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Guild Presses Howard for Contract; ANPA's Open Hostility Is Rebuked

A refusal by Roy W. Howard, president of the New York *World-Telegram* and part owner of the Scripps-Howard chain, to sign a contract with the New York Guild, in response to the demands of the unit, appeared to be bringing the question of contracts throughout the ANG to a showdown as the banner year to date drew to a close. The unit, already assured of enthusiastic backing from the units on Scripps-Howard papers in Cleveland and Akron, Ohio, reaffirmed its demand.

Guild and Typos Pledge Joint Aid in N. Y. Fight

Striking ITU Local to Reject Any Settlement Not
Protecting Rights of Guildsmen

The New York Typographical Union has formally agreed that no settlement of its strike against the *North Shore Journal*, a Flushing daily, will be "consummated which does not include recognition of the Guild and return of its members without discrimination."

The Typographical Union took this action after its International had sanctioned the strike. The formal agreement was reached two weeks after the entire Guild unit on the paper had refused no longer to cross the printers' picket line or hand copy to strike-breakers.

This is the first time such complete co-operation between a Guild and a local of the ITU has been reached on a formal basis.

In a resolution forwarded to the New York Guild, the typographical local said:

In view of the support and co-operation accorded by the *North Shore Journal* unit of the Newspaper Guild of New York and representation made by its officers to this committee relative to the situation in Flushing, the Executive Committee of Typographical Union No. 6 gratefully accepts the Guild's extended hand of fraternal unionism and pledges that no settlement will be consummated which does not include recognition of the Guild and return of its members without discrimination. This action is subject to the approval of the ITU executive council, which body will be urged by the committee to ratify the same.

The Guild had sought a formal
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Rises Aid Guild In Los Angeles

Unsolicited, But the Staffs
Know the Reason

LOS ANGELES—Blanket pay increases on four of Los Angeles' five metropolitan dailies were hailed as a major tribute to the Los Angeles Guild, which, in its four months of existence, has built a membership of 100.

Unsolicited announcement of minimum wages, ranging from \$80 a month for copy boys to \$180 a month for experienced editorial workers, was first posted on the bulletin boards of the two Hearst newspapers, the *Examiner* and the *Herald-Express*. Manchester Boddy's *Illustrated Daily News* and *Evening News* followed with similar
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Strike Vote Taken On Boston Paper

BULLETIN

BOSTON.—The *Transcript* unit of the Boston Guild on Dec. 23 voted authority to the negotiating committee to call a strike after the publisher, William M. Hines, threatened some firings.

The local Typographical Union was to take a strike vote on Dec. 27.

The paper is open-shop. The management recently admitted conditions in the editorial department were "deplorable."

Along with Howard's refusal came a pronouncement from the board of directors of the American Newspaper Publishers Association openly opposing contracts with organizations of editorial employees. It listed ten points to which the board was opposed, including several of the Guild's basic demands. One point was any "agreement by the publisher to establish conditions in his office designed to embarrass a competitor."

J. David Stern, publisher of a chain of papers with which the Guild has contracts, resigned from the association following publication of the bulletin, and the *New York Daily News* editorially criticized the body's stand.

Meanwhile, many branches were continuing to gain improvements and evidences of growing labor support for the Guild were multiplying.

DO YOU BACK ANPA, MR. PUBLISHER?

An Open Letter to the Publishers:

GENTLEMEN:—We read with a mixture of amusement and amazement, not to mention regret, the statement regarding relations with your editorial employees put out for your guidance by the board of directors of the American Newspaper Publishers Association, to which several hundred of you belong.

This statement attempts to segregate editorial employees, in effect, into a permanently disfranchised class; to prevent them, on the one hand, from ever being able to bargain with you in economic matters on anything like equal terms and, on the other hand, from exercising their normal rights as citizens in ways which you use to your advantage.

WE DOUBT that this represents a goal which the great majority of you have seriously set for yourselves. For one thing, the public statement represents only a continuation of the policy which the ruling group in the association promulgated secretly in confidential Bulletin 6305, under date July 27, 1934, which was inadvertently disclosed in a Newspaper Industrial Board hearing. Moreover, a number of publishers have lately reached harmonious working agreements with editorial employees through the Guild. If the policy was working, the board would not need to expose its Bourbon instincts this way in public.

Rather, it seems plain that this extra pressure is an attempt to bring you around to some general anti-labor strategy which dominant members of your board or your ex-

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Howard States Stand on Guild

N. Y. Unit Renews Demands for a Contract

Roy W. Howard, president and editor of the New York *World-Telegram*, devoted a large part of a five-hour conference with a New York Guild committee on Dec. 17, giving reasons why he was opposed to signing up with the Guild, but five days later the members of the *World-Telegram* unit responded to a report of the conference with a renewed demand that the Guild executive committee press for a contract.

The conference with Howard was held in the general offices of the Scripps-Howard organization in the New York Central Building, and it was felt by the committee that Howard was speaking for the general chain management, when he resisted Guild contracts. At one
(Continued on page 5)

Tacoma Squelches Company Union

TACOMA, Wash.—Protest by the entire labor movement of this city resulted last week in disbanding of Tacoma Times Chapter No. 1 of Associated Newswriters, Inc., company union here. The group met Dec. 23rd and voted to disband.

The executive board of the Central Labor Council had protested to the *Times* management its action in organizing the company union. On the committee which conveyed the protest were representatives of the Typographical Union, the Guild, pressmen, mailers, teamsters and building service employees.

A proposed contract between the Guild and the management is now in the hands of the latter, awaiting approval. It would provide a minimum pay scale after five years' experience of \$45 a week, and ranging down to \$25 a week for less than one year.

Chicago Goes Above 200; Guild Doubled in Fortnight

CHICAGO.—Passing the 200-member mark, with a gain of 100 per cent since the last Guild Reporter, the Chicago Guild's organizing drive steamed ahead at high speed into the New Year. The ANG's three-year campaign to enlist Chicago newsmen in the drive for better conditions appeared to be nearing its goal.

A membership increase of almost 450 per cent in 60 days was the record.

Two of the five big dailies in the nation's second city were heavily represented—the *Herald-Examiner* (Hearst) with a strong majority and the *Times* with almost complete organization.

Upsetting the schedule, Colonel Knorr's *Daily News* forged ahead of its Hearst afternoon competitor, the *American*, in Guild sign-ups. Progress also was made on the *City News Bureau*.

Colonel McCormick's *Tribune* and the A.P. office remained virtually

untouched at this writing. The United Press had long since been organized in majority, as had the German language *Abendpost*. (Shhh, there is one ANG member on "The World's Greatest Newspaper," but don't tell anybody—YET!)

The *Herald-Examiner* organized formally as a unit on Dec. 22. It has an eligible staff of about 125. Provisional officers elected to serve until Jan. 14 were:

Chairman, Austin O'Malley, reporter; secretary, George Murray, copyreader; treasurer, Harold Andrews, sports copyreader. *Herald-Examiner* delegates of the city Guild executive board are, besides O'Malley, Lytton Taylor, Sunday copyreader; Harry MacNamara, sports writer; Charles J. Gotthart, Jr., assistant financial editor, and David Mann, photographer.

The *Times*, in its second unit meeting on Dec. 17, counted an attendance of 73 staff members. Approx-

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IEB Orders Defense Levies

A Statement by the ANG Treasurer
Under the plan adopted by the International Executive Board at its meeting on Sept. 12, the board has now voted three weekly assessments of 50 cents each on the membership, payable for the weeks of Jan. 4-6, Feb. 1-6, and Feb. 8-13. Stamps and instructions have been issued to the local treasurers.

The assessments will serve to establish a reserve in the International Defense Fund. Against the amount payable for the three weeks, each local that contributed to that fund subsequent to Sept. 12 will receive a credit of the amount received at headquarters after that date. Fifteen locals contributed so well that, on

the basis of present membership figures, they will owe nothing on the assessments, and will be able to issue the stamps to their members without collecting anything therefor. Other Guilds will benefit from varying credits. The net amount payable to the defense fund will be subject to revision on the basis of actual dues-paying membership during the weeks of the assessments.

It should be emphasized that, regardless of how much a local paid in strike support, its credits in that respect on the books of the International will apply only against the present three assessments.

Reports from various locals indi-

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GUILDS' ACTION NETS GAINS; BARGAINING FRONT WIDENS

Advances Registered in Boston, Chicago, Omaha, Los Angeles And Elsewhere—"Voluntary" Increases Spur Interest

With marked gains achieved in a number of cities as a result of Guild negotiations or Guild activity, the ANG is pressing forward on a wide front with its program for a 40-hour week, minimum wage scales and general betterment of working conditions under contract guarantees.

Four Staffs Get Raises In Boston

BOSTON.—Ninety-three pay raises from \$1.50 to \$4.14 a week have been distributed on the Hearst papers in Boston, the American, Record and Sunday Advertiser, and 22 increases in salary, averaging \$10.11 a week have been reported on the Evening Transcript since the Boston Guild recently increased its activity.

