

Double the Guild
This Year!

The Guild Reporter

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Vol. III. No. 14

NEW YORK, JULY 1, 1936

Single Copy 10c; By the Year \$2

Code Fixes Policies in Bargaining

Revision of Constitution Clarifies Guild's Stand on Many Matters

Specific improvements, of which the need grew out of the concrete experiences of a year of expanded Guild activity, constituted virtually the entire action of the 1936 Convention on the Constitution of the American Newspaper Guild.

In its main lines, the Constitution adopted in Cleveland in 1935 was found to have worked. The numerous amendments found in the new form of the Guild's basic law consist largely of clarifications of language and elimination of repetitious clauses, plus the minor structural changes needed to qualify the ANG as an international union in the American Federation of Labor.

Probably the most important amendments, in their immediate application, are those strengthening the rules governing the relations of local Guilds, units, and members, with employers. The change is in the direction of greater safeguards against employer interference in Guild organization, and within those limits, a maximum of unit initiative.

Policy Included

The accepted Guild policy, made a law by some Guilds, but overlooked by others, that unit members should not negotiate for the unit, was embodied in the provision (Art. XII, Sec. 1), that "every effort shall be made that the negotiators are not members of the unit involved, but members of the unit may be present as observers," and (Section 2), "In Guilds the members of which are working for a single employer, the DC, if possible, shall conduct negotiations, with Guild participation." The floor discussion indicated the clear intent of the Convention that the clause that unit observers "may" be present meant the unit should have the right to designate observers for all negotiations.

Locals are required (Art. XII, Section 5) to inform the International.

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Decatur Guild

Elects Its Officers, Plans Awards

DECATUR, Ill.—The new branch of the American Newspaper Guild in Decatur, announced briefly at the convention, is composed of editorial employees of the Decatur Herald (morning) and the Decatur Review (evening). Both papers are published by the Decatur News-Papers, Inc.

Ray L. Kringer, telegraph editor of the Review and the Sunday Herald and Review, is president. Other officers are: vice-president, Willis A. Dougherty, city editor of the Review; secretary, Robert O'Neal, of the Herald; treasurer, Richard Allgire, of the Herald; and executive board member, George Kreker, sports editor of the Herald.

The Guild arranged for competitive news and headline writing awards. They are to be made on a weekly and monthly basis, and will be open to non-members also. Judging will be done by a Guild committee.

Green, Eddy Discuss Affiliation Details

Executive Secretary Jonathan Eddy visited President William Green of the American Federation of Labor in Washington on June 18 to discuss details of affiliation and to seek the Federation's assistance in the Guild's organizing program.

The Guild's application for affiliation will be taken up by the Executive Council at the meeting starting on July 8, Green said, and he expressed again his belief that the council would act favorably.

Eddy consulted with Green about money to help the Guild through the period until the increased per capita tax goes into effect. Green referred him to other Federation officials, and the Guild's situation is now under consideration.

New Chain Plan Is Put to Work

Convention Establishes Series of Councils

One of the first plans of the Convention to be put into action is that for improved machinery of cooperation between units on the various newspaper chains. The Convention adopted the plan of its committee calling for a new set-up and designating chain chairmen.

Correspondence among the chairmen has begun and a widespread sentiment has developed in favor of pushing chain negotiations as rapidly as possible. Ray Torr, of the New York American, Hearst chairman, has been able to help speed up action because of his location at national headquarters.

According to the Convention plan councils are to be formed to cover nine publishing groups, these councils to consist of one representative for each Guild unit in the

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Court Rule on Watson Is Awaited

Federal Circuit Bench Hears Case — AP Is Called 'Manufacturer'

Further steps in the attempt of the National Labor Relations Board to compel the Associated Press to reinstate Morris Watson, ANG vice-president, and to "cease and desist" from intimidation of its employees for being active in the Guild, await a decision of the United States Circuit Court of Appeals in New York City, before which the case was argued on June 16.

In cases of this kind the court usually takes from one to two months in reaching a decision. Presumably the case will be appealed to the Supreme Court whatever the outcome.

John W. Davis, a leading lawyer member of the Liberty League, argued the case of the Associated Press. He contended that the law was unconstitutional, and specifically that it could not be applied to the Associated Press under the Constitution because the service was engaged not in interstate commerce but in the "manufacture" of news. He said:

News comes in as raw material and is put in final shape by editorial employees and then only does its interstate transmission begin. Not until this process is completed does it become an article in interstate commerce. The rapidity with which news is transmitted does not make it any the less manufacturing. This case falls in the classification of manufacture and not in interstate commerce. News is manufactured over editorial cables while Bessemer steel may be manufactured by an open hearth process.

In a brief submitted to the Court, Morris L. Ernst, Guild counsel in

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Query on Strike Ignored by Landon

MILWAUKEE, Wis.—The Milwaukee News unit of the Guild wired Governor Landon, Republican candidate for president, shortly after his nomination, asking a declaration of his views on the strike in view of the facts that his party platform had a collective bargaining plank and that Hearst "is your principal backer."

No reply has been received.

The telegram informed him that "there has been a strike of editorial workers on William Randolph Hearst's Wisconsin News for 18 weeks because Hearst denies them the right to bargain collectively. Sweatshop conditions, including low wages, long hours and a multitude of other abuses helped bring on the strike."

New Basic Law Urged by Broun

Proposed an Amendment at Philadelphia

Heywood Broun, ANG president, was a supporter of the demand for a plank in the Democratic platform declaring for a constitutional amendment to protect employees' right of collective bargaining. He appeared before the resolutions committee at Philadelphia.

The plank as adopted left the way open for a "clarifying amendment" regarding the power of the state legislatures and Congress to deal with welfare problems "if these problems cannot be effectively solved by legislation within the Constitution."

Broun argued for a labor plank reinforced by an indorsement of an amendment such as he proposed, which should also remove all question of the Federal Government's right to regulate hours and wages. The account of his appearance included in Kenneth Crawford's story in the New York Post continued:

"The Newspaper Guild believes that any collective bargaining declaration will be inadequate unless coupled with a constitutional amendment declaration," Broun said.

