fifty thousand circulars were printed to announce the events. More than 20 local unions pledged pickets, one of them promising 1,000 men for Saturday. The Musicians' Union was to furnish a brass band. A mass meeting was to follow in a hall.

These evidences of support are characteristic of the enthusiasm (Continued on page 5)

COLLECTIVE BARGAINING IS A BASIC RIGHT! AN EDITORIAL

The strike of the American Newspaper Guild against a Hearst paper, the Wisconsin News, in Milwaukee, deserves, and we believe will receive, the support both of all organized labor and of all upholders of collective bargaining as a basic democratic right.

That a strike against a Hearst paper should be necessary to win this right will come with amazement to many of Mr. Hearst's readers. This will be particularly true of the older trades unionists. The weight of his papers was often thrown in support of their cause in the early years when he was amassing circulation.

Similarly, many readers may be surprised that conditions on Hearst papers ever should create enough discontent to bring on a strike. They will recall the legends of high salaries paid and Mr.

Hearst's old readiness to outbid rivals for skilled men. Undoubtedly, as a wealthy young man playing a game for vast stakes his effect in the industry was to force salaries up and, outside, to add to the growing impetus of labor organization.

Yet today his previous ruthlessness is as cavalierly exercised in the opposite way. Hearst has been among the worst large employers in making wage cuts on editorial workers during the depression. The insecurity of those members of his staffs not protected by contracts has become proverbial among newspaper men.

Conditions today demand that all organized labor and all believers in democratic rights join in resisting such policies on the part of so powerful and influential a man. Nor can they resist in any way more effectively than through insisting on collective bargaining. Without this right the in-

dividual worker is at a hopeless disadvantage with the employer. Without it, in an era of vast unemployment, the fierce competition for existence endangers not only livelihoods but liberties.

Organized labor has already thrown its support behind the fight. President William Green of the American Federation of Labor and the Wisconsin and Milwaukee Federation leaders have generously and strongly indorsed it, and thousands of members of local unions are joining us on the picket line.

But even with such powerful backing this may be a long, hard fight. We must mobilize resources everywhere. Let us send speakers in every Guild city to all the local unions and liberal organizations we can reach. Show them the issues and enlist their moral and financial support. Now is the time to guarantee the victory!

How Strike Developed and Decision Was Reached

MILWAUKEE. — Chronological picture of events out of which grew Milwaukee's strike:

In Milwaukee Guild of 110 members, Wisconsin News unit with 36 members became leading unit in numbers and activity, its membership representing 90 per cent of eligibles on paper.

In November, 1935, three units—Journal, Sentinel, News—ask local Executive Board to draft demands on each publisher. Board follows union practice, working many weeks with aid of printers' union officers and labor attorneys to perfect instrument fair to publishers and employees. Advice also received from ANG Executive Board's Publisher Relations Committee. News unit accepts, instructing board to present to Publisher John Black, Journal and Sentinel accept with some changes, but do not wish negotiations until later.

The Six-Day Week Returns

Hearst, during formation of demands, suddenly returns News editorial department to six-day week, no salary increase. K.E.B. notified. It sent out general statement that ANG will back any Guild in fight to retain or return five-day week.

Milwaukee board decided to wait, to include demand of return of 5 day-week with others to contract. Early in January first meeting with Black. He demands names of News unit members; committee refuses but offers secret election. Black insists. His attitude apparently sincerely desirous of reaching agreement, although objects to much in contract.

Second meeting with Black. He agrees, is now willing to let regional labor board certify membership by percentage. Permits start of negotiations. Attitude still favorable to negotiating.

Third meeting. Black announces "Publisher Committee" of News, Journal and Sentinel executives will hereafter meet with Guild bargaining committee. Black says he can now inform committee there will be no signed contract. Declares continued negotiations toward contract "useless." Committee presents contract items; Black says he's glad to hear "the suggestions" but reiterates uselessness of trying to reach agreement with Guild, verbal or otherwise. Guild offers temporarily to waive contract request, asks for continued discussions toward verbal agreement. Black replies he "may go in far as to post a notice on the bulletin board stating that certain dismissal bonuses or vacation schedules had become company policy." Repeats that

"Hearst Helps Bring Prosperity"

An eight-column, top-of-page 1 editorial in the Feb. 18 issue of the Milwaukee Leader.

Twenty-five of the 30 employees of the editorial department of The Wisconsin News, William Randolph Hearst's local endeavor, are out on strike.

Now, there is nothing especially surprising in that. The men and women, and boys and girls, who are pulling up the fortune that is Mr. Hearst's, quite frequently call a strike here or there in one or another of Mr. Hearst's multifarious profit-making interests.

No, there is nothing especially surprising in that. But something that now comes to light because of the strike is, to say the least, somewhat interesting.

Mr. Hearst's wage scale, or at least his Milwaukee wage scale, as now revealed, is paid the heart of every labor-questioning industrial tycoon that ever hired a slave to help make his fortune. What an example Mr. Hearst is setting in Milwaukee.

Now what are some of these wages? Reporters receive a munificent income of \$15 a week. A copy reader, who is a worker who requires long experience and considerable judgment, is paid the grand sum of \$15.00 a week. Please do not forget the 5 cents. And one editorial room worker, after

16 years, is getting exactly \$1 more than he started on 16 years ago.

This by way of giving validity to Mr. Hearst's ideal of rugged individualism and the value of incentive.

What a splendid example for good-hard-driving Milwaukee industrialists!

But what about the retailer—the department store owner, the clothing store, the hat store and shoe store, the grocery and butcher and all these people who derive their sustenance from the spending of the men and women who are working? What do the customers Hearst editorial writers are for them. To them the \$15 a week reporter and the \$15.00 a week desk man can mean only slight help to the income they require even to patronize Mr. Hearst's own advertising columns.

Mr. Hearst, at least in Milwaukee, apparently is no great aid in bringing back prosperity by spending to start the wheels of trade going. If the \$15 reporter and \$15.00 copy reader spent everything he got, clearly knowing the Hearst and Tribune headlines on strike and saving, the wheels of prosperity would hardly get a groan on wheels.

"Buy American," Mr. Hearst's columns shriek. Well might Mr. Hearst's striking Milwaukee reporters and copy readers write in at Irish echo, "What with?"

Rush Strike Funds! Here's How

Contribute to the Milwaukee strike by sending American Newspaper Guild Strike Fund, addressed to national headquarters, 40 W. 4th street, New York City. All money is subject to clear through here.

It is important to rush money, particularly in these early days, when contributions are being organized. The Strike Fund Committee is anxious to raise as much as possible now to guarantee the necessary resources.

Actually it has been possible to run on less than anticipated. The appearance of the pro-labor Milwaukee Leader with strike news daily has been on newspaper help and obviated the printing thus far of the special reporters. A tentative budget is now before the N.E.B. for approval.

Roll up the fund now and assure the victory!

Apologizes for "unsatisfactory answer" as "best" he can do "under the circumstances."

The Day of Promises

News unit meets, knowing all developments through reports to unit and in Milwaukee Guild News, condemnates false concessions as "bore and bribe" aimed to break Guild morale and evade Guild recognition. Instructs board to continue signed agreement demand. Six-day week returns to Hearst papers in San Francisco discussed from floor, held result of no signed agreement. A dozen spokesmen reiterate: "We want security, not promises."

Fifth meeting with Black. Last, but few minutes. Guild board's instructions from unit are stated clearly—a written agreement of some sort must be basis of negotiations. Once more Black fatty refuses to do more than listen to "suggestions" and "try to do everything I can for the staff members."

Will enter no agreement with Guild. Committee, against a show of will, informs Black it will discontinue indefinitely attempts at negotiations.

During this period Black and the managing editor get acquainted with staff members, calling them in individually or in groups to talk things over. Black goes so far as to send messages to unit, via members, asking it to "turn on the heat."