The rises on the Hearst papers were announced following the signing of the agreement between the Herald-Transcript and the Guild. Many of those who received raises promptly joined the Guild.

The Guild is engaged in collective bargaining with the Transcript and has obtained a promise from William M. Hines, the new publisher, that he will institute a bulletin board notice on wages and conditions as soon as possible. However, the Guild has not agreed to accept such an agreement.

Conditions "deplorable" The negotiating committee is proceeding cautiously but firmly to end conditions in the editorial department which the management admits in a long statement to its employees are "deplorable"—the paper has been through a bad period. Men doing staff and feature work have been receiving as little as \$10 a week, and men doing copy desk work have been getting \$13—the management classifies them as "office boys."

The Transcript has been an open shop newspaper in all departments but in recent years has complied with union regulations in the mechanical department without, however, establishing a closed shop.

St. Louis Guild Begins Parleys

ST. LOUIS, Mo.—First meetings have been held between the St. Louis Guild negotiators and the St. Louis Globe-Democrat and the East St. Louis Journal. The proposals for the Globe-Democrat include weekly minimums ranging from \$25 to \$55, the five-day, 40-hour week, a horizontal increase of 20 per cent for all editorial workers now earning \$65 or less weekly, dismissal bonuses, and written agreement. Proposals for the Journal include minimums, general salary increases, dismissal bonuses, preferential shop, and a contract.

Negotiations Begin on Gannett Papers

ROCHESTER, N. Y.—The Rochester Guild has opened negotiations with Frank E. Gannett, publisher of the Democrat and Chronicle and the Times Union, in an effort to establish the 40-hour, five-day week, dismissal notice in relation to length of employment and a general 10 per cent wage increase.

The negotiating committee has had one meeting with Frank E. Tripp, general manager of the Gannett papers. At the end of the meeting

IEB Meets Jan. 8-9 Convention is Set

The International Executive Board will hold its next quarterly meeting on Jan. 8 and 9 in New York City.

The Board has voted to hold the fourth International Convention in St. Louis, Mo., and has fixed the dates as June 7-11.

Tripp announced that the Gannett directors had decided that afternoon to share 1936 profits with employees and restore to 1929 levels the wages of those employees who have not had pay restorations since the 1933 general 10 per cent cut.

The profit-sharing meant checks equivalent to two weeks pay for employees five years with the company; one and one-half week checks for employees of three years' standing; and a week's salary for employees on the rolls for six months. These have just been paid.

The wage scale, which becomes effective Jan. 1, will benefit many employees who have been with the company a number of years, but leaves unaffected men who have come in more recently and those who have taken on more responsible jobs in the past three to six years. These will be the subject of negotiations which the Guild is resuming.

The Guild, which had 65 members in May, now has 114. The greater increase below from the reorganized Hearst unit, which has 37 members. Negotiations for this chapter are being prepared.

Washington Unit Presses Demand

Tension has eased somewhat between the Washington Post publisher, Eugene Meyer, and the Guild since a fortnight ago negotiations are still in progress, according to word received at headquarters. The Guild is seeking a contract.

Meyer rejected the idea of a contract at first. The Post Unit instructed the Guild negotiating com-

Three Assessments to Start Defense Fund

(Continued from page 1) the possibility of a major Guild strike in the near future. At the September meeting the IEB served notice that future strikes would be financed basically by assessments. This means that if a strike develops, the board will find it necessary to impose immediately additional assessments, which will be accounted for separately from the three just announced, and will not be affected by any credits for past contributions.

The application of the three weekly levies just announced requires an explanation, because it is unusual and should not be taken as a precedent. The ANG Constitution contemplates the imposition of assessments on an individual basis, in exactly the same manner as dues.

The present plan constitutes a departure from accepted practice, which should not have to be resorted to again. It was adopted by the board to meet a peculiarly difficult situation which existed in September; money was needed urgently for Seattle, higher dues had just gone into effect, and it was evident that the organizational structure of a number of locals would be seriously affected by an attempt to collect a series of Guild-wide assessments.

Why Plan Was Followed The plan adopted permitted the load to be distributed among those members and locals who could stand it better, and at the same time tended to equalize the burden on all locals. The board estimated correctly that in January the Guild would be in a stronger position and the local collection machinery in better shape. The plan also had the advantage of giving the locals some leeway in the method of raising the amount of assessments due from their entire membership.

In view of the special conditions of the three announced assessments, every local is free to raise the amount as it sees fit. If the local has no credit against them, the logical procedure would be to apply the assessments directly on the membership in the normal manner. Where the local has a credit, it can either pro rata the required balance among its entire membership, or collect from those who did not contribute their share of strike support, or otherwise distribute the load. In any event, the amount turned in by the local, added to any credit it has, must total not less than the amount of the assessment for its entire membership during the three respective weeks.

Local treasurers will issue the blue assessment stamps to their members as soon as they discharge their obligation to the assessments or as the local discharges it for them. One stamp is to be pasted over the January dues stamp, and two over the February dues stamp.

VICTOR PASCHER, International Treasurer.

The IEB vote on the assessments was: For, Ballantine, Watson, Homan, Klyman and Ahern. No opposing votes received.

President of NCNG Better After Collapse



SAN FRANCISCO.—Howard Hill, president of the Northern California Newspaper Guild, is recovering satisfactorily at Meritt Hospital, Oakland, from the effects of the physical collapse he suffered early in November.

A tireless worker for the Guild, Hill "caved in" in the midst of collective bargaining negotiations with San Francisco and Oakland newspapers last month. Physicians said his condition was due to overwork. The successful outcome of NCNG collective bargaining negotiations is credited in large part to Hill. He expected to return to work before the end of December.

Akron Units Ask Flat Salary Rises

AKRON, O.—While the Guild was negotiating with John S. Knight, editor of the Beacon Journal, for a 35 per cent salary increase and flat \$15 per cent salary increase and a contract, the Akron Times-Press unit went to Walter Morgow, editor of the Scripps-Howard paper, with a proposal for a flat \$5 a week raise for each member of the staff.

Morgow asked for time to place the proposal before the Scripps-Howard executives in New York. Later, he asked the unit to agree to a delay until Jan. 11 when, he said, he would answer the unit's request. The unit approved the request and recommended "prompt and decisive action if the answer, in dollars and cents, is not forthcoming at that time."

The Beacon Journal negotiations were resumed recently. Joint negotiations with the two publishers were broken off last spring, when a number of Scripps-Howard units sought to end the negotiation deadlock by going to Robert P. Scripps. A brief, setting forth the Times-Press unit's proposal and the reasons for it, was prepared by Ray Suttiff of the Times-Press city staff and Ed Gorman of the sports staff.

PAY GOES UP IN CHICAGO

Hearst Makes Some Of the Concessions Gained by Guilds

CHICAGO.—Chicago's two Hearst paper staffs have now come in for a share in the improvements which the chain management has been making since the Seattle and Milwaukee strikes and the start of the Guild's strong bargaining campaign around the country.

Effective on Jan. 4, and for an indefinite period thereafter, the Herald-Examiner (morning) and the American (evening) will go on a five-day week, according to bulletin board announcements posted on Dec. 19 by the managements. Minimum scales are set up which mean large rises to many, also dismissal bonuses scheduled far below what Guild negotiators have got from other Hearst papers.

The announcements, predicted a month ago in the Guild Reporter, had been considered for several weeks, according to sources close to the management, and there is good reason to believe they were speeded up because of the pace of Guild organization in Chicago.

The two announcements are similar in language, but vary in figures in the morning paper getting higher scales.

The Herald-Examiner statement, which starts off by saying that the new scale will continue "so long as in the opinion of the management economic conditions justify," sets the following minimum rates for a 5-day week:

Rewrite men, \$35; copy readers, \$30; reporters, photographers, assistant editors and general desk men, \$30; artists, \$40; junior editors, \$30; beginners with less than three years' experience, \$25, and copy boys, \$20. The rates on the American, which is not yet formally organized as a unit, are \$5 a week less for rewrite men and copy readers and \$2 less for copy boys than on the Herald-Examiner.

While kind to get the raises, the newly Guild-conscious members of the staffs were quick to note the differences between the "voluntary" concessions and agreements negotiated directly by the Guilds in other cities. The Chicago "policies" leave term and enforcement up to management "opinion" instead of being signed for a year with Guild adjustment machinery recognized. Dismissal scales compare unfavorably with the New York Journal and American scales, which run to six months' pay after nine years.

Staff appreciation that the improvements were creditable to Guild battles was widespread.

The Tribune, it is now rumored, is contemplating pay adjustments.

Montana Dailies Grant Increases

GREAT FALLS, Mont.—Following Guild negotiations, the management of two Great Falls dailies under single ownership has given a number of pay raises.

