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Howard Opens Way for Guild Pact; Hearst Services Set Up New Scales

A series of rapid developments in the Guild's relations with the Scripps-Howard management came to a climax on Jan. 11 and 12 when the New York World-Telegram management posted a statement to its staff declaring its readiness to negotiate "in the spirit of the Wagner law," and Roy W. Howard, president of that paper and co-owner of the chain, wrote to the New York Guild announcing its arrangements for starting negotiations as the Guild requested. The developments, occurring both in Cleveland, where the Guild is pressing for a contract to replace the present "accord" with the Press, and in New York, followed this order:

Wire and Photo Staffs Benefit

ANG's First General Agency Bargaining Helps Hundreds

Guild negotiations resulted on Jan. 11 in the establishment of minimum wages up to \$70 a week for main desk men and other improved standards of employment for all editorial employees of the Hearst services, International News Service, Universal Service and the International News Photos.

The five-day 40-hour week was also instituted on a national scale for all employees "except full-fledged executives." Severance indemnity was also established on a basis of length of service ranging up to a maximum of 10 weeks' pay except in cases of discharges for misconduct.

Although not in contract form, these concessions are the first to be granted the Guild on a national scale, representing the result of negotiations carried on in the name of the ANG. They are the first comprehensive concessions on a wire service and affect at least 300 Hearst employees in more than 30 cities of the United States.

The interim agreement with the ANG is a landmark in the history of the newspaper industry. (Continued on page 4)

New Member



Mrs. Eleanor Roosevelt, wife of the President, has joined the New York Guild by virtue of her daily syndicated column, "My Day."

The Nation's Press Had a Bad Time in Trying to Record Her Remarks about Membership. Story on Page 2.

Officials Give Views On Our Organization

Below are texts of letters received by the New York Guild from Stephen Early, assistant secretary to President Roosevelt; U. S. Senator Robert F. Wagner and Edward F. McGrady, assistant secretary of labor, regarding the question of whether organization of editorial workers would be considered to endanger the freedom of the press.

The letters are answers to the Guild's inquiries made after Roy W. Howard, co-owner of the Scripps-Howard chain, had mentioned conversations with President Roosevelt, Senator Wagner, Secretary of Labor Perkins and Assistant Secretary McGrady. He had said that after his consultations he felt confident that, if he were forced, he could win public support for his view that a preferential shop, which the Guild considers necessary for its self-preservation, would make the unionization of editorial departments a danger to the independence of the press.

The letters are addressed to Milton Kaufman, executive secretary of the New York Guild. Early's letter follows:

THE WHITE HOUSE
WASHINGTON

January 12, 1937.

My dear Mr. Kaufman:

There is no disposition on the part of any White House official to feel that the right of newspaper employees to organize conflicts in any way with the "freedom of the press."

I make this statement to you although it is entirely apart and without any relationship whatever to your letter of December twenty-fourth and the reports contained therein, regarding statements said to have been made by Roy W. Howard of the Scripps-Howard newspapers.

The National Labor Relations Act was placed on the statute books during the President's Administration. It is the law of the land. May I say in this connection that the President's chief interest and concern, in this case as in all others involving the rights of employer and employee, is to see that each receives fair, impartial and just treatment in the enforcement of each and every law of the land.

Very sincerely yours,

STEPHEN EARLY,
Assistant Secretary to the President.

Senator Wagner's reply in full read:

"Thank you for your letter of December 24.

"It would not be fair for me to make any comment about (Continued on page 3)

Guild Asks Press Parley About 'Delegates' From U.S.

The International Executive Board of the Guild intervened in the Pan-American Press Conference taking place last week in Valparaiso, Chile, and informed the president that certain American journalists present did not represent American newspapermen and women.

The action was taken when dispatches appeared in New York papers describing the sessions and stating, in the case of the New York Times, that "the United States is represented by 13 delegates, representing leading American newspapers and press associations." The

dispatches and radio statements about the Conference brought the only information that reached the Guild about the body.