Strike Vote Is Taken

News unit, following 21st conference with Black, calls special meeting, discusses empowering executive board to call a strike at its discretion. Board members point out favorable vote means members must be ready to be called out within 24 hours. Motion carries.

Executive board waits four days, then calls a strike at its discretion. Board members point out favorable vote means members must be ready to be called out within 24 hours. Motion carries.

company union overtures. Board members feel it is strike or let the Guild be destroyed in Milwaukee. Only difference of opinion is when to call strike. In the end it is voted unanimously to call strike at 11 a.m. the next day, Friday.

Friday morning, Feb. 14, State and city labor officials, including newspaper mechanical unions, are notified. Strike is coming. Guild national office has been asked by wire for strike authorization and reply received based on local Guild autonomy pointing such authorization not required.

Not a small minority of Guildsmen (since scabbing) get busy. One, an executive board member who attended only 10 per cent of board meetings and missed last one, spreads word about News office that Guildsmen are to "forget it—the strike is off."

Publisher Calls Staff Conference

Black calls most of staff—excluding four or five of best-informed Guildsmen—into his office. He talks eloquently for an hour of desire to "right with New York for everything I can get for you." Repeats there will be no Guild recognition, no agreement of any kind—not even with staff as such. Black's appeal has its effect. Staff members are uncertain about risking strike call. Many want one more unit meeting. Board puts its members by phone, postpones strike action.

That night, unit meeting held. Scabbers are fast with parliamentary tricks, even to frequent calls for adjournment. . . . Motion to reaffirm previous strike vote falls by three votes. Later vote instructs board to continue negotiations and report back within five days.

Next day, Saturday, Black holds conferences throughout day with staff members. Says he knows he can get more money from New York, "thinks" he can postpone five-day week and establish improved vacation schedule, "will fight for" other concessions. But will sign nothing, agree to nothing even to carry out proposals he makes.

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Saturday night, Executive board meets, a number of News unit members attending. Board hears Black's company union proposals. It calls special meeting for Sunday, Feb. 15.

Sunday night, Twenty-four News unit members attend board meeting. With this sizable majority present, it is unanimously decided to call strike. Monday morning at 7 a.m. is set. In order to catch publisher unaware, Guildsmen decide to remain where they are through the night.

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Introducing Hymie...

MILWAUKEE. — You ought to meet Hymie Polinsky, picket captain extraordinary. John Eddy says Hymie is the world's best picket general, and nobody here disagrees.

Hymie has not been annoyed with even a trace of self-consciousness. He is selfless. Professionally, Hymie is a photographer, and one of the best. Nothing ever stopped him from getting his picture, not even the society matron before whom Hymie placed a glass of wine on a rare library volume. "Don't worry, about it later," Hymie said. "I've got a couple of books at home, and you can have either one of them."

On Wednesday night, standing before his picket line privates who were lame, tired and cold, Hymie made a speech that should have been recorded for permanent filing. You can't read the things Hymie says. You must see and hear him. He took those exhausted strikers and lifted them into such high spirits that some got cramps in their stomachs with laughing. Not by

pay talk, not by design, but simply because he was Hymie.

Mrs. Hymie was against the strike at first. She learned about it from Hymie's city editor. He called up and said, "Do you know what your husband is? Well, he's an instigator!"

"A what?" said Mrs. Polinsky. "An instigator, a striker. He's on a picket line."

"And," says Mrs. Hymie, telling about it, "hang, goes the receiver. 'So he's an instigator,' I says to myself, 'had on the picket line. Well, honey for Hymie.'"

"What's the difference, whether he keeps on working at those few dollars they paid him. We never had our debts paid, anyway. What the devil! Let them strike!"

"How much money have you got, Honey?" Hymie asked. "Oh, about \$1.00."

"Well, you go home to your mother in Minneapolis, until we win this strike. . . . Anyway, this is a job that you've got to tend to 24 hours a day."

"Okay," said she.

Why That Contract?

INSECURITY GENERAL ON HEARST PAPERS

Chain Editorial Staffs Had Heavy Cuts Since '29

If there is one thing most newspapermen know about the Hearst "service" it is its relative lack of security in the job.

In various Hearst offices some variations as regards pay, working conditions and security occur, naturally, as a result of local competition, differences between the Hearst local management, and other factors.

But the Hearst staffs have this in common: They have accepted as a law of life the periodical "awakening of the axe" on the editorial personnel and payroll.

That is, without regard to individual whim, changes of editorial command or any of those factors which make most news room jobs insecure at best, there has developed in recent years mass editorial firings once or twice a year.

These massacres have a standard form. A roving emissary of the general management arrives and announces the editorial payroll must be cut a certain number of thousands of dollars a week. Forthwith he goes over the payroll with the local management and lops off employees enough to effect the required "savings."

Danger in High Brackets

Quite often this process results in some of the highest paid men going first. Local publishers and managing editors can do only what they can, to deflect the axe from their best men. Often they may put up a good fight which results in the "faintest" division of the gore. Often, of course, they are able to get rid of personal or office-political enemies—laying the blame on the "buckling crew."

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WISCONSIN NEWS LIFE

Speed-up and Low Salaries Reign

MILWAUKEE. — Through his photo department was \$23. Newspapermen throughout the city and state were familiar with the notorious conditions on the News. "I hear that the axe was swung at the News again," was a familiar report, and it meant that from three or four members to half of the staff had been fired. Not because they were inefficient, but simply because of some managerial whim. In a month or year the same persons would be re-hired. If they hadn't found jobs elsewhere.

By the end of 1935, the salaries on the Wisconsin News had sunk below the average of those of any other city in the United States with a population of more than 50,000. If anyone didn't like it, he knew what he could do. Requests for raises were frequent. Men with families, and even single staff members found it impossible to meet their living needs. For a majority of the staff, bills were piled up against paydays weeks in advance.

The final indignity, the blow that broke their last remnant of patience, was the sudden return of the six-day week—with no increase in pay.

Hearst had permitted conditions on the Wisconsin News to reach such a low ebb that reporters on this metropolitan paper in a city of over 200,000 were getting as little as \$15 a week, and copy-readers as little as \$12.05. Top salary in the

"bought" from other papers, only to be shelved, discarded and often broken as newspapersmen by William Randolph Hearst.

But the regularity in recent years of the "axe swing" on percentages of entire staffs is something else again. And besides the drastic direct effects of these firings on the immediate victims, it has an indirect effect on those remaining which is decidedly vicious. In fact, many a Hearst employee these days is convinced that this indirect effect is the calculated aim for these slashes, as far as can be seen, least no relief whatever to the prosperity of the Hearst properties, which constantly boast increasing profits.

This indirect effect is to keep the average staff man ever, afraid to seek raises, afraid to protest against overtime and overwork—too beaten, often, to dare participate in his only hope, which is organization.

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BUILDING — Hearst Must Settle, Background Indicates

By JONATHAN EDDY

EQUIPMENT required for a Milwaukee picket line: (1) overshoes, (2) ear muffs, (3) coat a set of them there long flannel underwear. The line forms at 7 a.m. sharp, and it's so cold you want to use your hands to hold your coat collar up about your face instead of carrying that sign notifying passerby that "Sure, there's romance in newspaper work—but you can't eat it."

Today at 11 o'clock we went in to see Mr. Liebman, who runs the Sentinel, published in the same building as Hearst's Wisconsin News. The Guild has brought charges of intimidation of Sentinel members in the regional office of publishers through which Hearst declined to restore the five-day week on the Wisconsin News and declined to negotiate any agreement.