In only one instance, however, did the raises meet the demands of the Guild and negotiations were continued.

The management then offered a statement of policy which was rejected by the Guild.

Negotiations were scheduled for last week on the basis of a contract which the Guild has submitted.

HAROLD BUTCHER, American correspondent for the London Daily Herald, and Mrs. Butcher are parents of a son, John Beverly, born Section Day morning. Butcher is editor of the Foreign Press, publication of the Association of Foreign Press Correspondents.

HOSTILE REACTION TO ANPA BULLETIN

Stern Resigns Membership; N. Y. Daily News Condemns Board's Action Editorially

One publisher resigned from the American Newspaper Publishers Association and another criticized the body editorially for the public stand of its board of directors against contracts with editorial employees.

The resignation, that of J. David Stern, publisher of the Philadelphia Record, Camden (N. J.) Courier-Post, and the New York Post, was based both on the fact that the ANPA bulletin in effect advised its members to "breach the law"—the Wagner Act requiring collective bargaining—and on the body's general attitude.

Stern's criticisms were made in a letter to the ANPA on behalf of the Philadelphia Record, which was a member. He said in part:

"Your association, founded to benefit and strengthen the daily newspapers of the country, has in the last few years so conducted itself as to lower American newspapers in popular esteem, to endanger the freedom of the press, and has even gone so far as to urge its members to breach the law."

Naturally we regret severing our connection with the leading trade association of the daily newspaper business, with which I have been identified for more than 20 years, but I do not see how a law-abiding newspaper can consistently retain membership in your association. Especially in view of the action of your board on Dec. 9.

At that meeting your board recommended to its membership that "no agreement" be entered into with any group of employees. As we understand the Wagner Act, it is obligatory upon employers to negotiate with representatives of a majority of employees in any department or craft. Any member of your association who enters into negotiation with employees when he has mental reservations not to make any agreement only makes a pretense at negotiation.

The New York Daily News editorial on Dec. 23, declared that the ANPA was setting itself up as a Franklynian League of Nations Supreme Court to judge the constitutionality of the Wagner Labor Act. It continued:

Nobody knows how the Supreme Court will rule on the Wagner Act. At the present time, it is the law of the land. Yet the American Newspaper Publishers Association has recently advised its members to ignore this law, by refusing to

dicke with the American Newspaper Guild, a regularly organized labor union affiliated with the A. F. of L. on questions of wages and working conditions. The advice is based both on the prediction of Eliza Hanson, counsel for the ANPA, that the Wagner Act will be declared unconstitutional. In effect, the ANPA is declaring the Wagner Act unconstitutional as to newspaper publishers before the Supreme Court gets around to declaring it constitutional or unconstitutional as to anybody.

In our opinion, this is dangerous advice by Mr. Hanson, and a dangerous precedent for so influential a group as the newspaper publishers to attempt to set up. If we're all to suspend the operation of laws we don't like until the Supreme Court passes on their constitutionality, the result will be chaos—especially in view of the notorious slowness of all our courts and legal processes.

Lowell Mellet, publisher of the Washington Daily News said: "We have been getting along fine under the agreement. I don't know how I could describe it better. Obviously, there has been no effect at all on the control over editorial policies."

Frederick E. Murphy, publisher of the Minneapolis Tribune, who regards his agreement as being with his own employees, said:

"Our relations with the staff always have been cordial and I have noticed no difference since our negotiations."

P-I Decision Due Officials of the National Labor Relations Board have announced that a decision by the Board on the Post-Intelligencer hearing held recently in Seattle and Washington will probably be handed down some time this month. The Board heard testimony on the Guild's charge that Franklynian and Everhardt Armstrong, employees of Hearst's Post-Intelligencer, had been discharged for Guild activity.

THE GUILD REPORTER.

Letter to the Publishers

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executives have worked out in association with the controlling groups in other organizations of big business.

OBVIOUSLY, this policy commits you to war on any organizational attempt by your editorial employees. Considering that organization of workers is now clearly in the air; that it is necessary, as you must admit, for the vast majority of the population; that the idea has recurred time and again among editorial workers throughout the last two generations (as an article in this issue of the REPORTER will show you), and that such an organization has now become established on a national basis, do you think that such a war is worth your while? You know what it means: Spying, suspicion, constant watch for petty advantages, money for "experts" to fix things for you, a succession of time-consuming, nerve-fraying incidents—not to mention the inevitable strikes—and permanently discontented, resentful staffs.

Would it not actually be more worth your while to regularize your relations with your staff; to recognize that they want and are entitled to, an effective voice in determining the basic conditions affecting their livelihood; to deal with them in ways in which they will have confidence, and to settle this aspect of your business for reasonable periods so that you can know where you stand and can turn your undivided attention to other affairs?

We hope you will agree. For our part we want peace, so long as it is obtained on a basis of self-respect. If you insist on war, we feel confident our aims and policies will commend themselves to the public.

We have written an answer to the statement by your board. From it you can form your own opinion as to how well the position taken by the board would be accepted by the public. We invite you to read this answer, which will be found in another column. THE GUILD REPORTER.

They Say We're a 'Promising Youngster'

TYPOS TRY 'SIT-DOWN'



This cartoon was distributed to 33 labor papers by the Federated Press. The Wisconsin Progressive used it, commenting: "He's made publishers from Seattle to New York sit up and take notice—his highly promising youngster in the family of organized labor." They went on to speak of the Guild's recent achievements.

THE ANPA BULLETIN AND GUILD REPLY

Below is a point-by-point answer to the ANPA bulletin opposing conciliatory editorial workers. The Guild comments follow each paragraph of the bulletin.

For the guidance of publishers the board unanimously makes the following recommendations: That no contract be signed with any organization, no agreement be entered into with any group of employees and no statement of policy be posted embracing any of the following conditions as affecting news and editorial departments:

1. An agreement by the publisher to give preference in the selection of employees to members of any organization.

This clause, like 2, could only be intended to facilitate sniping. If the great body of workers in the craft maintain an organization of their own, why should not the publishers go to it first in seeking new help?

4. A consent by the publisher to the registration of his news and editorial employees in favor of any political party or other pressure group.

Apparently the ANPA is trying to imply a great deal here but is too smart to be caught saying it. The clause can only mean a desire to invade the private rights of newspaper workers as citizens in a matter that has nothing to do with contracts regulating pay and working conditions. Newspaper men have private capacities, precisely the same right to advance their economic well-being through political action as the publishers exercise.

5. An agreement by the publisher to regulate compensation on the basis of any rigid or quantitative time basis to be applied uniformly or generally irrespective of quality of the work done.

No such thing has ever been asked. Members are expected to obtain the salaries they are worth. We do say that the publishers shall no longer use the newspaper men's disorganization to pay outrageously low salaries.

6. An agreement by the publisher to obey the constitution and by-laws of any organization.

If this has any meaning at all with relation to the Guild, it is a dishonest attempt to imply that the membership of a staff in the Guild would somehow impose editorial curbs on the publisher. Actually, as the ANPA must know, neither international nor local Guild laws govern what a member shall do for his

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It Brings President Howard and Ends Contract Delay

CHICAGO.—Forced by a series of quick sit-down strikes a new two-year contract was negotiated last week between the Chicago Newspaper Publishers Association and the Typographical Union. It was to become effective on Jan. 4 if approved by the union membership in a vote on Dec. 30.

Starting to Chicago newspapermen the revolt was a rank-and-file explosion which had particular significance for the Guild in that a no-boycott clause, which would have injured both the Guild and the potential effectiveness of the Union was killed out of the contract.

The new scales would be \$60 for the night side and \$66 for the day, representing rises of about 6 per cent.

The explosion, which hit the Hearst plant first and hardest, but spread to the Times and had important repercussions throughout the city, was almost unprecedented in recent newspaper history. It was called seemingly at TPU President Charles F. Howard, as well as at the Chicago Newspaper Publishers Association.

Object to Long Delay

Membership action was strongly backed by President Ralph E. Fischer and other officials of TPU Local 16, from which Howard himself gained his present office.

Main protests were said to be against:

1.—Nineteen months stalling on contract renewal negotiations by the publishers.

2.—Failure of Howard to effect a satisfactory settlement after negotiations were taken over by him several months ago.

3.—Shop conditions in the combined composing room of the Herald-Examiner and Evening American.

The situation came to a head when one of the militant operators felt he was being "ridden" and in the resulting quarrel received many expressions of support. He suggested holding chapel meetings on deadlines until matters were straightened out.

On the next edition deadline a 37-minute chapel meeting was held. Day and night thereafter, "prolonged chapel meetings," lasting from an hour and a half to a half hour, continued throughout the week.

"We couldn't get Howard in here," printers declare, "but we knew the publishers could if we raised enough hell. And it worked."

Howard arrived from Indianapolis on Sunday, Dec. 20, and went into immediate session with local TPU officials and the city scale committee.