The incident was particularly surprising to Guild officers because it occurred not long after the arrival of a letter from the International Federation of Journalists, with which the Guild is affiliated, asking the Guild to take the lead in the formation of an American Federation of Journalists. The plan, as outlined by Stephen Valot, general secretary of the Federation, was to (Continued on page 5)

ner affirming his belief that the right of newspaper employees to organize had nothing to do with freedom of the press. 4. Then came the World-Telegram and Howard communications. A general meeting of unit representatives is now being arranged for Jan. 24.

Meanwhile the Hearst management made important concessions to the Guild for the wire services and agreements and gains elsewhere further strengthened the ANG's position.

Howard Names His Delegates

Management Will Deal in "Spirit of Wagner Law"

Roy W. Howard, president and editor of the New York World-Telegram, in a letter to the New York Guild dated Jan. 11, designated Noel S. Macneish, acting publisher, to act with Lee B. Wood, executive editor, "in the collective bargaining negotiations which you (The Guild) have requested." The Guild had asked for "immediate negotiations for a full Guild contract and a blanket 10 per cent pay restoration."

Howard was replying to a letter from Milton Kaufman, New York executive secretary, forwarding a petition bearing the signatures of 190 World-Telegram staff members in which the request was made.

Arrangements are now being made for an early conference with the World-Telegram management in accordance with the publisher's suggestion. Howard's letter read:

This reply to your letter of January 7 has been delayed owing to the illness of Mr. Noel S. Macneish, acting publisher of the New York World-Telegram, whom I have delegated to act with Mr. Lee Wood for the World-Telegram in the collective bargaining negotiations which you have requested. Mr. Macneish returned to his desk today, and he and Mr. Wood will be glad to arrange with you at once for a meeting at your earliest mutual convenience.

In Spirit of Wagner Law

Howard's letter followed a bulletin board exchange between himself and the Guild in which, in a statement signed "New York World-Telegram," he assured the staff that (Continued on page 8)

IEB Urges AFL to Unify Labor in Industrial Drive

Quarterly Meeting Stresses Campaign's Importance To All Workers—Maps ANG Organizing

Meeting for the first time since the successful conclusion of the Seattle strike, and looking back on a spectacular period of bargaining gains and growth in membership, the International Executive Board of the ANG at its quarterly session just held made a series of declarations on both Guild and general labor affairs and a large number of decisions on Guild organizing, bargaining and other activities, aimed at capitalizing on what it regarded as the ANG's highly advantageous position.

They came after a survey of the whole range of Guild affairs, both external and internal, on the basis of reports presented by Jonathan Eddy, International Executive Secretary, the international organizers, and other officers. The Board—

1. Made a declaration on the organization drive now being conducted in the nation's basic industries, pointing to its "incalculable import to the future of all Americans who obtain their livelihood

by work," and called on the Executive Council of the American Federation of Labor to heal its breach with the unions in the Committee for Industrial Organization and marshal organized labor solidly behind both this drive and "an adequate program of labor legislation."

Aids Auto Strike
2. Voted \$250 from the International Defense Fund for the strike of the United Automobile Workers as a token of the Guild's support and in recognition of the strategic importance of this strike in the basic drive to organize steel.

3. Decided on the areas on which to concentrate organization efforts and set up a plan for co-operation of local Guilds which is expected to make possible the placing of an additional organizer in the field.

4. Focused attention on the direct relation between unemployment and the welfare of all workers in a series of resolutions protesting the inadequate appropriations for WPA and calling for an (Continued on page 5)

BARGAINING DATES FIXED IN DETROIT

Chicago to Start First Major Negotiations
With Daily Times Management

DETROIT.—The Detroit Newspaper Guild has obtained dates for collective bargaining meetings with the management of both the Free Press and the Times.

After a whirlwind organization campaign on the Times, employees petitioned the Guild to represent them. A letter was sent to the Times management, and a reply was sent to the Guild by D. H. Lapham, business manager, agreeing to meet with the committee.

A contract has been drawn up and approved at national Guild headquarters and will be presented to the management at the conference.