We seek a contract on the Sentinel, where the situation is touchy, since Sentinel employees have to go through the picket line to get into the plant. We talked for a long time. Next week we talk some more. Around strike headquarters, we hope Mr. Liebman, acting for his own paper, will not take the attitude that precipitated a strike on the News. Indeed, it is fair to say already that he is not taking the same attitude, for Mr. Black, of the Wisconsin News, is reported to have meted at the committee when it made a last attempt to negotiate with him.

Hundreds of Other Unionists Join the Guild's Picket Line

I GOT a tremendous kick when I walked out of the building. Preoccupied with the conference, I had forgotten that we had invited a few friendly organizations—the Workers Alliance, the Machinists, the Amalgamated Clothing Workers—to show their sympathy by asking their members to join our picket line at noon for a few minutes. That had been only a day earlier; there had been no meetings, seemingly no opportunity to spread the word in their own organizations.

The line looked bigger than the 40 or 50 that usually picket at noon. And then I got down to the corner and saw that it extended "way down the block on the other side of the building. Four or five hundred men and women marching, laughing, singing, in a Guild picket line! After the thin lines I remembered from Newark, Lorain, Harlem, it was something to make one gulp. Of course, the local press, with the exception of the Leader, reported it at 200.

From the picket line we went to a luncheon of well-to-do liberals gathered together to launch a biweekly review of the news. Anna Louise Strong was the guest of honor. Speakers disclosed that the date of the first issue had been advanced a month and was now March 1, and that the reason for the rush was the Guild's strike. Mayor Baxter of West Ellison, population 40,000, was another guest. Would he serve on the Citizen's Committee in support of the strike? He would! Beside him was Mrs. Berta Berger, widow of the late Congressman Victor Berger, who had accepted a place on the committee some days earlier.

Assuming that ANG supports this strike at least as ably as it has past battles, there may be any one of a number of outcomes; but one outcome there certainly cannot be, and that is that Mr. Hearst win.

Strike Offers Hearst A Tough Alternative

THE Guild is fighting for the simplest of Guild issues—restoration of the five-day week, protective minimum wages, dismissal bonus, signed contract. Mr. Hearst wishes, of course, to beat us on this, but he has much broader aims. He has plans regarding the whole trade union movement, war, the old American civil liberties and the present social trend in Wisconsin, of which too many people out here are aware. While we in the Guild see and conduct this struggle pretty much as any trade union might, conduct any fight, the public sees far broader issues at stake. They are welcoming the Guild's strike on the Wisconsin News as a rallying center for the fight against abrogation of American rights and liberties, and we are benefiting by their support.

If Mr. Hearst wishes to continue his campaign in Milwaukee, he has no other recourse than first to settle with the Guild for our simple demands. Otherwise, Milwaukee will settle Mr. Hearst.

Can a FREE Press Avoid Propaganda?

WILL IRWIN'S
Provocative, Timely Book

PROPAGANDA AND THE NEWS

STANLEY WALKER, author of "City Editor," says: "Mr. Irwin tells how a perfectly simple fact may be made, twisted, painted and kicked around until it becomes misleading and dangerous." LEWIS GANNETT, in the N. Y. Herald

Tribune, says: "Like listening to a wine, warm-hearted, old-time newspaperman. The book is spiced with good stories and quick flashes of insight . . . and deals with the basic problems of modern democracy." \$2.75

WHITTELEY HOUSE, MCGRAW-HILL BUILDING, NEW YORK

Enthusiasm . . . Order

MILWAUKEE. — The first day of the strike was hectic, chaotic, with this important exception, that the picket line moved ceaselessly, systematically, with shifts changing with the regularity of the king's guard.

By the middle of the week, order was resolved out of enthusiasm. By Saturday the strike machine was seasoned, smooth.

For the first two days headquarters were in cubby-hole rooms on the eighth floor of a hotel with an unfriendly manager. It was the only place available. The manager wanted to know if the place might be bombed.

Headquarters are now at the Guild's normal quarters. They are four blocks from the News plant, but the distance gives pickets a chance to march through the downtown section with banners aloft. There are several rooms, including a more or less private office for the strike chairman, kitchen, bathroom, clubroom and a vacant upstairs flat where coffee is served to the mass picketers.

Bill Davy, national organizer, was strike generalissimo for the first two days. Jonathan Eddy arrived on Wednesday and became ex-officio general manager. The strike chairman is J. Noah McCrea, News copy reader and feature writer, a veteran with 16 years of service on the paper. On the strike committee with him are two Milwaukee Sentinel unit members, including George Mann, Guild president; one Journal unit member and one other News member.

The actual work is done by this committee assisted by various other committees such as the publicity, speakers' bureau, finance, commissariat committees. The entire strike committee is subordinated to the Milwaukee Guild executive board, which meets several times a week. The strike committee meets daily.

Strikers are paid according to their needs. The Milwaukee Guild executive board, which meets several times a week. The strike committee meets daily.

General financing of the strike is handled by the national office in New York. All contributions should be paid through that office.

Pulitzer Grants 7 of 8 Points Asked by Guild

Refuses Five-Day Week; 10 Get Raises; Improvements Agreed To

ST. LOUIS, Mo.—The St. Louis Newspaper Guild announces successful negotiations with publisher Joseph Pulitzer, publisher of the St. Louis Post-Dispatch, freely and fairly received a Guild committee, made no bones about recognizing it as a Guild committee, discussed with it a memorandum of eight points and accepted the Guild's view on seven of the eight.

The eighth point, the five-day, forty-hour week, he said he was regretfully forced to conclude was not practicable on the Post-Dispatch. He pointed out that the short week had been tried at President Roosevelt's request several months ago; that to make it work the Post-Dispatch had hired twenty-five additional men for the editorial department, but it had not worked very well; nevertheless, he added, none of the new men had been fired when the short week experiment was abandoned.

The general work week averages between forty-one and forty-two hours in six days. However, the editorial writers, the art department and the Sunday magazine men never have gone back to the six-day week; they work about 40 hours five days a week.

Shortly before the turn of the year the Post-Dispatch unit members, who regard their office as one of the fairest in the country, held a unit meeting to determine the grounds for an approach to the management. The meeting reviewed the ideas down to eight. These were submitted to the City Executive Committee for approval, which was given, and the City Executive Committee, by President Dave Brown, named a committee to act. This committee filed with the publisher a memorandum of suggestions or requests and within a few days had his answer.

Points One and Two called attention to the desirability of improving the office lighting and ventilation. The conditions are not downright bad, but they ought to be better.

Pulitzer was "chagrined" that anyone should need to call his attention to these conditions. He said they would be corrected. On receiving the memorandum, he said, he had had the office photographers for light and found that improvements could be made. They have already begun.

As to ventilation, Pulitzer said he had called in architects and engineers to find out what could be done.

Automobile Allowance

Point Three was based on a variability in the allowance of cash or equivalent time off in compensation for overtime. The Guild asked that overtime be put on a set-rate cash basis, the rate to be determined by the responsible editor in light of the time, work done and its value.

This was agreed to in principle. The publisher was not sure that a hard-and-fast rule would serve the interests either of the Guild members or the management, but he accepted the suggestion generally and has acted on it.

The Guild asked for an increase in the allowance to employees using their own automobiles on office business. The rate was five cents a mile. The Guild made a showing for seven and a half cents and a dollar a week for downtown parking, and this was granted without discussion.

Three-Week Vacations

Another request was for three-weeks vacation for employees of

Hearst 'Feud' Disclaimed By Broun As Strike Cause

Replies to Trade Paper's Charge He Would Sacrifice Guild Benefits to Wreck Chain

An editorial in the Feb. 22 edition of Editor and Publisher underlines to interpret the A.N.G.'s aims in discussing the Milwaukee strike. Included is an accusation against Heywood Broun which Broun heartily denies.

An editorial in Editor and Publisher captioned "Picking A Fight" makes the statement, "Broun probably would not deny that he would be much more interested in seeing the Hearst newspaper organization wrecked than in seeing newspapermen get a five-day week, wage minimums, closed shop, vacations with pay, dismissal bonuses, or any other material advantage."