For months Howard refused to come to Chicago, printers declare. He said only Harvey Kelley could deal for Howard and that Kelley was too busy on the Seattle Guild strike. At last the local scale committee walked into a negotiating meeting and found Howard sitting with the publisher representatives. This, local printers claim, was the first time even the local union officers knew Howard was in town.

Howard surrendered the sixth day contract and negotiated a scale raise of \$2.50 a week for both night and day shifts, against the local's demand for a rise of around \$11. In a referendum on Nov. 25, the local turned this down by about 2,500 to 500. The new contract still surrendered sixth day control.

In the Howard proposal, turned down by Local 16's membership was the no-boycott addition to the old contract, saying:

The Union agrees there shall be no interruption by strike during the life of this agreement and that its members will make no page in any boycott against any party to this contract.

CONTRACTS WORK WELL

Heads of Guild Units Describe Relations Under Accords

Chairmen of Guild units covered by agreements made the following statements about the operation of these agreements:

W. R. Diaweside, chairman of the Cleveland News unit:

Editorial employees of the Cleveland News have had a contract with the publisher, Dan R. Hanna, for the past two years. In all of that time no one has ever complained that the contract has interfered in any way with the "freedom of the press."

We have held to the position that the publisher has a right to express his own policies, political or otherwise, and we have sought to respect these policies even though they ran counter to our own beliefs. For this reason it seems to me that all this talk of freedom of the press is a black to the signing of a contract is nothing less than a smoke screen to hide the real issue.

Robert Eden, chairman of the unit at the Philadelphia Record:

The Philadelphia Record unit of the Newspaper Guild of Philadelphia and Camden has operated under a contract for nearly three years and relations between the Guild and the management throughout that period have been marked by complete cordiality. Both the Guild and the management have been scrupulous in living up to the terms of the contract, and there has been no hesitation on either side to confer with the other whenever necessary.

It would be unthinkable to members of the Record Guild unit to return to the days before the establishment of contractual relations to the wild and woolly days before the five-day week, the eight-hour day, overtime, minimum wages, long dismissal notices and the other benefits as well as solid benefits of a signed contract.

Vilas J. Boyle, chairman of the New York Post unit:

The Post is the pioneer New York daily in the matter of contracts with editorial employees. A collective bargaining. It is a year and a half since the initial contract was signed. That year and a half has seen the Post grow amazingly to a position of power and prestige, to outspoken leadership. Certainly this is evidence that the Guild contract has placed no throttling finger on the throat of the publisher.

Charles Wesley, acting head of the Daily News unit of the Washington Guild and head at the time the verbal agreement was negotiated:

The publisher's agreement on the Daily News has been successful. Men have been hired and fired during the last year. Those who have been hired have become Guild members without exception. In the case of those who have been discharged, the terms of the agreement regarding dismissal have been scrupulously observed.

Walter Forbes, chairman of the Minneapolis Evening Tribune Guild unit, covered by a bulletin board statement:

Our relations with the Tribune publisher and other officials since our negotiations have been better than ever. We set up a grievance committee as the result of our negotiations but it has not had to deal with a single case. Our dealings with the higher officials especially have been pleasant and satisfactory.

Frank Mayer, chairman of the Minneapolis Journal unit, covered by a bulletin board statement:

Our negotiations with the Journal management were a fine thing. It cleared the air of suspicions between the staff and the publisher and as a result our relations are definitely more satisfactory. Our attempts were the opening wedge and we feel confident we will realize more of our objectives in our future negotiations.

THE ANPA BULLETIN AND GUILD REPLY

(Continued from page 3)

paper. On the contrary, the international constitution specifically protects a member from discrimination or penalty within the Guild for anything he writes for publication.

7. An agreement by the publisher to arbitrate causes of dismissal.

The power to discharge without any accountability is the power to break a union. The publishers know this. It is unthinkable that the large body of them would attempt to defend this stand in public.

8. An agreement by the publisher to establish the check-off system or permit the placing of a union check in his news and editorial departments.

What principle is involved here?

9. Any agreement in which the employees reserve the right to engage in any strike, boycott, or any sympathetic action, or aid or encourage directly or indirectly any such strike or boycott against the employer.

Naturally, reactionary publishers do not want to accept any provisions that would give their employees equality of bargaining power. The enlightened ones, we assume, will recognize that economic organization among workers is the inevitable concomitant of large scale business and will welcome the greater ease of regulating their relationships. The most public spirited will even welcome the enhanced status of the great body of workers.

10. An agreement by the publisher to establish conditions in his office designed to embarrass a competitor.

In other words, all publishers must keep their pay and conditions down to the level of the worst. This would seem to be the most brazen attempt yet made publicly by any group of employers, to deny their employees the supposed benefits of the competitive system. Many publishers have long had agreements not to hire editorial workers away from each other; this proposal goes a step further. It demands more than any other utterance heretofore the crass selfishness of the clique dominating the ANPA. If newspaper men and women or the public ever had any doubts that editorial workers needed a powerful organization, this removes them.

The board has no power or desire to dictate to any publisher the terms and conditions under which he shall operate his news and editorial departments. Nor has it any power to say with whom a publisher shall or shall not negotiate in respect of conditions of employment in his office. The matter of negotiating with representatives of his employees is one which a publisher must determine for himself. The extent of those negotiations and the result therefrom are also matters for individual determination.

However, the board is convinced that the ultimate and final responsibility for the publication of a newspaper rests on those who own it.

SPURN PRESS SOCIETY

SPOKANE, Wash.—An item headed "To Join Press Society," appearing in Editor and Publisher of Dec. 13 made it appear that editorial employees of the Spokane Daily Chronicle and The Spokesman Review of Spokane, Wash., had voted on Dec. 8 to apply for membership in the American Press Society. This is not true. No open meeting was ever called, and no such vote was ever taken. In fact, just the contrary has occurred.

On Dec. 8 a Guild meeting, at which about 20 newspapermen were present, brought out the feeling that editorial workers were opposed to joining the society. It was the opinion of all those present with one exception, that the society could do

or manage the publication and it is because of this responsibility, which is both legal and moral, that the board is of the opinion publishers should carefully weigh any steps which they take that in any manner might restrict them in the proper exercise of their function of gathering and disseminating information, either in the form of news or editorial comment.

The right of the American people to have a press free from any form of restraint by government in the performance of its function of gathering and disseminating information has long been established. This right has been embodied not only in our federal but in all of our state constitutions, and it has been upheld by our highest courts.

While it is impossible for the government to destroy or even restrict the freedom of the press, it is not impossible for an individual publisher by agreement or otherwise to do so in so far as his own newspaper is concerned.

Any agreement restricting the publisher's control of his editorial and news departments necessarily restricts him in the performance of this function and it is the board's opinion that no such agreement should be entered into.

This sanctimonious pretense of a special devotion to the public welfare has been exposed repeatedly and the public expressed its appropriate contempt in the last election. The following quotation from the Wall Street Journal, made in answer to similar protestations, shows how other business men regard it:

"A newspaper is a private enterprise, owing nothing whatever to the public, which grants it no franchise. It is therefore affected with no public interest. It is emphatically the property of a man, who is selling a manufactured product at his own risk. . . . Editors, except where they own their own newspapers, take the policy from their employers. . . . But for ridiculously obvious reasons, there are many newspaper owners willing enough to encourage the public in the delusion that it is the editor of a newspaper who dictates the selection of news and the expression of opinion. He only does so subject to correction and suggestion of the proprietor of the paper who, most properly, considers his newspaper as a plain business proposition. . . . It is just that, no more and certainly no less."

compil nothing toward improving working conditions here or elsewhere. Two cash memberships in the Guild were received after a discussion of the Press Association's constitution.

A meeting was arranged for Dec. 27 when a tentative plan to form an interoffice organization of editorial workers of the Coville publications will be further discussed.

Efforts to create sentiment for the American Press Society have been a failure. In the meantime several small salary increases or restoration of the last of four pay cuts have been granted by the management of the two newspapers mentioned. The publisher has never openly committed himself on the Guild.

Flies for Spain

ANG Flying Picket Fighting for Spain

(Continued from page 1)

mately 100 persons are eligible, according to unit Secretary-Treasurer Dan Smyth, rewrite man, Chairman by Glenn Parson, night picture editor, the meeting added to these previously elected officers by choosing to serve with them on the Chicago Newspaper Guild executive board, L. C. Graham, copydesk chief, Murrell Timney, photographer, and Robert E. Kennedy, night city editor. A scale committee, to bring back a report toward contract drafting after the holidays was named, headed by Ned Bush, night news editor, with a man from each department. It was the biggest Guild meeting ever held in Chicago.

The city Guild's regular monthly membership meeting on Dec. 15 had an attendance of 51, with every daily in the city represented by members or prospective ones.

"A month ago," said Don Stevens, AFL organizer assigned to the ANG, "I figured a membership base of 200 would be achieved here by Feb. 1. We hope to have 500 by Convention time and a solid majority-organization on every shift, including the Tribune, within a year."