Broun told the committee the Guild is fighting a collective bargaining case against the Associated Press, which it is likely to win "even in the United States Supreme Court." But even if it does win this case, he said, the right of collective bargaining

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Strike Adds To Worries of The News

Carriers Rebel as Drive Wrecks Circulation, Win Higher Rate

MILWAUKEE, Wis.—The strike went into its twentieth week with the local Hearst publisher obliged to begin paying Wisconsin News carriers for lost subscribers.

Other signs indicate that the paper has given up hope of regaining its lost city circulation for the present.

The phenomenon of a paper paying its newsboys for loss of subscribers occurred when the boys on the city's south side held a meeting and decided to go on strike.

They paraded through south side streets, carrying banners announcing that they would strike against the Wisconsin News on the following Monday.

So frequent had the cancellations of the Hearst paper become, the boys said, that it was no longer worthwhile to keep up their routes. They demanded an increase from one cent to one and a half cent per paper.

John Black, publisher of the News, at once summoned the boys' leaders to his office. They returned to the neighborhood with the promise of a cash payment of six cents a week for each subscriber lost from their route. The boys accepted the offer.

Rival Paper Gains

The south side is the News' heaviest circulation district. The strikers' cancellation crew is at present working there with the sound truck. Journal newsboys tell the strikers that their routes have increased by 20, 30 and even more customers, virtually all of them persons who have cancelled their subscriptions to the Hearst paper. The Journal is locally owned.

The fact that the News has given up hope of regaining lost city circulation while the strike continues is seen in the tactic of the paper in sending its circulation crews instead into the state to work in the rural districts. Since the state is already well covered by the Journal or the Milwaukee Sentinel, it appears unlikely that the News will be any more successful there than it has been in Milwaukee.

The paper is now being published at great loss. Black admitted to a

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Coast Sees Some Pay Rises

Hearst's Reply to Guild's Letter

SAN FRANCISCO.—First results of the NCNG's periodic request for collective bargaining with the Hearst newspapers here is noted with increases in pay on the Call-Bulletin.

Less than one week after the fourth communication asking collective bargaining was sent the Call-Bulletin, pay rises were granted to at least eight staff members.

On the same day that the Call-Bulletin received its communication, a third request for collective bargaining was sent to the Examiner. One day previously a request had been sent to the Oakland Post-Enquirer, third member of the Hearst group in the bay region.

This was sent after more than a majority of the staff members signed a petition asking such procedure.

On the Call-Bulletin almost every man receiving a raise is a Guild member. All were instructed not to reveal facts regarding pay raises.

The Guild now has a downtown office, at 111 Ellis Street. It was officially opened June 3, members contributing pieces of furniture and other essentials.

To further support the Milwaukee strike and build up a fund of its own, NCNG voted three to one in a mail ballot to assess each member twenty-five cents weekly. The major portion will go to Milwaukee.

RULE DUE ON WATSON

Circuit Court Has Case—A P Called "Manufacturer"

(Continued from page 1) the case, pointed out that "it can not be seriously asserted that a strike among the editorial employees in the principal office of The Associated Press would not have an immediate, direct and devastating effect on its interstate activities. One thousand two hundred daily newspapers in the United States depend on respondent's New York office for their important front-page news."

He quoted a decision of Chief Justice Charles Evans Hughes to substantiate the right of Congress to protect the right of employee organization in safeguarding interstate commerce. The decision dealt with the restraint imposed on railroads from interfering with employee organization, which was a feature of the Railway Act. Chief Justice Hughes said:

We entertain no doubt of the constitutional authority of Con-

The power to regulate commerce is the power to enact "all appropriate legislation" for its "protection and advancement": to adopt measures "to 'promote its growth and insure its safety': to "foster, protect, control and restrain." Exercising this authority, Congress may facilitate the amicable settlement of disputes which threaten the survival of the necessary agencies of interstate transportation.

take cognizance of actual conditions and to address itself to practicable measures. The legality of collective action on the part of employees in order to safeguard their proper interests is not to be disputed. It has long been recognized that employees are entitled to organize for the purpose of securing the redress of grievances and to promote cooperation with

and to promote agreements with employers relating to rates of pay and conditions of work. Congress was not required to ignore this right of the employees but could safeguard it and seek to make their appropriate collective action an instrument of peace rather than of strife.

Such collective action would be a mockery if representation were made futile by interference with freedom of choice. Thus the pro-

hibition by Congress of interference with the selection of representatives for the purpose of negotiation and conference between employers and employees, instead of being an invasion of the constitutional right of either, was based on the recognition of the rights of both.

Charles Fahy, counsel for the Labor Board, presented its case, maintaining that the AP was evidently enmeshed in industrial com-

The Guild is still awaiting a ruling from the National Labor Relations Board ordering The Associated Press to begin collective bargaining. The data on the recent election resulting in a vote of 81-39 for the Guild, have been forwarded to Washington by the New York Regional Board.

Tacoma Guild Intensifies Drive for Strike Backing
TACOMA, Wash. — The Guild here is intensifying its efforts to obtain financial and moral support for striking Milwaukee Guildsmen from Tacoma's 34 unions. Many locals have already contributed generously, and a drive is on to enlist

Plans are now being made to begin negotiations for an hour-and-wage agreement with publishers of the city's three dailies.

REMEMBER DUES
And Strike Money

This image shows a blank, aged, cream-colored page, likely an endpaper or flyleaf of a book. The paper has a slightly textured appearance with some minor discoloration and small dark spots, possibly due to age or handling. A horizontal crease is visible near the top edge, suggesting it was once folded. The overall tone is a warm, off-white or light beige.

This image shows a blank, aged, cream-colored page, likely an endpaper or flyleaf of a book. The paper has a slightly textured appearance with some minor discoloration and small dark spots, possibly due to age or handling. A faint horizontal crease is visible near the top edge. The page is set against a dark background.

Convention Surveys Fruits of Bargaining

Sees Good and Bad Features in Agreements Made During the Year and Outlines Future Policies

Notable advances along several sectors of the Guild front, together with some setbacks, were cited in a report of the employer relations committee unanimously adopted by the Convention after vigorous debate on certain recommendations touching fundamental Guild policies.