Broun certainly would deny this and does so here and now. As far as Mr. Hearst is concerned the American Newspaper Guild regards him precisely as it regards other newspaper publishers. The Guild has no pets and no goats. It naturally wishes to get the best working conditions it can for all newspaper men and women.

Any charge that I am endeavoring to use the Guild to vent any personal spleen of my own is a slander which I deeply resent. As a matter of fact, it is wholly untrue that in Milwaukee the Guild picked a fight. As president of the Guild I have no power to call strikes, and though I thoroughly approve of the action taken by the Wisconsin News unit, it was not at my suggestion or as a result of any communications on my part to the Guild members. They are fighting for obvious rights and naturally all good Guildmen are behind them.

I am quite ready to admit that I thoroughly disapprove of the fascist tendency of Hearst editorials, but the Guild is not concerned with Mr. Hearst's editorials. This is a trades union movement. We are on strike for a definite betterment of working conditions on the Wisconsin News.

HEYWOOD BROUN.

five years' or more seniority. It suggested that vacations be proportioned to length of employment. The meeting was given also, subject to the requirements of the office. He said he would order three-week vacations for the older men insofar as it might prove possible. Vacation schedules are now being worked out on the 'new basis'.

As tentatively worked out under the city editor's direction, three-week vacations will be granted to more than 30 men—all but seven, none of whom has been with the paper as long as three years. All but two of fifteen copy readers will get three-week vacations. In effect, Pulitzer improved on the Guild's suggestion by recognizing two-year seniority as the dividing line.

No general representations were made on wages but individual consideration for raises was asked for the men at the bottom of the salary scale. Pulitzer acceded to this immediately, and on the pay day following the committee's meeting with him, there were ten increases. Most of the recipients were not the names of the recipients were not given out, but that much is known, and it is understood that other raises would be made.

New Typewriters Asked

For years the Post-Dispatch has been equipped with Oliver typewriters, whose chief virtue is a supposed indestructibility, and for years all efforts to have them replaced had failed. The Guild asked for modern machines.

Pulitzer put it up to the Guild to decide what make of machine should be installed, and said he would buy whatever new machine the unit wanted. Pursuant to this, the unit created a committee to arrange for trial of new machines of the principal makes, and these trials are now in progress. Soon the typewriter-using members will be canvassed and their choice will be certified to the management.

By arrangement with the City

The Guild and the A. F. of L.: Our Stand Seen in Official Acts

The American Newspaper Guild's position with regard to affiliation with the American Federation of Labor is shown by these facts: In a national referendum last October, ordered by the convention, a majority of 85.4 per cent voted for affiliation. The convention had required a two-thirds vote.

The national president, Heywood Broun, has proposed that this year delegates to the convention, to be held in June, be elected on the affiliation issue so that a decision can be made by the convention. The Guild Reporter, the official organ, is under instructions from the National Executive Board to favor affiliation in editorial.

New Rockford Head

Nelson Heads Guild In Rockford, Illinois

ROCKFORD, Ill.—New officers of the Rockford Guild are: C. Hjalmar Nelson, president; James Plank, vice-president; Henry Ehle, secretary and treasurer, and Curtis West and John Rust, members of the board of directors.

Two Rockford representatives on the newly organized Mid-west Guild district, elected at the February Guild meeting, are W. Rae Small and Nelson.

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Green Assures Guild of Help From A.F. of L.

Requests City and State Trades Groups to Aid Milwaukee Strikers

"All support and assistance possible" from the American Federation of Labor was assured to the Milwaukee Guild strikers by President William Green in a telegram sent on Feb. 24. Green's telegram said:

"Be assured the American Federation of Labor is deeply interested in the strike of members of the Newspaper Guild at Milwaukee. I urge the newspaper owners to meet and confer with representatives of your local Guild organization and negotiate a settlement upon a fair and just basis. American Federation of Labor will gladly accord all support and assistance possible. I am calling upon members of Milwaukee Federated Trades Council and Wisconsin State Federation of Labor to do likewise."

This telegram was quoted by Green in wires to Henry Ohl, Jr., secretary of the Wisconsin State Federation of Labor, and Herman Seide, secretary of the Milwaukee Federated Trades Council, adding that each "I respectfully request the officers and members" of each body to "extend all assistance possible to those members of the Newspaper Guild who are on strike in Milwaukee."

The strike is to be sent to the national office, and the fund will be administered under the supervision of the NEB.

The Strike Fund Committee stresses the desirability of contributing to this fund at the present time instead of to the Defense Fund, for which collections were just beginning to be made. This change is for three reasons:

1. The Defense Fund regulations prohibit the sale of certificates to persons or organizations outside the Guild, and we need outside support.

2. It is hoped to repay the Defense Fund Certificates ultimately, and collection for the two funds simultaneously would mean preferential treatment for Guild contributors.

3. A clause governing the Defense Certificates provides for repayment within 30 days upon the death of a purchaser of a certificate, and the Guild cannot risk having to repay certificates while the strike is on.

The Strike Fund Committee includes President Broun, Jonathan Eddy, Treasurer Ashcraft, Morris Watson and Clyde Beale. Beale is acting as chairman.

Under this plan all contributions

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The Guild Reporter



"Resolved, that the editor of THE GUILD REPORTER be instructed to so edit THE GUILD REPORTER that it shall promote in every legitimate way the recommendations and demands of the Second Annual Convention of the American Newspaper Guild, and that he confer the editorial policy of THE GUILD REPORTER to that specific program. —Adopted by the National Executive Board in proposition No. 11 at July 2, 1935.

Editor:
Clayton B. Smith
Assistant Editor:
Leon S. V. Smith, The New York World-Telegram
Staff for this issue:
Evelyn Seelye, Sidney Penner, Adrienne Wolf,
Don Stevens, N. M. Gerstmann, E. Dick,
Armstrong, Leo Rasche, Morris Colman, Dan
Williams.

Vol. III No. 4 March 1, 1936

What About the Man?

If slowness is a characteristic of majesty the law is functioning magnificently in the case of Morris Watson.

Theoretically, we have the best of the argument so far in this case brought before the labor relations board because of the discharge by the Associated Press of Morris Watson, an APG vice president. The preliminary hearings by the board bore out our charges. But note this unhurried march of events:

Oct. 17, 1935.—A. P. receives a request late in the day from the APG for collective bargaining.

Oct. 18.—Watson summoned from an assignment and fired.

Nov. 8.—Complaint filed with Regional Labor Board.

Dec. 4.—Complaint issued by the board against the A. P. The A. P. is allowed five days to answer. An extension of a week granted on request. Hearing called before a trial examiner for Jan. 8.

Jan. 6, 1936.—A. P. files suit for injunction against the board. Hearing was scheduled for Jan. 7 but the papers arrived so late the hearing was postponed two weeks. Labor board delays its hearing.

Jan. 17.—Hearing held before Federal Judge Bondy. Decision reserved.

7.—Decision announced.

A month and ten days have passed at this writing with no decision.

The court has not spoken but a silent injunction exists.

Four months and six days have elapsed since Watson was fired. And remember the law has a joker requiring the employee in the case to remain unemployed if he is to invoke the board's aid.

For an employee, wishing to join an organization of his own choosing, such support is a weak reed, indeed.

For an organization, whose members need speedy redress; which depends on action taken while interest is at fever heat, the law is now not a bulwark but a limbo. The whole process needs drastic and immediate reform.

Brass Tacks

We often regret that Editor & Publisher, house organ of the newspaper publishers of America, does not have general circulation. The public may get the impression from the remarks of publishers in the daily papers that they are an unbound, visionary crew, putting public service ahead of profits and generally showing themselves unfit to grapple with the hard problems of life in a practical and business-like manner. "These publishers!" people are likely to say. "Always with their heads in the clouds! Just incurable romanticists, they are!"