"One thing is responsible for the present Chicago momentum: the national victory of the American Newspaper Guild, on the picket line in Milwaukee and Seattle and around the conference table in New York, San Francisco and elsewhere."

Editorial Editor 'Aided'

A salary raise of \$50 a month was negotiated recently by the Guild for the Chicago paper editor, but the Guild is demanding more, with considerable prospects of success.

The man is E. A. H. Stevenson, editor of the Twin Dispatch, official magazine of the American Train Dispatchers Association, a non-AFL union of the Railway Brotherhood. Stevenson also is secretary of the Chicago Guild and was an early ANG member.

Some seven years on the magazine, Stevenson made as high as \$350 a month in a double job for the union. Cuts and "half-time" have brought him down to \$125. Yet the union maintains for its own members that it is a train dispatching job requires more than eight hours, another full-time situation, and refuses to add anything less than a full shift. The union is now fighting for a six-hour day at full present pay.

The \$50 offer was negotiated by Don Stevens, organizer. Brought back to the "unit" and the Chicago Guild Executive Board, it was refused. Negotiations for a full-time job for Stevenson are to be continued after the holidays. It is not believed that the Dispatchers membership or union labor in general would countenance the half-time, half-pay arrangement for the veteran editor.

Carl Randau, World-Telegram, was re-elected president; James Kieran, Times, first vice-president; and Monroe Stern, American, was elected second vice-president. Tom Cassidy, Daily News, and Nat Elzhorn, Brooklyn Daily Eagle, were elected secretary and treasurer, respectively.

Officers of more than a dozen units gave brief reports on the status of organization and collective bargaining in their particular offices. Heywood Brown and Jonathan Eddy were among the other speakers.

Bridges praised the work of the San Francisco Guild and pledged his readiness to cooperate.

"We know your policies," he said. "We have endorsed the same policies. We know we have an ally in the Newspaper Guild."

Evans called upon the Guild not to lose its energy and aggressiveness as the result of recent success. He pointed out that many organizations as they grew older and more powerful were inclined to lose the very energy and force which had made them successful. He expressed the hope that such would not be the case with the Guild.

NAP NASSER, of the Toledo Times Unit, and Mrs. Nasser, are parents of a daughter born recently. They have one other daughter and a son. Nasser is night city editor.

HERE COMES CHICAGO!

Membership Passes 200, Doubling in Fortnight

(Continued from page 1)

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SMALL GUILDS ACT TO GET CONTRACTS

San Antonio, Memphis, Lynn, Brockton, and Tacoma Seek Agreements

SAN ANTONIO, Tex.—Following an enthusiastic revival of the Newspaper Guild here this month, the San Antonio Guild on Dec. 14, took preliminary steps toward opening negotiations for a contract with the Hearst evening and Sunday Light.

The draft of a proposed contract seeking better wages, hours and general improvement in working conditions has been approved by a unanimous vote of local members. William M. McIntosh, manager of the Light, has been formally requested to enter into negotiations. Steps also were taken to affiliate the Guild with the San Antonio Trades Council, local central labor union.

The reorganized Guild has members on the three daily English language newspapers. The following officers were elected: president, Frank Laro, rewrite man and columnist, Light; vice-president, Joseph Flynn, reporter, Express; secretary, Dyan K. Ragsdale, make-up man, Light; and treasurer, Howard LeBaron, copy reader, Light.

The Light is organized 100 per cent, with 21 members.

Memphis Presents

MEMPHIS, Tenn.—Although less than three months old, the Memphis Newspaper Guild already has entered into negotiations with the Commercial Appeal and indications point to an agreement early in 1937.

In a friendly session with John Sorrells, executive editor of Scripps-Howard Newspapers, and Frank Ahlgren, executive editor of the Commercial Appeal, the Guild's executive committee presented a written form of the working hours and wages which the Commercial Appeal Guild unit is seeking. The document was discussed in detail and the executives promised an early reply.

One request was that the newspaper absorb the salary deductions for which employees are liable under the Social Security Act.

At a meeting on Dec. 13 the Guild voted to hold a referendum on affiliation with the local Trades and Labor Council. This will be done on the same ballot as the annual election of officers the last week in January.

Max Sien, of the Cincinnati Post and chairman of the Scripps-Howard chain committee, discussed Guild problems before the local meeting Dec. 12.

The membership of the Press Scripps unit has increased to 13. The Commercial Appeal unit already has nearly 50 members, which is almost 100 per cent, according to President Harry Martin.

Reorganized Lynn Guild Acts Quickly

LYNN, Mass.—Encouraged by pledges of support from leading unions, the organized Lynn Guild is speeding plans to open negotiations with the publishers of the Telegram-News and the Evening Item.

The publishers were reported to have indicated a friendly attitude. Reorganization of the Lynn Guild began enthusiastically early in December, was completed at a meeting addressed by Edward Allen, president of the Boston Guild, Albert Coulthard, of the Electrical Radio Workers Union, and Charles Chamouras, of Local 21 of the National Leather Workers Union.

Allen described the Herald-Tribune negotiations and the increased Guild activity in New England. Coulthard pledged the support of his union, which represents 4,466 General Electric Company workers in Lynn. Moral and financial support pledged by Chamouras, who

said it would be easy to enlist the support of the entire New England division of his union, numbering 11,000 members.

Officers elected by the Guild are: Humphrey Owen, president; Edward A. Collins, vice president; Miss Mildred Reichert, treasurer, all of the Telegram-News, and James E. Nolan of the Item, secretary.

On the executive board are: Owen, Nolan, Albert A. Pasby of the Item, Thomas F. McGovern of the Telegram, John F. Hunt of the Saugus Herald, and Arthur B. Peabody, Lynn correspondent for the Boston American.

The Guild will be headed by Edward Allen, president of the Boston Guild, which has lent its collective bargaining committee for these discussions, as the Enterprise-Times is the only paper in this city.

The Brockton Guild has also obtained two representatives of the AFL of L. in Massachusetts and, as local representatives, Daniel K. Collins, executive secretary-treasurer of the Brotherhood of Shoe and Allied Craftsmen, an independent union with 10,000 members, and Charles McCree, a veteran labor leader who has been elected to the State Legislature.

The Brockton Guild has been assured of the backing of organized labor in the city generally and in turn is offering every assistance possible to organization work throughout the district.

Tacoma Receives Increases; Presses for An Agreement

TACOMA—Guildsmen here claim credit for pay increases on all three daily newspapers and the inauguration of the 5-day week on the Times.

Tacoma President

Paul Busselle Elected

Tacoma Guild President

Paul Busselle, courthouse reporter for The Times, was elected president of the Tacoma Newspaper Guild for the year 1937. Busselle is a charter member of the TNG and has served as secretary-treasurer during the past 15 months.

Other officers elected at the annual meeting included: Ed Honeywell, News-Tribune assistant sports editor, vice-president; Carl Hanelin, Times police reporter, secretary; and Dave James, News-Tribune feature writer, treasurer.

Terry Pettus, Ledger drama critic and feature writer, retired as president.

a member of the Scripps League, during the last several weeks.

Pay increases amounting to approximately 8 per cent were given to editorial employees on the News-Tribune, afternoon paper, and the Morning Ledger, sister publication. The salary boost on these Baker publications became effective on Nov. 28.

The 5-day week for editorial workers on the Times became a reality on Dec. 7. Small salary raises were given employees with more than three years' experience. All the Times editorial staff had received slight pay boosts several months ago.

The management announced the improvements informally to each member of the staff.

Guild members have conferred with the News-Tribune and Ledger management and it is believed that negotiations for an agreement will start soon.

'Long-Neck Clubman' Going to New Post

SAN FRANCISCO—Redfern Mason, charter member not only of the Northern California Newspaper Guild but of the ANG's "long-neck club," and a former president of the Guild here, is leaving for Boston to become must critic of the Boston Transcript.

Membership in the "long neck club" comes to those discharged or forced to quit because of Guild activity.

(Mason, of course, had not had a chance to learn of the threatened Guild and Typographical Union strikes on the Transcript—Ed G. R.)

Outstanding Critic

Mason's legion of friends in the NCNG, organized labor groups, and in music and literary circles are filled with regret that he is leaving San Francisco but are rejoicing that he is returning to his special field. Mason occupies an important place in NCNG history. His boundless enthusiasm for the Guild, his eloquence and his courage were notable factors in bringing about the formation of the Guild and raising him to the NCNG presidency, an honor which cost him his job.

For 23 years he was music editor of the San Francisco Examiner and was regarded as the outstanding Western critic in this specialized field. His election to the NCNG

presidency was followed almost immediately by his transfer to the hotel beat.

Mason resigned this post and devoted virtually his entire time to the young and struggling NCNG. Even so, he had time to take an active part in every fight for civil liberties and the right of workers to organize.