Increased salaries and improvement in hours and working conditions, attained through collective bargaining with employers in Cleveland, Madison, Minneapolis, New York and elsewhere, were commended in the report, but the inclusion of conditions in certain contracts in contravention to union labor principles and the signing of individual contracts by members of one unit, that on the Newark Ledger, were strongly disapproved.

The report was presented by Ruth McKenney, of New York as chairman of the committee. The signing of individual contracts by Ledger members was viewed by the committee as a case "of a Guild victory turned sour." The reference was to the successful termination of the 19 weeks' strike which forced the newspaper into the hands of receivers and brought an accord returning the strikers to their jobs with important improvements.

Menace to Guild
"Some 25 contracts with individuals have been signed," the report said. "Obviously, if this practice spreads, it can be a grave menace to the whole Guild idea. This committee cannot too strongly condemn these individual contracts."

On the committee's recommendation, the following clause was written into the ANG Constitution: "That no member of the ANG be permitted to sign an individual contract with the publisher of his newspaper or with his employer governing his hours, wages and working conditions, unless (a) the member is employed at \$200 a week or more or (b) he seek and receive the permission of the executive committee of his local Guild or the local Guild itself. It is understood that the member has the right to appeal the decision of the local body to the NEB."

Speaking for the recommendation, Robert C. Ring, chairman of

the negotiations committee of the Newark Guild, said: "You can't have individual contracts in any number in any unit without destroying the Guild. You have got to act collectively. If you don't pass this (recommendation) you are telling the publishers of America, 'This is the way to break the Guild.'"

W. Earle Homan, of Reading, ANG vice-president, asked:

"Are these 'individual contracts' yellow dog contracts?"
"They are yellow dog contracts in effect," Ring replied.

The committee recommended that the ANG urge Ledger unit members to abrogate the contract and pledge its support to the unit members in such action and that the NEB be asked to cooperate with the Newark Newspaper Guild until definite action on these contracts has been taken."

Only brief mention was made in the report of "two of the most important attempts at collective bargaining" in the past year, that of the Milwaukee Guild with the Hearst Wisconsin News, and that in behalf of the Associated Press unit in New York City. Other union committees dealt with these cases.

Improved pay and working conditions attained on the Minneapolis Tribune after Guild negotiations with the publisher and a unit threat to strike lauded by the report.

"The committee considers this a notable example of energetically pursuing a collective bargaining action; considers that the taking of a strike vote was a courageous and useful weapon; and considers that although the final agreement was not entirely satisfactory, it represented great gains."

Amsterdam News Dismissals
Referring to the "great victory" won by the Amsterdam News Unit after an eleven weeks' strike which forced the publisher into bankruptcy and led to the signing of a full Guild contract by the new owner, the report said:

"The contract carried a provision at work in the five classifications appearing in its newspaper. Such awards should be submitted to the Guild Arbitration Board for publication."

A system of city-wide or district boards of awards is also recommended. The unit awards would be turned over to these boards, which, every three months, would issue awards for their areas. Such awards would also be listed in the Guild Record, and the items honored should be placed on file with the editor.

At the end of the year the city and district committees are to select several examples in the various classifications which they deem worthy of consideration for the annual national awards.

The awards are to be selected not later than the middle of January so that the winning material may also be submitted for the consideration of the Pulitzer Prize board of judges.

The committee's report was presented as a substitute for the resolution of Thomas B. Sherman, of St. Louis, which was adopted by the NEB in March.

The committee included: William L. Lawrence, chairman; Cunningham, of Cleveland; Goodman, of Detroit; Janet Scott, of Tri-City; Granger, of Lansing; Barab, of New York; Jackson, of Winston-Salem, and Adams, of New York.

that dismissals could not take place for three months after the signing of the contract. At the end of three months the two leaders of the unit were fired. The Guild is now awaiting the decision of the arbitrator, summoned in accordance with the Guild grievance committee clause, on these dismissals.

In considering this case, the committee feels that the Newspaper Guild should realize that a strike is not over when the contract is signed and that consolidation of the industry inside the office is as important as getting a good contract.

"Turning to the Cleveland Press agreement," signed last April, the committee approved provisions for minimum wages, five-day week, dismissal bonuses and "other improved working conditions representing a notable advance over conditions in the Press unit at that time."

"Difference" in News Work
It opposed, however, certain clauses which "this committee finds are opposed to the best Guild policy." It recommended that the Convention go on record "as strongly condemning in this contract Section 4, which states that newspaper work is 'individualistic' and 'thus is peculiarly different from that performed by other types of organized crafts.'"

"Section 5, which states that 'this contract is not in fact or in intent a so-called trades union contract.'"

"Section 6, which states that 'nothing in this contract shall in any way be construed to determine the competency of employees.'"

"Section 7, which states, in effect, that department heads may act as bargaining agents for their subordinates."

"The ANG Convention feels that these clauses, denying as they do the place of this organization in the American labor union movement, denying the effective operation of a real grievance committee, denying the right of the Guild to be the sole bargaining agent for all editorial employees, are dangerous in implication."

"The ANG Convention does not recognize the Cleveland Press accord, in the clauses specified above, as a precedent for other Guild contracts, or an admission of Guild policy."

Debate Over Non-Recognition
A number of delegates voiced opposition to the last recommendation as infringing on a Guild's right of collective bargaining. Herbert Little, of Washington, moved that it be stricken out.

President Brown, leaving the chair momentarily, said that "you have got to face the fact that different circumstances arise which cannot be governed by any ironclad policy."

Miss McKenney explained the committee had not intended that the recommendation should be construed as preventing the signing of a contract with such a provision in it, but that "we don't want it as a precedent."

Requests to resume negotiations with publishers and preparations for the opening of collective bargaining have been made known by many New York Guild units.

To meet the threat of retrenchments on the Daily Mirror, which has been evidenced by dismissals, slashing of expense money, salary cuts, and rumors of the return of the six-day week, the staff is getting into action.

The Long Island Daily Star is ready to resume negotiations and the American is conducting a poll of its members as to the points to be discussed in reopening talks with the local management.

successful collective bargaining actions on the part of other Guilds."

A novel provision in the contract signed by the Madison Guild last year and renewed this year, empowering a working committee to negotiate pay increases for men making "above the specified minimums" was noted.