This estimate is unjust, and we enter a defense against the charge, pointing for evidence to Editor & Publisher's recent reports of the annual conventions of the Pennsylvania and California Newspaper Publishers' Associations.

True, it developed at both conventions that publishers, with great self-satisfaction, have been keeping nearly all their employees on the payroll during the depression, unlike some money-minded industries that could be mentioned. But we need not take this as further evidence of the heart ruling the head, for the assertion

is coupled with strong statements to the effect that this is the reason why publishers should not be troubled with taxes for social security schemes.

Aside from this confession of past weakness, the publishers' conventions were singularly free from concern with matters of pure idealism. Apparently willing to delegate all consideration of professional and ethical questions to their employees, they concentrated on taxes, in their profit-producing, as well as negative, aspects, and on discussion of the bright schemes of efficiency experts.

Publisher Samuel G. McClure, head of a committee watching "the social security situation" in California, came up with the practical suggestion that newboys on newspapers should not be considered payroll employees under the social security act in that State. To include them, he pointed out, would triple the number of names on the payroll and cause the State a lot of bookkeeping bother. He said the State seemed inclined to concur and not burden anybody with social security for part-time workers.

The California publishers found another visionary principle being carried too far, and in a unanimous resolution called on the Postmaster General "for a more liberal interpretation of lottery laws which would differentiate between harmless drawings and lotteries having an underhanded moral effect." The "harmless" ones, presumably, would be those that produced circulation or advertising revenue.

The Pennsylvania publishers' organization was pleased to report that it had saved its members \$1,000,000 a year by insisting that the Legislature refuse to curtail the compulsory printing of legal notices. Impressed, the convention urged the Legislature to force the publication of notices on local as well as general elections, to appropriate for paid ads to help in the collection of delinquent taxes and to require prospective saloon keepers to advertise their intention to open an establishment, in the newspapers.

The publishers did get around to discussing some professional matters in this convention. A James L. Houston, "newspaper economist," told them how they could get a "full day's service for a full day's pay" from the sensitive artists in their editorial rooms.

An intensive survey of the payroll (he said) will always develop some astonishing wastes of time, effort, misdirected energy and lost motion which offer opportunities to convert minute-pennies into dollar-hours. . . . You can find such wastes as laziness, tardiness, absence, untimely smoking, washroom conferences, unnecessary trips out of the plant and to other desks and departments, many personal telephone calls and many social visitors.

Let us cut off our long hair, men and women of the profession, and get down to business.

Singing Court

We were glad to see the freedom of the press so eloquently defended by the Supreme Court in the Hays Long advertising tax case. While the seal with which the press played the story was a little embarrassing, in view of the fact that its financial interests were involved, no one, we believe, will quarrel with the soundness of the decision.

Indeed, labor's only regret is that the court cannot approach social legislation in the same spirit of idealism and solicitude for the public welfare. In the press tax case the court turned liberal constructionist. It delved into history. It pointed to social implications. It went into the intent of the Louisiana dictator to find reasons to invalidate this State statute. It invoked the vague "free press" and "due process" clauses of the Constitution.

What a contrast when we turn to the court's attitude toward recent acts of Congress, such as the NRA, AAA, and railway pension act! There the Supreme Court found that with the wisdom of the legislation it had no concern. Its position was strictly legalistic. It held the "general welfare" powers of Congress subordinate to the letter of the bond.

The Supreme Court, then, can be savior of the country or savior of the Constitution as the occasion demands. It was fortunate for the country that in the Louisiana case property rights coincided with human rights. Unfortunately, these coincidences are too rare. If we are to remain a free people, not subject to the predations of a Supreme Court oligarchy, some readjustment of power is necessary. The recent vagaries of the court have set newspaper men, and all other working people, to thinking.

A Guild Strike in Retrospect

Struggle in Harlem Showed That Advanced Planning Is Necessary

By MILTON KAUFMAN

With a Guild contract in force on the Amsterdam News, Harlem weekly, now is probably a good time to analyze the strike, to highlight the successful moves and pick out the flaws.

Conditions in Harlem made that section a difficult ground on which to conduct a strike. An intense racial spirit prevailed. A so-called "race riot," brought about by the miserable economic straits of the more than 350,000 Negroes segregated in a small section under appalling housing conditions, had left its bitter mark. The Ethiopian War served only to preserve the bitterness.

In many respects the atmosphere resembled that of a concentration camp. The police had not yet over their fiftieth anniversary. There were two camps on every corner. Picketing, which is generally hampered on mass in other parts of New York City, was strictly limited to two in Harlem.

Special Problems in Harlem Strike

To the people there a strike was a comparatively new experience. Harlem was not a unionized section. Therefore it was difficult for most of Harlem's citizens to visualize Negro employees on strike against Negro employers. Such a situation was ideal for enabling the employers to build up a racial reaction to the "white" Guild.

Despite this condition the Guild rallied the support of Harlem to such an extent that during the strike advertising income dropped from 1,250 inches to a low of 764 inches on Dec. 14, despite the normal rise in newspaper income during the Christmas month; and even according to the publisher's optimistically doctored figures, circulation fell from 25,000 to 13,700, rising again to 18,000 when the price of the paper was halved.

The keen understanding and knowledge of Harlem displayed by the locked out Guildmen and women made it possible to anticipate and surmount the difficulties. The Guild sensed that the racial issue would have to be met, that a fight had to be made a popular issue for all of Harlem.

The trade unions and trade union councils, especially the Harlem Labor Conference, an A. F. of L. body, cooperated in every way with the Guild. But the fight was not strictly a matter of trade union tactics. If it were, the natural "active" would have been to close down the Amsterdam News office by sufficient picketing. Any such demonstration, however, might have provided the very spark which the management sought to inflame race hatred against the "white" Guild. Therefore the Guild leaned heavily on the churches, Negro civic organizations, a Citizens Committee of 100, and the schools.

Racial Prejudice Successfully Met

The story of the struggle was told from the pulpit as well as from the desk of trade union meetings. It was told directly to the readers of the paper and to the consumers of products of neighborhood stores. It was told in a few street meetings of which there are many in Harlem. Always the process was official, rational rather than emotional, and the Guild built up the thought that as an organization it not only believed in racial equality but practiced it. Negro and white Guildmen always marched side-by-side on the picket line. During the entire strike the paper did not have one opportunity through a Guild mistake to inflame race prejudice.

That old bogey, the red scare, was also raised, but was waved aside. Similarly, the management charged the Guild with being a "dues-collecting racketeer organization."

The Guild broke the police rule prohibiting picketing by more than two persons. At first several groups of pickets were arrested for exceeding the two ordered by the police. Our corps of attorneys, Negro and white, established the right to picket in any number desired. Naturally we had the conspiracy behind us, for they wanted no Hitler regulations. Even before the trials, we went back on a time. It was Heywood Brown who conceived the singular challenge of chanting on the line: "I am picket No. 1," "I am picket No. 2," etc., establishing the fact that more than two were picketing. After a while the police declined to arrest the picketers.

(Continued on page 7)

A Publisher Affiliation Argument

MILWAUKEE.

Editor, The Guild Reporter:

Some Guild members here and there still subscribe to the fallacious idea that we are all above association with "common" labor, and can do very well without complete and official labor support in such a battle for existence as that in Milwaukee.

For their edification, let me contribute an argument for A. F. of L. affiliation advanced for us by the Wisconsin News management.

In its story on the strike against it, the News said: "Among those who did not strike are all of the men and women on the newspaper who

are in good standing in the ranks of union labor."

Which leaves us out in the cold.