Mason has written a number of books, among them "Musical Cameos," "Rebel Ireland" and "The Song Lore of Ireland," the last named a history of the Irish people as depicted by their music. For several years he has been engaged in translating Dante's "Divine Comedy" into blank verse.

John D. Barry, columnist for the San Francisco News, writes of Mason:

"He's far removed from the people whose loyalty to the arts keeps them from being interested in the teaming world outside. Among the Bostonians there will be curiosity about the newcomer from the remote West, what he's like, whether he's able to meet the requirements, how he'll fit in."

"They will feel enormous satisfaction when those scintillating articles of his appear and they become acquainted with his alert personality, his richly stored mind, his original and fearless qualities."

REDFERN MASON

HOWARD REPEATS ANTI-GUILD STAND

Gives Reasons in Five-Hour Conference—New York Unit Renews Demand

(Continued from page 1)

point, he said his views were fully endorsed by Robert P. Scripps.

A report of the conference was communicated to the Cleveland Guild and the unit on the Cleveland Press, also a Scripps-Howard paper, as well as to the Akron Guild, which is a paper on the chain, and the New York Guild was at once assured that Cleveland and Akron would cooperate in every possible way toward developing a nationwide front which would enable all Scripps-Howard units to press for Guild contracts.

The World-Telegram unit, in the same meeting at which the New York Executive Committee was urged to renew contract negotiations, also passed a resolution pledging support of Cleveland's negotiations which have already reached the point of a petition signed by about 90 per cent of the Press unit.

A petition is also being circulated in the World-Telegram unit, which now embraces 90 per cent of the Guild might be more quickly productive of the long-sought benefits of collective bargaining.

Speakers at the unit meeting pointed out that with the unit on the Cleveland Press, the oldest paper in the Scripps-Howard chain, and that on the World-Telegram, the largest of the S-H papers, working closely together, the effective strength of the Guild might be more quickly productive of the long-sought benefits of collective bargaining.

"Accord" Was a "Mistake"

Much of Howard's argument was devoted to an attack on the Guild closed shop, even after the committee members repeatedly emphasized the fundamental differences between the closed shop and the preferential shop. While discussing the preferential shop, Howard referred to the "accord" signed last year with the Cleveland Press and declared that even that document devoid of the preferential shop clause, had been an error. Someone in the management bungled the job, he said. It had been his intention, he added, that the "accord" be signed only with the unit, with the Cleveland

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GUILD 'BIG-6' AGREEMENT

Pledge Protects Unit Refusing to Pass ITU Pickets

STRIKE SPEEDS UP

(Continued from page 1)

The annual membership meeting of the New York Guild on Dec. 28 backed unanimously the action of the Representative Assembly and the Executive Committee in supporting the North Shore Journal unit, and asked its commendation. It also voted to provide members of the unit with cash benefits during the period of the printers' strike.

In flushing the 11 Guildsmen who had refused to walk through the picket lines that had been established by the striking printers around the Journal building continued as vitally interested observers of the strike.

Despite the apparent collapse of negotiations between the publisher and the printers local advertising continued to avoid the paper. Practically the only local advertising that has appeared in the display columns of the paper in recent weeks has been from theatres, undertakers, banks and churches.

Several times other merchants have inserted ads. They have promptly been picketed and as a rule the advertisements have not appeared again. Classified advertising has also shown a considerable loss.

In the last two weeks the striking printers have consolidated the gains already made and are striking out in new directions. A general membership meeting of local unions endorsed and acclaimed the action of the executive committee in calling the strike and praised the way the strike has been handled since then.

Women Shoppers add: Blue Leads, director of the strike, and several of the strikers have appealed to the League of Women Shoppers and it is understood that a committee of prominent women will call upon T. Harold Brown, publisher of the North Shore Journal, in an effort to make him realize the fairness of the strikers' demands.

A committee of women sympathizers has been formed under the direction of Miss Emma Lee, of the New York Times chapel of ITU, and plans are being made to have women support the men on the picket lines and to appeal to various women's organizations in the territory covered by the paper.

The New York Times chapel had previously passed a resolution commending the local Unit of the Newspaper Guild for the action it took in refusing to cross the picket lines. The paper shows the effect of the Guildsmen's absence both in its editorial columns.

The Guild members who have not been at their desks since Dec. 7 are continuing to cover local organizations and are keeping in contact with their usual news sources, many of whom are cooperating in not supplying news through other

LANG Hails Rise On Four Dailies

(Continued from page 1)

The Times provide for a 40-hour week for all editorial departments, with overtime to be made up, by time off.

Editorial workers were struck by the clause whereby the higher wages apply only to reporters, re-write and copy desk men with "five years' experience on Los Angeles metropolitan dailies." They point out that this clause will not aid many new newspapermen with wide experience on papers outside the Los Angeles area, who cannot qualify as regular local experience.

Believed to have been intended as a blow at the Los Angeles Guild in its infancy, the new salary schedule has actually acted as a boon for local publishers. The new even salary schedule has created dissatisfaction among editorial workers, who look to the Guild to iron out inequalities.

Guild Gets Credit

The "Los Angeles metropolitan daily experience" clause fell heavily upon the City News Service, a United Press subsidiary which sells local coverage to three metropolitan newspapers and a score of community newspapers. Many CNS reporters held off jobs until the Guild, expecting jobs on Hearst's Examiner or Chandler's Times. Now that the monetary value of this years of experience has been partially wiped out by the clause, the Boddy reporters said CNS reporters are organizing a strong unit of their own.

With a few exceptions the Examiner has been paying reporters between \$25.50 to \$35 per week, with the average around \$28.50. On the copy desk the Examiner paid as low as \$20 a week. Copy boys received \$14 weekly, out of which came transportation costs.

Several Pay Cuts

The Hearst Herald-Examiner staff has been subjected to several pay cuts since 1936. Copy desk men got between \$20 and \$27.50, and writers received lower amounts.

The Times, which has posted no new salary scales to date, has been replacing \$30 to \$45-a-week men with younger men at around \$20 to \$25 per week. The older employees, however, were not cut, the low salaries being applied to newcomers.

Manchester Boddy's Evening News was the lowest-paying daily in Los Angeles, reporters receiving \$15 to \$30 a week, generally, and copy-readers averaging \$30.

Here are the new salary scales, experience referring to that on Los Angeles metropolitan dailies:

Reporters, re-write and copy desk men: 5 years experience, \$45; over 3 years, \$37.50; over 1 year, \$30.

Artists and rewriters: 5 years experience, \$45.50; over 3 years, \$38; over 1 year, \$30.

Photographers: 5 years experience, \$45; over 3 years, \$33.50; over 1 year, \$25.50; and less than 1 year, \$23.

Society, club staffs: 5 years experience, \$35; over 3 years, \$30; over 1 year, \$25; and less than 1 year, \$23.

Not in Women's League

WASHINGTON, D. C.—The Washington Newspaper Guild has reversed its previous action in joining the Women's Trade Union League. Reconsideration of the previous action was waved when the time came to name delegates. An effort to table the reconsideration motion was defeated, 17 to 14.

channels. So far as can be learned no replacements have been hired. The managing editor and city editor appear to be doing all the work. Negotiations have not been resumed since the last effort reached a deadlock.

Cost of Group Medical Care Doctor Gives Practical Data, Says Quackery Can Be Ended By Cooperative Plan

COOPERATIVE MEDICINE. By James Peter Warshaw, M. D. The Cooperative League, 167 West 12th Street, New York 1234. 15 cents. Reviewed by JEAN LYON, Chairman, New York Medical Care Committee.

This twenty-four-page pamphlet—easy to read and full of practical data—ought to serve as a very good guide to Guilds whose medical care problem is still hanging fire. It does not, to be sure, tell us that this is the way—one, two, three—to set up a Guild medical plan. It is written more for use by community groups who want cooperative health programs than for trade unions. But for the Guild that is paving around in the dark, trying to figure out what medical services it can offer and at what cost, Dr. Warshaw has given some guiding figures.

"Much for Quackery" He tells us that in the United States \$30 per person each year is spent on medicines and medical services. "This means," he says, "\$120 per family. Much of this goes for quackery." He thinks that through cooperative medical care the quackery can be eliminated and the costs made lower.

He gives definite figures for group medical plans which have been tried, from the group of ten which pays a general practitioner \$25 a year apiece for his services, to the group of 10,000 families which is able to set up its own hospital. "The cooperative method really begins," he writes, "when a group of 150 to 500 families unite to employ a physician full time." He believes a group of this size can employ a good physician, paying him adequately, at a cost of about \$20 a year per family. The figure in large cities might have to be raised. And the charge could be divided according to income if that seemed more desirable.

25 P. C. Gain

Rockford, Ill. Group "Takes Stock"

ROCKFORD, Ill.—The Rockford Guild is closing the most successful period of its three-year history with membership up 25 per cent and a substantial increase in its treasury, despite regular monthly strike payments amounting to close to \$1 a member per month.