The Guild Committee, under this new idea, takes in to the publisher, if the Guild member asks its help, the member's plan for more money," the report said.

The idea is an experiment. Delegate Parker, of Madison, upon whose suggestion has agreed to submit a complete report of the operation of this plan to the NEB six months from now. We urge that the NEB study this report and make a recommendation to the next convention.

Other recommendations made were that Guilds use the model contract drafted by the Cleveland Convention and that Guilds in collective bargaining during the next year seek particularly the dismissal bonus schedule as laid down in the model contract, five-day, 40-hour week, minimum wages and pay increases, no discrimination clauses, and special attention to attempts to raise the minimum pay; that local and district Guilds notify the national office before undertaking collective bargaining and keep the office informed of the progress of negotiations; that local Guilds bring complaints through the regional office of the NEB do so only with the advice and consent of the NEB, and that the National Executive Secretary prepare twice yearly a complete record of all written, verbal, bulletin board or other agreements or contracts made with publishers by local or District Guilds.

Other committee members were Louis J. Heath, of Washington; E. Nelson, of Rockford, Ill.; E. M. Schoffstall, of Reading; Margaret Fowler, of Rochester, N. Y., and Agnes Fahy, of Newark.

Gains on Post Commanded
One of the Guild's outstanding gains in 1935, the contract with the New York Post with such provisions as a closed shop, five-day, 40-hour week, check-off collection of dues and a grievance committee, was mentioned with commendation by the committee. The contract, the report said, has come up for renewal.

J. David Stern, publisher, now insists on arbitration with the Guild, the report said, and recommended:

"In view of Mr. Stern's pro-labor editorial policy, the American Newspaper Guild... go on record as urging Mr. Stern... to continue his leadership among American publishers in fair dealing with the American Newspaper Guild by proceeding to immediate and direct negotiation with the New York Newspaper Guild and withdrawal of his insistence upon arbitration until negotiation."

The committee also noted "with interest the renewal of the Philadelphia Record contract; the retention of the five-day week in the Hearst units in New York and the Brooklyn Eagle in New York through energetic collective bargaining and unit activity; the renewal of the Reading Times contract; and calls to the attention of the Convention dozens of other

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NEW AGENCY PLAN

Wire Services to Organize In National Units

A new program for organizing press associations and news photo agency staffs, looking toward the organization of such service as a unit and toward collective bargaining for its members on a nation-wide basis by the International Executive Board, was adopted by the Convention and incorporated in the revised constitution.

The program was set forth in the unanimous report of the Convention Committee on Wire Services, which follows:

Your Committee for Wire Services feels strongly that the need exists for intensive organizational work by the ANG among men employed by press associations and news photo agencies extending across the country.

In the opinion of this committee, provisions should be made for the horizontal organization of such groups properly safeguarded against any possibility of company unionism.

It is the unanimous conviction of the committee that employees of any press association or news photo agency having establishments in several communities should be permitted, with the proper safeguards heretofore enumerated, to federate on a national basis for the consideration of their common problems and for the promotion of their common welfare.

Local Memberships Impossible
This conclusion is based on the recognized fact that many men employed by press associations and news photo agencies now work, and must continue to work, in areas where the formation of local Guilds is relatively improbable and in some instances impossible.

Your committee feels that, wherever possible, press associations and news photo men should, of course, become members of and actively participate in the work of local Guilds, but that some provision should be made where this is not possible for these men to develop a community interest with fellow Guildmen more fortunately situated in areas where local Guilds exist and more particularly with Guildmen employed by the same employer.

In order, therefore, to set up the type of organization within the Guild that will promote the welfare of such employees through the medium of collective bargaining, carried on in accordance with the provisions of the national Constitution, your committee recommends that the national Constitution adopted by the present convention provide that the IEB be given authority to set up national committees for major press associations, duly elected, these committees to be created by order of the IEB as rapidly as organization makes it possible. It is recommended that the IEB be specifically instructed to carry forward such organization when any two press associations or news photo men in an association which are part of local Guilds so request.

In order to provide the necessary funds for this important forward step in organizational work, your committee recommends that national dues collected from press associations and news photo members during the ensuing year shall be specifically earmarked to the extent of 50 per cent, and set aside exclusively for the organization of this class of membership. If this amount is found insufficient for the purposes it is recommended that the IEB appropriate additional sums from the general fund.

It is recommended further that the IEB be instructed to formulate a plan for the creation as soon as possible, of a press association council, this council to be composed of whatever committees are elected by the press association members for

their individual associations and agencies, with the national vice-president for wire services as chairman.

It should be the duty of the individual press association committees to promote, through every means possible, the organizational work among employees of their respective organizations or agencies, with the active assistance of the council, functioning in this respect as the requisitioning agency for necessary appropriations. It shall be the duty of the vice-president for wire services to co-ordinate these efforts and carry out the instructions of the council and to represent the council on the IEB.

Collective bargaining should in all cases remain with the IEB. Your committee feels that the organization for this work herein suggested would constitute the necessary safeguards against any possibility of company unionism developing within any of the units permitted to federate under this plan.

Men employed by press associations and agencies, stationed in the small bureaus widely scattered throughout the country, at present stand in greater need of Guild aid to improve their status than the men employed in large bureaus located in metropolitan areas.

More Efficient Method
Your committee believes that the plan herein outlined offers a safer and more efficient method for promoting the welfare of these isolated newspaper men and women, or along the lines, than has heretofore been devised. Without the incorporation of these men and women into the ANG collective bargaining for the press association and agency employees on a nationwide scale is impossible, and in this connection your committee feels strongly that collective bargaining for such employees can only be done most effectively on such a scale.

This committee feels that this Convention should, however, commend the courage of the Associated Press unit of the Newspaper Guild standing in New York for facing the issue of the right of collective bargaining at this time and further that it should condemn the Associated Press for its attitude in the issue and point out that the Associated Press can not continue to claim it is unbiased in its policy so long as it continues to be unfair to its own employees.

The committee further feels that Dean Charles E. Clark of the Yale Law School should be recommended by this Convention for his courageous, just and brilliant opinion rendered in the Watson case, in which he pierced the smoke screen of the publishers by pointing out that "Freedom of the Press" would be facilitated by freedom of organization.