Of course the point is specious. We are in good standing in the labor movement. We have the unofficial support of virtually every labor group here. But it is significant that the management itself tells the public our group is of no consequence, implying that this is so because we are not affiliated with the organization representing the national labor movement.

Maybe the boss's word that we won't go far without affiliation will bear the necessary weight with the anti's left among us.

G. A. MANN,
President, Milwaukee Guild.

A Guild Strike As Viewed In Retrospect

(Continued from page 6)

was another important instrumentality in gaining support.

More than 1,200 persons, according to the roster kept at strike headquarters, participated directly in activities in Harlem.

The Guild broke the police rule prohibiting picketing by more than two persons. At first several groups of pickets were arrested for exceeding the two ordered by the police. Our corps of attorneys, Negro and white, established the right to picket in any number desired. Naturally we had the conspiracy behind us, for they wanted no Hitler regulations. Even before the trials, we went back on a time. It was Heywood Brown who conceived the singular challenge of chanting on the line: "I am picket No. 1," "I am picket No. 2," etc., establishing the fact that more than two were picketing. After a while the police declined to arrest the picketers.

The Guild paid considerable attention to classified advertising. Postcards sent to more than 500 yielded no response so it was decided to go out and see them. The results were remarkable. We not only spread our story more thoroughly, but succeeded in obtaining the withdrawal of a substantial number of ads each week, injuring one of the few remaining sources of revenue of the management.

In the campaign for reader support, we picketed the newsstands, persuaded thousands of citizens to mail a printed postcard to the management, ran a few anti-race parades, and followed the example of the Newark strikers in marching along the thoroughfares with picket signs.

The endorsement of the New York Central Trades and Labor Council people. The result, as everyone knows, was fortunate. When the negotiations for settlement were concluded, the Guild had an agreement with the prospective buyers, effective only when their bid was accepted, and the receiver agreed to run the paper in the interim under the same terms. The bid has been accepted.

The fight had its inadequacies. To sum them all up, it might be said that with a more thorough organization, each phase of the lock-out fight might have yielded quicker results. Little hindrance to our effort was made to follow up letters to trade unions, to solicit funds and picket assistance. The Citizens Committee of 100 approached a fair state of organization only toward the end of the fight. It was several weeks before the Emergency Committee began meeting nightly to consider the problems of the next day.

Preparation A Serious Need

Recent co-operation between the Guild and organized labor, both on the West Coast and in New York City have intensified interest in affiliation to the point where a few of the boys are asking questions.

With John L. Lewis' star in the ascendancy and President Brown's friendliness to the U. M. W. chief, being quite evident, the question is being asked around: "What would the status of the Guild be should our organization affiliate with Lewis?"

Newsmen's Skill for Labor Press

WASHINGTON.

Editor, The Guild Reporter:

Many labor organizations publish papers of interest chiefly in their own shop or locality. In many cases, these are the work of men without journalistic experience and are done on a voluntary basis by members of the union.

Feeling that the labor movement can be helped by wide dissemination of news about all phases of labor and problems of working men, I suggest that each Guild appoint a committee to co-operate with unions publishing papers of this sort and to give them the benefit of our experience and newspaper training.

The sea of publications which deal with innocuous subjects, such as Hollywood, are technically attractive. If the labor movement is to be advanced it must also make use of technical skill.

In the process of co-operating it may be possible to develop this field of labor news so that some of our unemployed members could find work. Guildsmen who now work on established labor papers which pay salaries could take the lead in developing their own field.

R. K. L.

Lewis' Stand Brings Light-Seekers

LANING, Mich.

Editor, The Guild Reporter:

Recent co-operation between the Guild and organized labor, both on the West Coast and in New York City have intensified interest in affiliation to the point where a few of the boys are asking questions.

With John L. Lewis' star in the ascendancy and President Brown's friendliness to the U. M. W. chief, being quite evident, the question is being asked around: "What would the status of the Guild be should our organization affiliate with Lewis?"

Letters to the Editor

Is as AFL president? Would industrial union lines be laid down to cover all crafts in a newspaper office? Would the Guild retain jurisdiction over all editorial employees, or would the International Typographical Union cover the whole thing?

The Guild favors industrial unionism. That, at least, stamps it as a progressive organization able to look beyond its own craft walls. I believe that most Guildsmen—possibly 80 per cent—would swing into organized labor's ranks, where they belong, if they were sure that the outmoded craft or trade unions could be supplanted by the vertical or industrial form.

BIRT DARLING,
(Lansing Guild).

How About Some Humor For Guild Reporter?

NEW YORK CITY.

Editor, The Guild Reporter:

Don't you think The Guild Reporter could stand some light stuff? It is, on the whole, a bit too dour. I say this as one who is tremendously interested in the factual "heavy" stuff that has to do with our Guild and its upbuilding. But the uninitiated, average newspaper man, not too well oriented in labor matters, just can't "take" much of this stuff at one sitting.

Couldn't we brighten The Reporter up somewhat, without dropping any of its essential functions as a disseminator of Guild news?

Maybe the paper ought to run human interest stuff—naturally, about Guildsmen. Maybe it ought to run gaps, or art, or satire.

Why doesn't The Reporter run a humor contest?

The ANG might announce a \$50 prize.

Or, forgetting the contest angle, couldn't the paper just ask for humor as some Guildsmen's contribution to their paper?

LAWRENCE H. LIPSKIN,
(New York American)

Jersey Guild Holds Out for DC Bargaining

Hudson Dispatch Refuses to Meet Council, but Unit Is Firm

UNION CITY, N. J.—A firm refusal of the management of the Hudson Dispatch to confer with the New York District Council of the A. F. of L. has caused the Guild men from their course in the attempted negotiations.

Conference after conference was called by William Rubel, publisher, and his representatives, with Guild leaders in an effort to break down the unit's opposition to any form of collective bargaining that smacked of company unionism. The unit held fast, however, and voted at an emergency meeting to continue the negotiations method it adopted sometime ago.

The question of company unionism came to the surface after Rubel in a conference Feb. 15 with Wallace W. Ashby, unit president; Norman Williams, retiring Hudson County Guild president, John Mitchell, managing editor, and A. Bruce Cook, city editor, and a Guild member, expressed his opposition to dealing with anyone but his own employees.

He represented the intention of

the DC as an "insult," declaring that the unit might have been under the influence of "outsiders."

Realizing opposition to the DC procedure might develop within the unit itself and wreck the negotiations, an emergency meeting was held immediately after the conference with Rubel.

Both sides of the controversy were presented, Williams speaking for the proponents of the DC method of bargaining, and Cook, who said he represented the minority, opposing it.

The issue was settled when a motion urging the DC to continue negotiations was passed by a 15 to 2 vote.

A series of secret interviews between the managing editor and individual members of the staff followed. They were asked whether they favored the Guild procedure or would stick with the paper. Only a few, however, were called in, two of them not members of the Guild.

On Feb. 14 the staff was summoned in special session and given a "heart-to-heart" talk by the managing editor, in which he deplored the "tension" in the office and warned against "wrecking" a newspaper that had taken long years to build. A notice posted on the bulletin board recognized the right of the men to form a Guild, but not the right to confer through representatives of members of the staff, even if of their own choosing.

At the regular meeting on the following day, Feb. 15, the unit again voted to continue DC negotiations. A resolution was adopted, 14-2, informing Rubel through the DC that its stand on the question would not be altered.

New Scripps Policy Seen In Agreement

(Continued from page 5)

experience is set at \$40 a week, with \$35 a week for a beginner. Office boys must be paid at least \$15 a week, must be paid at regular rates for dog watch, a provision meaning those on dog watch get a \$1 increase. To encourage the giving of a chance to office boys, it is provided that they can be assigned to tasks contributing to the editorial content for a period of six months at a rate of \$20 a week after which they must receive a beginner's status and pay.