During the past year the Guild has increased its membership from 15 to 22. The Guild has sponsored two dances, which netted the treasury several hundred dollars.

Substantial salary increases have been obtained for many of the Guild members in the past year, with a new drive for at least a 10 per cent increase scheduled to start shortly. In addition the management paid a \$100 bonus in September and has promised another substantial bonus for Christmas.

Enthusiasm for the Guild has reached a new high during recent months with a number of delinquent members paying up their back dues. A closed shop agreement is the next objective.

C. Halmar Nelson, Guild president, will retire Jan. 7. The Rockford Guild consists of members of the editorial staffs of the Register Republic and the Morning Star, both published by Mrs. Ruth Hanna Simms.

Although the Rockford Guild does not have a signed contract with the management, the Guild has been recognized as the bargaining agent for the editorial employees.

Guild Formed in Stockton

STOCKTON, Cal.—Initiative formation of the San Joaquin County Guild was accomplished Sunday at a meeting in the Stockton Labor Temple.

The entire six-man staff of the Stockton Independent attended, all members announcing their desire to form a Guild unit as quickly as possible. Members of the larger Stockton Record also attended, and stated they would come in with enough members to form their own unit shortly after the first of the year.

The independent men elected Bill Trivelpiece, managing editor, as temporary chairman, and Joe Caspario, reporter, as temporary secretary. They plan to get more members on papers in outlying communities, in order to speed application for a Guild charter.

The meeting was held under the auspices of a visiting committee of the NCCO, headed by Betty Ballantine, ANG vice-president. Officials of the local printing trades union attended and pledged support.

GUILD MAN EXPELLED

Mogelever, Editor of Newark Ledger, Found Hostile

ONE IS EXONERATED

NEWARK, N. J.—Expulsion of Jacob Mogelever, city editor of the Newark Ledger, from the Newark Newspaper Guild was recently ordered by a Guild trial board here. The action by the board grew out of the refusal by Mogelever and another member of the Ledger unit, to resign after they had been ordered to do so early last year, by the Guild's local executive committee.

Victor Hamerling, a reporter and another member of the Ledger unit, was found to be hostile to the Guild. He was expelled from the Guild. The trial board sustained the charges of the executive committee that Mogelever's interests lay with the publisher, not with the union. In Hamerling's case, the board found the evidence insufficient to warrant expulsion and the original order against him was set aside.

Mogelever appealed to the general membership of the Newark Guild for a reversal of the board's decision on the grounds that the original order was "not lawful" and that the trial board was not properly constituted under the constitution. The motion to reverse the trial board's decision was defeated.

Unit Passes Resolution

Following the trial board's decision ordering the expulsion, the Newark Ledger unit, at a meeting in the Ledger building, adopted a resolution condemning the action of the board and endorsing Mogelever. Two members of the unit, Agnes Fahy and Carl Rignold, protested against holding the meeting in the Ledger building and voted against the resolution. Rignold has since been dismissed from the paper.

The trial board was elected by the general membership of the Newark Guild on April 5. It stated that Mogelever used his position as city editor to force the Ledger unit members to vote in unit meetings as he dictated. The board found that Mogelever intimidated the members of the unit "with the express purpose of blocking negotiations with the Ledger publisher."

"Following the expulsion of several members of the Ledger unit to vote as Mogelever dictated," the board said, "was followed by their dismissal from the paper."

Harassing Attacks Charged

"Mogelever's frequent attacks on the integrity of the committee authorized to represent the unit in negotiations with the Ledger publisher," the trial board said, "were inspired solely by a desire to block negotiations."

The members of the trial board were George Lewin of the Star Eagle, chairman; Bert Flanagan and William Spear of the Newark Ledger; Philip Dodge and Samuel Grossman of the Star-Eagle.

The Newark Ledger unit's resolution, protesting the trial board's decision and endorsing its city editor, read, in part:

"This unit has gone on record more than once in support of the two defendants, both before and after the charges were instituted. We have adopted resolutions expressing confidence in them. The overt acts of which they were accused, the chief of which was forcing resolutions at unit meetings, and in every instance we supported these measures because we felt that the measures were in the best interests of the unit. We were agreed that the Guild must build upon a solid foundation, and that this could best be done through a conservative, sensible program, and not through a rule or rule policy."

"To expel Mogelever, in our opinion, is most emphatically a miscarriage of justice. The two defendants should not have been subjected to trial in the first place."

It was this resolution which Agnes Fahy and Carl Rignold protested.

THE FREE PRESS

"The American Newspaper Guild, while recognizing that the responsibility for both news and editorial policy rests upon the publisher, and not upon the newspaper men, nevertheless declares it to be the obligation of newspaper men to strive constantly for greater honesty and accuracy in the presentation of news."—Resolution of the 1936 convention.

It Was News in Chicago

The day the New York Daily News signed its contract with the Guild, hundreds of letters on the crisis have been sent to the (London) Times by high and low in the land, but they will never see the light of day because, as it was explained this morning, "the crisis is over and it is better that memories of it should not be revived."

A Chicago correspondent informs us that the Associated Press, having been in Chicago at least—undoubtedly it had the story but was not putting it on the wire, that if a member paper wanted it, it could get the story "overboarded" by commercial telegraph. For hours not a word of the story appeared on the regular wires of the AP. Then, late in the afternoon, the story of the contract was carried briefly. That was taken over in Chicago at least—undoubtedly it had the story but was not putting it on the wire, that if a member paper wanted it, it could get the story "overboarded" by commercial telegraph. For hours not a word of the story appeared on the regular wires of the AP. Then, late in the afternoon, the story of the contract was carried briefly. That was taken over in Chicago at least—undoubtedly it had the story but was not putting it on the wire, that if a member paper wanted it, it could get the story "overboarded" by commercial telegraph. 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The Guild Reporter

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"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.

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Rising Out of the Ashes

There must be something in the San Francisco air that favors an uphill fight. Like the new city that rose out of the famous fire, the Northern California Newspaper Guild has written an amazing chapter in ANG history.

San Francisco and Oakland were the center of the most serious early tribulations of the Guild. Seven Guildsmen lost their jobs there for leading organization work, the Jennings and Burgess cases being outstanding among instances of martyrdom. For a time workers on some of the papers dared not let it be known that they belonged to the Guild.

Today San Francisco is the only large city in the United States with agreements negotiated on every daily paper, and its salary minimums compare favorably with the best in the country.

Let the newspaper editorial worker who tends to become discouraged about organization and future prospects in the industry keep that record in mind. Time and the trend of events are working for him, if he holds fast to his faith in organization and keeps pressing.

This Extraction Should Be Painless

Five, maybe even two, years from now we shall look back on those assessments to start a defense fund and say, "There the Guild began to be a real union."

Heretofore the emergency expenses of the Guild have been carried mostly by a small, even though growing number of enthusiasts. What they lacked in money they made up in energy and the capacity to infect others with their enthusiasm. They have helped enormously in giving the Guild its start.

No doubt they could even keep on helping for a long while yet, if need be. But they have served their initial function. They have helped the Guild demonstrate its effectiveness. Already, as someone recently pointed out, the amount added in salary increases to the editorial budget of one large newspaper as a result of recent Guild bargaining would alone pay for the cost of all the strikes waged by the Guild. The rate

at which new members are coming into the Guild today, moreover, would remove any doubt that the Guild had given a convincing demonstration of its worth.

Hence the time has come to spread the burden more evenly over all the people who are to share the direct benefits.

Besides enabling the Guild to function more effectively against attacks, the assessment system, we predict, will have two wholesome effects. For one it will make more members conscious of the cost and lead to bargaining in more Guilds so that the members can get their money's worth. That will help everyone. For the other, the systematized finances will convince more publishers of our power and make them less ready to try a battle.

Co-operation Between Unionists

The refusal of the Flushing Journal Guildsmen to go to work through a Typographical Union picket line indicates acute understanding of a basic principle of unionism. More superficial questions may arise out of their action, but we think this one simple, paramount point should be kept in mind at all times.

Unionism is a practical application of the "one for all and all for one" idea. Two men are stronger than one. Ten are stronger than two. A thousand are much stronger than ten. A thousand working as a unit are incomparably more effective than ten groups of 100 working for the same purpose independently. When some groups so act that they defeat the efforts of the others, all lose. That is not merely a narrow conception of unionism, it is a destruction of unionism.

The fact that all workers have common interests is recognized in the existence of an American Federation of Labor. Given common aims and acceptance of the principle of united action to attain them, it is clear that any member of a group who blocks the others hurts himself as well as them. He may gain a momentary advantage for himself, but in the long run he is digging his own grave.

Therefore there are more compelling reasons than fear of the disapproval of their fellow members for the Flushing Guildsmen to refuse to supply copy to union-breakers. They are joining in the effort to protect themselves, the Guild and the whole labor movement. Publishers may or may not be alarmed at this development, but Guildsmen through the experience of our own members have learned enough about the principles of unionism to realize that in passing through a picket line one commits a positively harmful act against his own best interests.