The wire service committee included LOUIS JAY HEATH, of Washington, Chairman; MORRIS WATSON, of New York; HOMER MEYER, of New York; BRUCE CATTON, of Cleveland; ED ALLEN, of Boston; ROLAND GOODMAN, of Detroit.

Organization of college students interested in journalism as "Guild Associates" was approved by the ANG convention on the recommendation of its education committee. Associates would be entitled to attend open Guild sessions and carry credentials, although not having other privileges of membership. They would pay the same dues as unemployed members as well as the cost of an annual subscription to THE GUILD REPORTER. This plan has been embodied in the constitution.

Pointing to the tendency among schools of journalism to be published by press associations and news photo agencies, the committee recommended that the IEB be instructed to formulate a plan for the creation as soon as possible, of a press association council, this council to be composed of whatever committees are elected by the press association members for

their individual associations and agencies, with the national vice-president for wire services as chairman.

It should be the duty of the individual press association committees to promote, through every means possible, the organizational work among employees of their respective organizations or agencies, with the active assistance of the council, functioning in this respect as the requisitioning agency for necessary appropriations. It shall be the duty of the vice-president for wire services to co-ordinate these efforts and carry out the instructions of the council and to represent the council on the IEB.

Collective bargaining should in all cases remain with the IEB. Your committee feels that the organization for this work herein suggested would constitute the necessary safeguards against any possibility of company unionism developing within any of the units permitted to federate under this plan.

Men employed by press associations and agencies, stationed in the small bureaus widely scattered throughout the country, at present stand in greater need of Guild aid to improve their status than the men employed in large bureaus located in metropolitan areas.

More Efficient Method
Your committee believes that the plan herein outlined offers a safer and more efficient method for promoting the welfare of these isolated newspaper men and women, or along the lines, than has heretofore been devised. Without the incorporation of these men and women into the ANG collective bargaining for the press association and agency employees on a nationwide scale is impossible, and in this connection your committee feels strongly that collective bargaining for such employees can only be done most effectively on such a scale.

This committee feels that this Convention should, however, commend the courage of the Associated Press unit of the Newspaper Guild standing in New York for facing the issue of the right of collective bargaining at this time and further that it should condemn the Associated Press for its attitude in the issue and point out that the Associated Press can not continue to claim it is unbiased in its policy so long as it continues to be unfair to its own employees.

The committee further feels that Dean Charles E. Clark of the Yale Law School should be recommended by this Convention for his courageous, just and brilliant opinion rendered in the Watson case, in which he pierced the smoke screen of the publishers by pointing out that "Freedom of the Press" would be facilitated by freedom of organization.

The wire service committee included LOUIS JAY HEATH, of Washington, Chairman; MORRIS WATSON, of New York; HOMER MEYER, of New York; BRUCE CATTON, of Cleveland; ED ALLEN, of Boston; ROLAND GOODMAN, of Detroit.

Organization of college students interested in journalism as "Guild Associates" was approved by the ANG convention on the recommendation of its education committee. Associates would be entitled to attend open Guild sessions and carry credentials, although not having other privileges of membership. They would pay the same dues as unemployed members as well as the cost of an annual subscription to THE GUILD REPORTER. This plan has been embodied in the constitution.

Pointing to the tendency among schools of journalism to be published by press associations and news photo agencies, the committee recommended that the IEB be instructed to formulate a plan for the creation as soon as possible, of a press association council, this council to be composed of whatever committees are elected by the press association members for

Long-Distance Delegate at Work



Howard Hill, president of the Northern California Guild, was probably the farthest from home of any member attending the New York Convention. He is shown here interviewing Tom Mooney, the celebrated labor prisoner of California. Other members please note and have your private morgue ready when the call comes!

ANG CREDIT UNIONS

Social Security Committee Urges Their Formation

ANG sponsorship of formation of credit unions, both for their own benefits to newspapermen and as aids to Guild organization, and of group medical and dental service was voted by the recent convention when it adopted the recommendations of the convention committee on social security.

The committee's program included a recommendation that all local Guilds study other phases of co-operative action, including consumer purchasing.

Credit unions, the report stated, are operating successfully under Guild direction in several cities. The movement in general is growing rapidly and adding about 150 new organizations monthly under the direction of the Credit Union National Association and the Credit Union Division of the Farm Credit Administration. There are now more than 8,000 credit unions in the United States. The report added:

Providing Guild representatives will initiate and develop credit unions in their places of employment to embrace all departments of newspaper plants, these efforts permit strong foundations for Guild organization. Formation of credit unions is simple and inexpensive. Most states have special laws for their organization and control and an act of consumer provides specifically for their creation, development and control.

Organizers Without Cost
The Farm Credit Administration and the Credit Union National Association, the report said, provide organizers without cost to assist groups in organizing.

The committee recommended that the ANG issue an informative bulletin to further organization of such unions among the many Guilds now considering the step.

The question was raised in debate whether the possibility of publishing and other high newspaper officials joining the credit unions might make them potential weapons against the Guild. A publisher is a member of an Albany credit union, a delegate pointed out.

The committee's report did not suggest that credit union membership be open to persons not eligible for Guild membership. It was explained in answer, and the report was then adopted.

Cite Philadelphia Service
The group medical service in Philadelphia in which about 130 Guild members pay a fixed rate of \$2 a month and are thereby guaranteed all the medical, surgical and hospital attention they may require, was cited as an example worthy of adoption by other local Guild members' dependents also benefit by the service through greatly reduced rates, and dental service and eye treatments are arranged.

This service, the report points out, has saved Guild members an average of \$300 a month in actual service rendered, and has afforded specialists' care to many who could not afford it.

The St. Louis Newspaper Guild Health Service Plan, begun in April of this year, is already a "going concern," the report states, with a membership already of about 75 of the 200 persons eligible.

The committee members were JOHN WATSON, chairman, of the Tri-City Guild; PAUL COMLY, FRENCH, of Philadelphia, and DANIEL A. COSTER, of Baltimore.

INDUSTRIAL UNIONISTS

Our Belief in the Principle Is Reaffirmed

The Guild reaffirmed its stand in favor of industrial unionism when the convention, upon the recommendation of the labor Relations Committee, voted support of the movement to establish "an industrial union of all unions in the newspaper industry."