Minimums are also set up for librarians, clerks, secretaries, and telephone operators beginning at \$14 a week for the first year and increasing to \$20 for the second; \$22 for the third and \$25 a week thereafter. Head librarians are to receive not less than \$40 a week.

Wage increases

The minimum schedules are retroactive to Feb. 10. The new schedule means that 24 members of the staff of 120 win wage increases varying from a dollar or so to more than \$10 in four instances. The total weekly cost of the changes amounts to approximately \$145.

The committee completing the negotiations was made up of Bruce Catton of NEA, Guild president; Ray Bruner of The News; Don Dunham, Ralph Burkholder, Lloyd White, committee chairman, all of The Press.

Burkholder and White are the only members of the original negotiating committee which opened negotiations here 13 months ago.

Four Sections

The accord with The Press is divided into four parts, a preamble, a section on wages, one on hours, and one on conditions of employment. Most of the difficulties in negotiating the agreement had to do with working out the terms of the preamble.

It will be recalled the committee approached negotiations from a unique point of view because of the fact that the Scripps-Howard management had made bulletin board agreements with the

New York World-Telegram and other papers. The committee therefore posed only one question at the beginning of negotiations, namely, "If the Guild and the management can work out mutually satisfactory terms (concerning which we had no uncertainty), will the management sign the conditions agreed to?" Thus, no requests for any specific conditions were presented which could be used as a basis for a bulletin board agreement, because the management had no way of knowing what the Guild wanted.

Agreement Reached

It was then felt by the management that under certain conditions an agreement might be signed. The preamble of the accord was worked out as the basis of an agreement that the management would sign if conditions could be agreed to.

Much of this preamble accepts what has been recognized as newspaper practice and tradition. The one provision which caused controversy is one inserted by the Guild, stating the agreement is "not in fact or intent a so-called 'closed shop' contract" but a friendly reciprocal arrangement with the specific purpose of setting up minimum salaries, hours, stable standards of working conditions, and other benefits for editorial employees of The Cleveland Press.

This provision was checked by many experts, who held it inconsequential in effect. The provision, the committee felt, was a circumlocution for saying the agreement is not a "closed shop" contract. The executive board deplored its presence in the agreement.

No Lawyers Present

At no time during the negotiations was either side represented by counsel. The agreement was freed of all legal terminology, in an attempt to make it a working agreement understandable to the men on the newspaper.

Bruce Catton, new Guild president, said of it:

"The signing here is significant to newspapermen and women throughout the country, marking the stabilization of conditions of employment, the recognition of the principle of collective bargaining for a new white collar group by representatives of their own choosing, the recognition of the need for a measure of economic security by a unit in one of the most important newspaper organizations in the nation."

Brooklyn Unit Wins Five-Day Week Pledge

Eagle's Statement of Policy Agrees "In Principle"

Negotiations between the New York Guild and the Brooklyn Daily Eagle, launched in November chiefly to defend a crumbling five-day week, have just resulted in agreement formally recognizing the five-day week and establishing other gains for the Eagle staff.

It was a written but unsigned agreement, or statement of policy, which the management, after a series of conferences, handed to the Guild negotiators.

It committed the newspaper to the five-day week in principle, although in practice, it was declared, exception would be made in the case of executives and key men. These are to be specifically listed, and representatives of M. Preston Goodfellow, publisher, gave verbal assurances that the number of exceptions would not be large. Most of those to be shifted from a six to a five-day week are to retain their present salaries.

Was On Partial 5-Day Week

The Eagle was on a partial five-day week before the NRA era. It was then made generally applicable. When NRA died, the Guild unit obtained a bulletin board announcement from the publisher that he intended to carry on with the five-day week as a way of "mitigating the economic hardship of the times"—that is, compensating for the pay cuts the staff had taken.

A few months ago, however, the paper began to hire new employees on a six-day basis and to invite selected members of the staff to go on a six-day week for additional pay. At the instance of the unit, three conferences were held, to obtain not only a guarantee of the five-day week but a Guild contract embracing other gains.

The first conference resulted in a flat announcement that the management considered itself obligated, so far as the five-day week was concerned, only to those individuals who took the last of three pay cuts and that even they might be put on six days with added pay.

Barred Flat Pay Increases

The management then said also that there would "never" be any flat pay increases, although there had been three flat pay cuts.

Following that, the unit voted unanimously that demands be made for the five-day week, a 10 percent pay increase and a contract. Failure to gain a substantial part of that program was to be followed by a special meeting to consider the next step.

A second conference found the management, now with different representatives, in more receptive mood, and a third conference a week later brought the strange agreement—written by the management but signed by nobody.

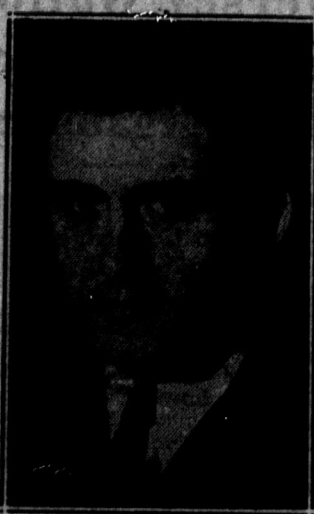
"Door Not Closed"

During one of the later conferences the publisher's representatives declared the "door is not closed" to general pay increases "when there is money enough."

Besides the five-day week, the management agreed also to a grievance committee, severance pay slightly better than a week's salary for each year of service, virtual abolition of the system of paying night-staff writers by the assignment, and several lesser matters. Seven or eight tabulators receiving less than \$20 a week, a minimum which the Guild had sought to establish, obtained pay increases to that figure.

The "agreement" awaits the unit's approval. The Eagle unit is one of the strongest in the city, the staff being more than 90 percent organized.

Jersey President



HORACE A. TANI

Tani New President In Hudson County

UNION CITY, N. J. — Horace A. Tani, feature writer for The Hudson Dispatch was elected president of the Hudson County Guild at a meeting on Feb. 15.

Tani succeeds Norman W. Williams of The Dispatch as president. Williams was named chairman of the executive committee, a new office created upon unanimous passage of a constitutional amendment. Seven new members were admitted to the Guild, bringing the enrollment to 88, the largest since its organization.

Tacoma Marks Installation With Banquet

First Guild in Northwest Host to Thirty; Typos Send Greetings

TACOMA, Wash. — Approximately 30 members and guests of the Tacoma Newspaper Guild attended a banquet at Margot's grill, Feb. 4, to participate in ceremonies marking installation of recently elected officers of the Pacific Northwest's first chapter of the ANG.

Ed Honeywell, assistant sports editor on the News-Tribune, acted as installing officer.

Congratulations on organization of the TNG were received from city and county officials and members of the Tacoma Typographical Union.

Following the banquet and installation rites, the gathering adjourned to the chapter's new quarters in the Provident Building, where all future meetings will be held.

The evening was climaxed when Guild members and guests were feted at a party at the Rialto theatre, staged by Manager H. T. Moore.

Executive board members have been granted authority to assist in establishing Guilds in other Pacific Northwest cities and draft a working agreement which is expected to be submitted to publishers of Tacoma's three dailies within the near future.

Echo Haasrud was issued an honorable withdrawal of membership in The Times unit, following her resignation as society editor. Janet Brady was named as her successor.

Capital Raises \$242

WASHINGTON. — The Washington Newspaper Guild has already collected approximately 16 2/3 percent of its quota of \$1,500 of defense fund certificates.

The Guild executive committee was informed at a recent meeting that \$142 had been received from members in addition to the \$100 paid into the defense fund on behalf of the Guild as a whole.

Paper Posts Agreement In Minneapolis

Salary Increases, Sick Leave, Overtime Pay Are Provided For

MINNEAPOLIS. — A general salary increase ranging from 11 to 16 percent for all workers in the editorial department of The Minneapolis Evening and Morning Tribune has just been negotiated by the Newspaper Guild of the Twin Cities.