We would have reason to co-operate, whatever the union. The International Typographical Union is especially close to us. Many of its locals have given valuable assistance to the Guild. Despite obstacles here and there, we feel the cooperation is bound to grow.

In any event, the Guildsmen in Flushing are further demonstrating the stamina and sincere purposes of the Guild.

Fruits of Struggle

A spectacular demonstration of the wide effects of a healthy exhibition of fighting ability has been given in the Hearst chain in recent weeks. When negotiations began with the Hearst paper in Milwaukee a year ago they soon bogged down because of the refusal of the general management to allow agreements to be made. Now, 15 papers of this chain have granted concessions to their editorial workers, and other negotiations are well advanced. The change began with the success in Milwaukee, and most of the progress has come since the Seattle strike ended.

These gains have taken the form of substantial increases in pay, the five-day, 40-hour week and increased security through dismissal indemnity.

These are only the Hearst paper gains. Without doubt the two struggles were responsible, at least in part, for recent concessions by many other publishers. While all of us regret the necessity of any strikes, the present and future generations of newspaper editorial workers will count those as foundation stones of the new order in American journalism.

Newsman's Organizing Urge Is Old

Most Editorial Workers' Unions Failed During Last Two Generations

Behind the present organizing effort which has at last built an international union of newspaper editorial workers lie two generations of similar efforts, but almost all ill-fated, begun by small groups in many parts of the country. A brief story of them was gathered by Dr. David J. Saposs, labor historian and chief economist of the National Labor Relations Board, for presentation at the Board's recent hearing in Washington, D. C., on the Seattle Post-Intelligencer discharges. Here is his account:

I. EARLY ATTEMPTS TO ORGANIZE

The attempt to organize the editorial and reportorial employees of newspapers is not a novel phenomenon. As early as 1891, efforts to form associations for purposes of collective bargaining are recorded.

II. ORGANIZATION UNDER THE I. T. U.

It was natural that these organizations should affiliate with the International Typographical Union, which was, at that time, an industrial union of all workers employed in printing establishments.

The printers were already organized in many newspaper press rooms. In 1891, a group of editorial employees applied for a charter, which the ITU granted on October 13. From 1891 to 1919, the ITU chartered 59 locals of newswriters, as indicated in the attached table. An examination of this table indicates that organization occurred in a series of waves. There are three periods of active organization: one from 1891 to 1893, another from 1899 to 1904, and a larger wave in 1919. In spite of this fact, it is noteworthy that at no time after 1891 does organization entirely lapse. Furthermore, the very wide geographical distribution of the locals indicates that the feeling of a need for organization was general among newswriters. It is clear, then, that since 1891 the urge to organization has been persistent and widespread. This is in spite of the fact that the newswriters experienced unusual difficulties in their attempts to form unions.

TWO LOCALS REMAIN

Largely by reason of these difficulties, the attempts of the ITU locals to attain their objectives were not uniformly successful. Many passed out of the scene after a brief existence. Others maintained their organizations permanently. Two locals, one in Scranton, Pennsylvania, the other in Milwaukee, Wisconsin, are in existence today, in spite of the fact that the affiliation of the American Newspaper Guild with the American Federation of Labor gives the Guild exclusive jurisdiction over newswriters. Even where the locals failed to maintain a permanent organization, their members, in many cases, became the nuclei around which the Guild locals were organized in 1933-34.

Data on collective bargaining by early ITU locals are available only for those which maintained a continued existence. The Scranton local has enjoyed peaceful relations with the three Scranton newspapers since 1907. One of the officers of the union (Tom V. Nealon, in a letter to the NLRB) reports:

Back in 1907, when reporters or Scranton newspapers were being paid \$9, \$10 and \$12 a week, we organized our union and our first agreement brought full-fledged reporters up to \$23 a week. We have had agreements with the publishers ever since that time, most of the renewals having been made each year. Our present minimum wage scales are: First year, \$22.50; second year, \$29.50; third year, \$33; fourth year, \$45.50, and fifth year, \$55.50.

Also, we have the closed shop and new men are given two or three months leeway before it becomes necessary for them to join up.

Publishers are our guests each year at a banquet and during all the years that our union has been functioning we have never had any disputes which were more than trivial. I do not believe that the publishers would want to have reporters without a union. Our relations have been splendid during all the years that we have been in existence and I am certain a poll of the publishers would show them all in favor of the union being continued.

The experience of the Milwaukee local of the Milwaukee Leader is similar. In other cities, the union was less fortunate. In California, for example, efforts to organize newswriters were met with a vigorous anti-union campaign marked by a series of discriminatory discharges, which resulted in the break-up of the unions.

These items perhaps need no comment. Their principal significance is that, although unions are almost invariably bitterly opposed by employers at the outset, they tend

to establish, when once recognized, a permanently peaceful relationship. This has been particularly true in the newspaper industry.

III. FROM 1923 TO 1933

For various reasons, the ITU voluntarily surrendered jurisdiction over the newswriters in 1923. Thereafter, an organization formed or to be formed had a choice of two alternatives: it might become a Federal labor union or remain unaffiliated with the American Federation of Labor.

The Federal Labor Union served primarily as a stop gap between the ITU organization and the Newspaper Guild. Two such unions are listed in the 1935 proceedings of the American Federation of Labor, namely, the Boston local, and a local in Flint, Mich. In addition to these are three other Federal Labor Unions: in Chicago, Ill.; Jackson, Miss., and Saginaw, Mich.—Numbers 17,886, 19,982 and 20,005, respectively. All of these were notified by President Green of the American Federation of Labor on Aug. 11, 1935, to join the Guild. Five other unions chartered since 1923 have been suspended at various times during the period 1927-1936.

During the same period, a few locals of the ITU survived, unwilling for various reasons, to sever their relationship with the international union. (Two locals still hold charters, Scranton, No. 3, and Milwaukee, No. 9.)

Thus, while there was a definite recession during this period from 1923 to 1933, a number of local bodies maintained both the tradition and the practice of newswriter organization.

NEWSWRITERS' UNIONS CHARTERED BY INTERNATIONAL TYPOGRAPHICAL UNION

City and State	Charter Date	No. of Charter Members
Pittsburgh, Pa.	1891	15
Denver, Colo.	1891	11
Sacramento, Cal.	1892	10
New York, Ger.-Amer.	1892	20
Albany, New York	1893	18
Boston, Mass.	1895	15
St. Louis, Mo.	1896	6
Pittsburgh, Pa.	1897	7
Dayton, Ohio	1898	10
New York, New York	1899	13
Kansas City, Mo.	1899	20
Troy, N. Y.	1899	12
Milwaukee, Wis.	1899	6
TOTAL, 1891-1899		13
Columbus, Ohio	1900	21
New Castle, Pa.	1900	5
Philadelphia, Pa.	1900	5
Reading, Pa.	1900	5
Richmond, Va.	1901	8
Cripple Creek, Colo.	1902	16

*Still in existence.

City and State	Charter Date	No. of Charter Members
Chicago (Bohemian)	1902	22
Chicago, Ill.	1902	25
Ottawa, Ont.	1902	17
San Francisco, Cal.	1902	25
Stockton, Cal.	1902	11
El Paso, Texas	1902	11
San Jose, Cal.	1902	8
Toledo, Ohio	1902	8
Rochester, N. Y.	1903	10
Danville, Ill.	1903	14
Dawson, T. T.	1903	8
Des Moines, Ia.	1903	10
Denver, Colo.	1903	34
Albuquerque, N. M.	1903	6
Providence, R. I.	1904	11
Montreal, P. Q.	1904	19
Butte, Mont.	1904	10
Fall River, Mass.	1904	18
Scranton, Pa.	1904	9
New York, N. Y.	1905	14
Scranton, Pa.	1907	24
TOTAL, 1900-1908		27

New York, N. Y.	1911	13
Philadelphia, Pa.	1913	10

*Still in existence.

City and State	Charter Date	No. of Charter Members
Vancouver, B. C.	1913	16
Dallas, Texas	1915	6
Chicago, Ill.	1919	8
San Francisco, Cal.	1919	8
Salt Lake City, Utah	1919	14
Montreal, P. Q.	1919	71
Seattle, Wash.	1919	16
Evansville, Ind.	1919	5
Worcester, Mass.	1919	27
London, Ontario	1919	10
Bridgeport, Conn.	1919	22
Lawrence, Mass.	1919	35
Harford, Conn.	1919	24
Fall River, Mass.	1919	16
Wheeling, W. Va.	1919	43
Portsmouth, N. H.	1919	9
Missoula, Mont.	1919	5
TOTAL, 1910-1919		19
GRAND TOTAL		59

An editorial summing up the Guild's accomplishments in recent weeks appeared in the Dec. 23 New Republic under the head, "The Guild Goes to Town."