The same resolution urged that "once A. F. of L. affiliation is consummated, local Guilds take full advantage of their right to representation in state and city central labor bodies, and in the printing trades councils of their respective localities."

Wherever possible, local Guilds were urged to send fraternal delegates to city central labor bodies and printing trades councils without waiting for affiliation.

The problem of use of the union label by publishers to keep the support of organized labor during their conflict with the Guild, the resolution said, would be alleviated by affiliation with the A. F. of L. and with the printing trades councils.

In the meantime, the resolution added, "we urge local Guilds and units to build up friendly relations with the workers in the mechanical departments so that the way may be paved for the maximum possible cooperation in times of need."

FOR COOPERATION WITH AUTHOR'S LEAGUE
As the Authors League of America and the ANG "are recognized as organized spokesmen of men and women in the field of writing," the convention instructed the IEB to appoint a committee to work with a similar committee designated by the Authors' League "with a view to studying the possibilities of closer cooperation." The committee will report its recommendations to the next Convention.

ADVISE TO LEDGER MEN
Guildmen on the Newark Ledger who have been coerced into signing individual contracts by S. I. Newhouse, the publisher, were urged by the Convention to annul these contracts "which tend to destroy collective action and which are in conflict with Guild principles."

Establishment of a National Employment Bureau at national headquarters was approved. The proposition placed upon local Guild members the responsibility of notifying the Bureau whenever a vacancy occurs.

QUINCY, MASS. TROUBLE
The IEB was instructed to cooperate with the Boston Guild in its opposition to conditions existing on the Quincy (Mass.) Evening News where the reporters were said to be locked out and scab printers were serving as both printers and reporters. The Convention voted that if any of these scale seek employment on a paper where there is a Guild unit, Guildmen should oppose their employment.

TO STUDY LABOR TACTICS
Citing the Guild's lack of experience in the use of the most effective labor union tactics to accomplish its objectives, the Convention adopted a resolution directing the IEB to make a study of these tactics and advise locals.

THANKS TO AMALGAMATED
The Guild's appreciation of the moral support and a gift of \$500 for the strikers from the Amalgamated Clothing Workers of America was expressed in a resolution.

age in budding workers of the Fourth Estate an early orientation in the labor movement."

The committee called on District Guild Councils to extend the operation of training classes for apprentices that has been undertaken by some local Guilds.

The committee was composed of ARMSTRONG, of New York; LITTLE, of Washington, and MANN, of Milwaukee.

ANG to Honor Best Work

Plan Calls for Local Recognition as Well

Provision for an American Newspaper Guild Award for the best example of a reporter's work during the year, was made by the Convention in adopting the report of the committee on standards and awards, of which William L. Lawrence, of New York, was chairman. The prize, to be known as the American Newspaper Guild Award, will carry with it the award of a medal to be known as the De Sousa Memorial Medal. Non-Guild members shall be eligible.

This award plan is a development of the one approved by the 1935 convention, with machinery added to make it function.

Other awards are to be made for the best article of opinion, such as an editorial or column, cartoon, photograph, and outstanding example of headline writing.

The NEB was empowered to appoint as soon as possible, an ANG Standards and Awards Board whose sole function will be to carry out the organization of local, city and national committees of award. The national board of judges is to consist of nationally known newspaper men who are members of the Guild.

To make the plan effective, the report suggested that each local Guild unit set up at once a local committee of awards which will single out for distinction any piece

at work in the five classifications appearing in its newspaper. Such awards should be submitted to the Guild Arbitration Board for publication."

A system of city-wide or district boards of awards is also recommended. The unit awards would be turned over to these boards, which, every three months, would issue awards for their areas. Such awards would also be listed in the Guild Record, and the items honored should be placed on file with the editor.

At the end of the year the city and district committees are to select several examples in the various classifications which they deem worthy of consideration for the annual national awards.

The awards are to be selected not later than the middle of January so that the winning material may also be submitted for the consideration of the Pulitzer Prize board of judges.

The committee's report was presented as a substitute for the resolution of Thomas B. Sherman, of St. Louis, which was adopted by the NEB in March.

The committee included: William L. Lawrence, chairman; Cunningham, of Cleveland; Goodman, of Detroit; Janet Scott, of Tri-City;

Facts for E. & P.

Editor, The United Reporter:

Owing to the refusal of **Editor & Publisher** to correct misstatements of fact made in a review of my book, "Imperial Heists," in its issue of April 11, will the **United Reporter** please place this review in its issue? **Editor & Publisher's** shielding of Hearst of the book's expense has apparently deterred many newspapers outside New York from buying the book.

Because most of the information in "Imperial Heists" was taken from standard newspapers of the past forty years, from 200 books and from the files of the United States, the United States and the United States basic United States Government documents, a wealth of detail about Hearst has been obscured from independent newspaper editors and proprietors.

According to E. & P. I went far afield in charging Hearst with responsibility, in collaboration with the United States, for the inception of systematized Chicago graft. It is yet this fact is so well known

to "the 29-year-old story of unionizing in the Homestead mine," suggesting that these events twenty years old are out of place in a biography. This is a childish device to raise doubt about a book in the reader's mind.

Chicago Publication War

Especially did I testify about the bloody Chicago events as recounted in "Imperial Heists." The "reporting quotations" are from two Chicago papers, long since defunct," said E. & P. (There were not, the fact is, primary newspaper papers; they were so-called "Chicago papers," the quotations came from these papers, and secondly, most of the Chicago papers, labor or capitalist, Republican or Democratic, during the war period are "defunct." What "defunctness" means, if anything, is something known only to E. & P. Dan's own and **Greene's Tribune** and **Fulitzer's World** are "defunct" yet they were in their day, influen-

The Chicago Daily Socialist (1906-1913), I may point out, was under one of the most responsible editors

One Night: A history of the motion picture," by Terry Ramsaye.

Methods in Other Cities

E. & P. of Hearst were not the only ones.—because not the only significant.—because not the only others! Yet the book speaks elsewhere, on the basis of documentation, that these methods were used elsewhere, notably in San Francisco and New York—against rival publishers.

At the main, the book centers on Chicago. New York and San Francisco, and explicitly states that similar procedures were used other Hearst cities.