The pay increases, including a 5 percent differential for all night workers, were negotiated after four months of conferences with the publisher of The Tribune, Frederick E. Murphy (also a director of the Associated Press). Other benefits had been negotiated prior to the salary increases and had been placed in effect upon demand of the Guild negotiators soon after the first of January. Stipulations of agreements on a standing grievance committee known as the standing relations committee; indefinite sick leave and an overtime schedule were signed by the publisher and displayed on the editorial department bulletin board.

Docking for sickness was halted by the Guild and the agreement now provides for indefinite sick leave subject to examination by a company physician.

The overtime schedule sets up an eight-hour work day and provides for payment for all time beyond that schedule. The schedule of overtime figured on a basis of two hours pay for over one hour's work, four hours pay for over two hours, etc., has averaged about time and a half for those paid since the agreement went into effect.

A signed contract was asked by the Guild but when it became apparent not all of the features could be negotiated, especially the closed shop, the executive committee did not push for the contract, preferring to leave the matter open for the time being.

The stipulations signed by the publisher and posted on the bulletin board are prefaced by a statement that such agreements are made following conferences with negotiators of the Guild.

The executive committee has taken the first steps in organizing negotiations with Carl Jones, publisher of The Minneapolis Journal at the request of the Journal staff unit. The Guild will ask a signed contract with all of the features originally asked of The Tribune and including many other points not included in The Tribune negotiations.

Tuberculosis Grips 2 On N. Y. Papers

Two cases of tuberculosis have developed on the staffs of New York newspapers.

John M. Price, cable editor of the New York Herald Tribune, where he was unit chairman for more than a year, has gone to a sanatorium in the Catskills. His physician has high hopes of his quick recovery. Because of his health Price resigned the unit chairmanship last July and moved to Valley Cottage, N. Y., with his family. Mail sent to him at the Valley Cottage address will be forwarded.

John Saure, of the Washington bureau of the Herald Tribune, is at the United States Veterans' Hospital at Olean, N. C., an institution for the tubercular. Before joining the staff of the Tribune, Saure was employed by the Des Moines Register-Leader and later served as Washington correspondent for several Western papers. Old acquaintances are urged to drop him a line.

THE FREE PRESS

"RESOLVED. That the American Newspaper Guild strive tirelessly for integrity of news columns."—St. Paul Convention, June, 1934.

"Free" Reporting Still in Fashion

EDITED BY EVELYN SEELEY

"JOURNALISTIC horse-feathers, baloney and banana oil" is Virgilus Dabney's charge against reporters in the Feb. 26 New Republic for their coverage of the case of Edith Maxwell, Virginia mountain school teacher convicted of murdering her father. Dabney agrees with the editor of a local weekly that "most of the news stories on the Maxwell case have been written in hotel rooms with a bottle of 'corn' in one hand and 'The Trail of the Lonesome Pine' in the other."

Universal Service, he says, began daubing on the good old color by making it "a dramatic struggle between the archaic family code of the mountains and the encroaching freedom of modern youth." It had Edith in her "store boughten clothes" falling for the "lure of the movies," disregarding the "3 o'clock curfew," violating the "law of the hills" by speaking to a married man.

International News Service rehearsed the curfew and the code and had "a mountain jury sitting in 'sylvan cote.'" United Press hung on to the curfew "which shrills its warning across the hills" and added the "age-old morality of the hills." The New York Mirror had it a "curfew for wimmin folks" and claimed that "tradition calls for a woman to trail along two feet behind her escort."

Story Book Atmosphere
A few more like this and Wise County emerged to newspaper readers "inhabited exclusively by bobcats, turkey-buzzards, quick-trigger feudists and hill-billies drowned in moonshine and tobacco-juice," Dabney points out. As a matter of fact, Wise County contains three modern towns, nine high schools and 100 school buildings and has 400 young men and women off to college.

Edith herself, after her "own story" was written for the dailies, and another "own story" for the Sundays, and a life story for the New York Mirror, got fed up with the "age-old morality of the hills" and in her "own story" denied the mountain code and the curfew.

More seriously, reporters "reiterated over and over that she (Miss Maxwell) had done nothing more heinous than to come home after 'curfew,' contrary to her pappy's orders, and had merely socked her pap with a slipper in self-defense when he tried to beat her for disobedience." Actually, says Dabney, "Miss Maxwell was given 25 years because the jury believed she had deliberately murdered her father with a heavy weapon of some kind (not a slipper), as he lay in bed."

They All Had a Hand
Dabney holds the Hearst papers and services largely responsible for the "ludicrous misrepresentations," but he adds "the balderdash" circulated by the United Press and "the performance of the Washington Post." Central Press Association circulated a picture of Miss Maxwell described as "curfew slayer," and Associated Press sent out one stating that Miss Maxwell was given 25 years for "the slipper slaying of her father."

Dabney wants a new trial and justice for Miss Maxwell, "but such considerations have nothing to do with the gross distortion by a large element of the press of the facts surrounding her conviction, or the fantastic fabrications...concerning the locale."

More Tragedies Awaiting Stories

Will this become another Gauley Bridge story, reaching the front pages of the powerful dailies by a tortuous route by the time most of

How Publishers Aid A Free Press Fight

New York City.

Editor, the Guild Reporter:

I commend to newsmen's attention the astonishing outcome of Editor and Publisher's drive for contributions from newspapers for the Liggett case.

This case has been blazoned widely in stories strongly suggesting that Liggett was murdered to stop his attacks against a radical governor, who was one of his numerous enemies. So it was a great challenge to freedom of the press.

For almost two months Editor and Publisher has made the appeal for funds, basing it entirely on that issue. This was to be the publisher's big fight.

To date the trade paper has received exactly \$480, of which \$100 was contributed by itself and \$380 by a manufacturer named Olson. The large papers are not represented.

W.

the men are dead or dying? From Health and Hygiene for February.

When Mayor La Guardia snips the ribbon at the festive ceremonies which will mark the opening of the New York Triborough Bridge next July, no testimonials will be offered to the workers whose bodies were crippled and whose lives were ruined by lead poisoning acquired on the job.

Last year some five riveters, more than half of the riveting force working on the job, developed lead poisoning because they were forced to work under conditions which cruelly exposed them to the deadly fumes of molten lead. This criminal exposure of workers to almost certain lead poisoning cannot be excused on the grounds of ignorance, for the same method—the riveting of lead-painted beams—was used earlier on the Golden Gate Bridge between San Francisco and Oakland, California, with the result that over two hundred riveters suffered the effects of lead poisoning.

More on the story from the New York Post, Feb. 17—

36 VICTIMS SETTLE IN LEAD POISONING

12 Cases Still Uncompensated for Triboro Bridge Malady, Agent Reports

Incidentally, the Daily Worker of Feb. 23 has a page-one story about an estimated 4,000 yearly cases of lead poisoning in Detroit auto factories.

BOB ELLIOTT is the new chairman of the News unit in San Francisco; Joe Rosenthal is secretary and Brooks Clyde the recording secretary.

NEW YORK RESTAURANT

PIROLLE now at 111 W. 45th—Famous for French specialties. Lunch 55c. Parisian dinner \$1.00. Wines and Liquors. Tel. BRy. 9-6816.

THAT STORY THE DESK KILLED

Because It Was Too Hot—WE WANT IT!

The PEOPLE'S PRESS, national weekly tabloid, wants the stories the dailies don't print. They must be brief, ACCURATE, significant. We pay \$4 a column on publication. Tuesday noon deadline. We broke the Gauley Bridge tunnel story, the New York maternity hospital mystery, epidemic story—and we want others like them.

PEOPLE'S PRESS
245 Seventh Avenue
New York City