E. & P., apparently willing to do anything for Hearst, cited Hearst's own record of contractual relations with the press, as indication of a friendliness toward organized labor, deliberately ignored.

Seen in Chicago. A. N. S. Bonds, "Social Forces in American History," a standard work, and numerous other works.

E. & P. ignored the fact that the commercial Chicago papers did not (1) report events that placed them in bad light, and (2) were not available, not published, during periods of Chicago pressman's strike of 1913-15.

Quotations Misused

E. & P. "overlooked" also that I quoted from the Chicago Day Book of the Scripps-McCall League and the *American Pressman*, a sober monthly newspaper, edited by George L. Berry, now in the hands of the Roosevelt Administration. Berry wrote the very material quoted in "Imperial Hearst." It also "overlooked" in this section my quotation of the record of the Senate hearing, but

mentation of "Imperial Hearst" which showed harsh methods continually used by Hearst against his employees and ignoring the fact that these contracts Hearst has with his employees are not the same as others, except the earlier ones entered into for political effect, he forced into only by bloody content and secret sabotage in his hands. P. P., allying contemptuously

Memo for Papers' Business Managers

me by E. & P. in the matter of Hearst, I plead guilty. It is the same sort of thing displayed on countless occasions with respect to Hearst by leading New York papers and magazines of opinion, and by individuals like Grover Cleveland, Woodrow Wilson, Theodore Roosevelt, Elihu Root, Samuel Sashary, Charles Elliot, Stanley Baldwin, James Bryce, Walter Hines Page, E. L. Goddard, Senator George Norris, Dr. Charles A. Beard, Alfred R. Smith, etc.

E. & P. was in effect shielding

The Associated Press, in its cautious comments about placing blame, also mentioned similar details. The strike was "not a cloudy story," it observed, however, reported that in this way:

"The lives threatened by men who were there and strike agitators who surrounded them, the fact that the DeLoraine and Decker Tool Company and other manufacturers were arrested and taken out of the city and their own safety tonight was their own. Their arrest followed a day's warfare of sniping and the use of gas in which 14 men were killed."

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 mandates of the Third Annual Convention of the American Newspaper Guild, and that he confine the editorial policy of THE GUILD REPORTER to that specific program."—Resolution of the 1936 Convention.

Editor: Clyde Beale

Assistant Editor: Leon Svirsky, New York World-Telegram

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Arthur McManus, John Sullivan, Sidney Penner,
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Remember Milwaukee!

In military strategy it is the "front," in scientific terminology the "focal point," and in the American Newspaper Guild its name is the Wisconsin News. However we look at it, we see the plain fact that the Guild's fight for better working conditions for newspaper editorial workers at this moment is concentrated in Milwaukee. Nowhere else is the opportunity or the danger so great.

Winning in Milwaukee, the Guild everywhere gains a stronger position in negotiations with publishers. In fact, so long as the fight continues we cannot lose, for the courageous stand against Hearst has already made itself felt in membership gains throughout the country. At the same time, a collapse of the fight might provide an entering wedge for a counter-drive against the Guild.

The strike is pursuing a steady if not spectacular course. Its importance does not diminish as the weeks go by, nor does the pressure upon the publisher. The longer it goes on, moreover, the less will other publishers be inclined to risk a similar bout.

It is no surprise to the Guild that the battle has proved to be long and hard. We knew it would test our determination to the utmost. If we are ever to show that determination this is the time and place.

The regular contribution required of each Guildsman to maintain the fight is not a great burden on any individual. And it is the opportunity for each of us to show that when he speaks of strength in unity he means it. Let's not be lulled by summer or vacations. Life and hope go on, and our hard-boiled clan has always been ready to pay the reckoning.

The Acid Test

City Editor Walter Lister, of the New York Post, made news the other day by giving his staff an intelligence test.

Many of the questions, dealing with the names of district leaders and such matters as how to get to various points in the city, called for information that might perhaps be better relegated to guidebooks or a city editor's head than permitted to clutter up the mind of

a reporter, which should be kept fresh and alert for more important things.

But there were a few intriguing inquiries, of which the following is a sample:

"The office has just received a flash that a bank has failed. You are told to write a half-column for an extra. Where do you get your background? You are told to get what information you can by telephone. Whom do you call?"

There may be something in this idea. But if the staff is to be required to go on record with its qualifications for meeting emergencies, what about having the public test the fitness of city editors and publishers? Here is one for the publishers:—

Your underpaid staff has suddenly made a demand for higher salaries. You want to maintain a liberal reputation and keep expenses down. From which of the following would you seek advice on this labor problem? S. I. Newhouse, Harvey Kelly, John L. Lewis, William Randolph Hearst, John W. Davis, William Green, Dean Charles E. Clark?

Mr. Lister scored his own test himself, which leaves something to be desired from the standpoint of sound pedagogy. We would call in disinterested outsiders to rate the publishers on our test. Let the newspaper readers give them a mark.

Steel

A major blot is about to disappear from the record of organized American labor; the basic industries are to be brought into the fold, beginning with steel.

It has long been the habit of enemies of labor to point to steel as an example of the inability of our workers to meet the challenge of new times and new methods of organization such as business has demonstrated in its huge trusts.

True the difficulties in the path of labor were tremendous. Even as to language, the workers were divided, speaking many tongues and living in

their own tight little communities in the various steel towns.

The steel companies exploited these national prejudices, effectively hampering the union organizers. Up to 1914 the emissaries of the corporations searched every corner of Europe for new workers. And with each batch the unions faced the problem of teaching them the meaning of organization.

This was only one of several powerful adverse factors. The steel towns were owned by the steel trust. Tragically, too, where the workers were organized there were the vexing problems of the form of organization and of jurisdiction. And to cap matters, when, in 1919, the last great effort was made to organize the steel workers and was having great success, enrolling some 400,000, President Wilson's attorney general, A. Mitchell Palmer, stepped in with a red-baiting campaign that helped undo the work. This and the quarrels between the unions defeated the effort.

On the other side there were no such problems. Steel manufacturers were united in the steel trust and had working agreements with the independent manufacturers. They had a common labor policy, a common hatred of all unions and a common determination to keep them out at all costs.

Today the situation is vastly different. The language barrier is no longer a factor of any importance. The forces of labor are united and there will be a single command and a single headquarters in Pittsburgh. Organizers are in the field and the big push is on.

It is rumored that the companies are about to counter the organization drive by handing out a small raise in pay, or rather a restoration of at least one pay cut. This well-recognized gesture will certainly not fool the steel workers.

We are confident that the next few months will see the re-birth of the great union in the steel industry with a tremendous membership. The Newspaper Guild, itself a young union, wishes the steel workers well in their great effort.

"The Plight of the Writer"

The Unorganized Screen Men's Experiences Sound Strangely Like the Unorganized News Men's

(From an editorial in the Illustrated Daily News of Los Angeles, Cal.)

American writers, at least those who write for a living, are vitally concerned in the battle an organized group of their fellow-craftsmen is now waging with the motion-picture producers.

Without going into the more or less intricate phases of the controversy, it is a fight to establish by collective bargaining, just and equitable relations between the screen writers and those to whom they sell their product—some as day labor, others in the piece.

The motion picture industry is one of the most profitable in the world. It can afford to pay and does pay extravagant salaries for executives and so-called dramatic talent. Even the technical and mechanical staffs are unusually well paid.

To the writers, excepting those whose reputations command a high price, they pay as little as they can. Each year the screen writers find more severe conditions imposed, their remuneration constantly curtailed. They seek justice and redress through organization, with the usual result.

Grasping employers the world around usurp the rigid prerogative of organization—to their employes they invariably deny that right.

The producers have many reasons to expect to win. Writers are notoriously incapable of intelligent and effective organization—a deficiency which has left them the most poorly paid workers in any calling that takes something more than muscle or manual skill.

The education, the experience, plus the customary intelligence of the fairly competent writer, if devoted to the law, medicine, engineering or almost any other profession would bring tenfold returns.

The pen may be mightier than the sword, but as a gold-digger it runs a bad second to the shovel.

There is no explaining the reason, but it is a patent fact that while the members of almost every trade, craft and calling in America have wrested from organized capital higher wages, shorter hours and better living conditions, the professional writers are no better off than they were at the turn of the century.

In almost every civilized country the status of the professional writer is recognized not only by society, but by the Government. In some European countries the recognition takes the form of a Government bounty. When he has passed the age at which his product supports him, the artist, be he writer, painter, sculptor or musician, is given either a position in the diplomatic service, a sinecure or what amounts to a pension.

In America some of our most distinguished authors and essayists have died in penury.

It is, of course, the duty of the organized writers to maintain a fair standard of skill and efficiency, if the organization is to be a success; but not until the men and women who write for a living provide for themselves the weapons available to the Boilermakers' Union, the Manufacturers' Association and the American Legion can they expect to be anything more than the goats of a highly organized and utterly selfish order.

The writer who hopes to get justice through the workings of the altruistic spirit, he so often entertains is like a man coming barehanded into a room to encounter a band of old boys with knives in their boots.

If you are employed on the editorial staff of a paper or if you derive the major part of your income by contributing to the editorial output of news disseminating agencies your organization is the American Newspaper Guild. If so, join now and help push the first nationwide movement to im-

Sacrifice Behind a \$500 Gift

Amalgamated Struggled To Win Its Strength

A check for \$500 was presented to the Convention for the Milwaukee Strike Fund by the Amalgamated Clothing Workers. The union's representative, Charles W. Ervin, Washington correspondent of its paper, Advance, and a Guild member, is a veteran of the labor movement. Below is part of his speech.

By CHARLES W. ERVIN

This is the second time I have done this. The previous time was before some of you were in the profession. The check was for \$100,000. They (the Amalgamated) sent me to the steel strikers, where 251,000 were involved and starving. They passed a resolution supporting that strike and I handed the then chairman of the strike committee \$100,000 from the tailors.

I want to say to you something as a fellow Guild member. I wouldn't clap that check too much. I hope the time will come when you won't have to take any money from anybody but members of the Guild. I feel that very keenly.

I was an executive of a newspaper daily and Sunday in 1919 and recognized a 100 per cent organization of the 51 members of the editorial and news staff on the New York Call. Unfortunately, it went no further than that, but I have lived to see the day when 4,000 to 6,000 members of my profession have actually found out that they belong to the working class and have actually found out that when they go on strike the policeman, whom they thought they were more or less chums with in getting news, has no hesitancy in using his club on their blocks.

I have lived to see the tailor get two things—guts and intelligence. The most despised craftsman in America in 1906, sweated to the limit—today, when the nine "holy ones" in Washington said that it wasn't constitutional to do anything about the constitutions of the people of the United States, the answer of the Amalgamated the next day was a call for \$1,000,000 as a fund to protect what they had gained, and they got the \$1,000,000, \$10 from every tailor in the organization.

You can't win strikes without ammunition. Spirit, yes; these tailors had spirit in 1910 when they went into that great strike in Chicago with bare hands and ten cents for each member of the picket line to get a cup of coffee and a bun—ten cents a day! Of course they had spirit, but they had intelligence, too, and when they got some power they determined to get more power.

I just want to say to you, as perhaps the oldest member in years in the Guild—I am 76—I have lived to see the tailor come up from nothing. I hope to live to see the day when every member of our profession understands he is a worker. I hope to live to see the day when in a strike every member of this Guild understands that he has got to do his share or we will lose every strike we ever attempt. You can't do these things without sacrifice. You can't build anything without sacrifice and, after all, sacrifice is intelligent selfishness. If you sacrifice today, you get more tomorrow.

So as a member of the Guild, I am glad to bring this greeting from an organization that is always militant, never truculent—there is a big difference—knows when to tread heavy, and when to tread light, knows when to retreat—when it has to—and when to advance; but all the time going, going, going. In the depression, the whole industry nearly collapsed, but today, in its convention, it has 36,000 more members than it had two years ago. I thank you.

prove the wages, working conditions and security of editorial employees.

Fill out the blank below and mail it in. All information will be kept in confidence and will not be given out without your permission.

AMERICAN NEWSPAPER GUILD,
49 West 45th Street,
New York City.

Please send me an application blank and statement of membership requirements.

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Paper..... Position.....