Negotiations on the Free Press started in November, and a full committee called on E. D. Stair, president and publisher. Stair designated the local Publishers' Committee as his representative for bargaining. A letter was sent to W. H. Pettibone, business manager of the Free Press and that paper's representative on the committee. He replied and fixed a date for a meeting.

The Free Press has been strongly organized for two years and a contract representing the demands of the employees was drawn up six months ago. It will be presented to the management.

Meanwhile, organization work proceeded on the News and the wire services and it is believed that Guild strength at these organizations will be materially increased by the results so far achieved on the Free Press and Times.

A bonus granted to Free Press employees in the first week of December was a sequel to the Guild's announcement of negotiations with Stair.

Chicago Daily Times

Bargaining in February
CHICAGO.—Contract negotiations covering the Daily Times staff are expected early in February between Publisher S. E. Thompson and the Chicago Newspaper Guild, first such bargaining here for a major daily.

In reply to a written Guild request, Thompson wrote that, after a visit to Florida (where he owns the Tampa Tribune) he would "meet at any time with such representatives as the Times unit of the Newspaper Guild chooses to appoint for the purpose of negotiating a contract between that unit and this company."

The Guild hoped to clear up the slight misunderstanding apparent in the publisher's reference to contracting with the unit, since a standard Guild contract is sought.

Signs of strain between Guild and management, which developed late in December and early in January concerning bargaining proposals, seemed ebbing recently.

The unit of 90-odd newly organized members on an eligible staff of not more than 110 is ballooning by mail on approval of a proposed contract draft built around a \$60 minimum scale for three-year artists, photographers, copywriters, reporters, reviewers and some others.

The fast-growing, editorially liberal tabloid has operated under low pay scales, compared to other Chicago dailies, during its eight-year climb to 330,000 circulation.

Importance stressed
Importance of first Chicago negotiations was recognized in extensive discussion by the International Executive Board with Don Stevens, AFT-ANGL organizer, during the recent board meeting in New York.

The Times management had maintained an apparently favorable attitude toward staff organization in the last couple of months. Tension arose after the unit scale committee's \$60 proposal became known. The scale was decided upon only

after similar figures or higher had been set in scales posted by the two Hearst papers here. Chief management objection seemed to be against grading, for minimum purposes, of artists, photographers and reporters as high as copywriters and copyreaders, after the two Hearst papers had differentiated against artists, photographers and reporters. The Times scale proposal was based on Guild agreements gained elsewhere in respect to classifications—notably the New York Journal—and in consideration of the Times being a picture paper.

Continued managerial pressure upon active Guild members supporting the scale proposal was reported, and on Dec. 30 Thompson addressed a staff meeting. His general statement was to the effect that the paper was still heavily in debt and he also objected to negotiating or contracting with anyone except the Times' own employees.

He declared the New York Daily News made a "mistake" in signing with three men (Guild officers) none of whom was a Daily News employee. But, meeting an hour later, the unit, after hours of debate, voted more than 3 to 1 on a test roll-call upholding the committee's basic \$60 plan.

Tension Up, Then Down
Increased tension appeared in the office and Organizer Stevens on Jan. 2 circulated the unit membership with a letter pointing out its rights under the "own choosing" provisions of the Wagner Act as well as established labor practice. He also cited the paper's labor-liberal record, expressed faith in the Times' intention to deal fairly with the Guild, stressed necessity for avoiding anything resembling coercion or company unionism and suggested a general calm down by Guild members and others.

"Only the nervousness of editorial unionization," he declared, "seems responsible for this little excitement at the pre-labor Times when the Guild unit merely began proceeding like a regular labor union."

The same day the Guild requested its first bargaining conference.

AND MRS. F. D. R. SAID—

She Undergoes Quiz About Her Membership

Mrs. Eleanor Roosevelt's membership in the New York Guild was not news to the wire services nor to most papers, but when the Washington correspondents had a chance to examine her on the subject of strikes, that was something different. The accounts of her answers had several variations. Some of them follow.

United Press
WASHINGTON, D. C., Jan. 5.—Mrs. Franklin D. Roosevelt made certain she would not be required to strike, picket or attend meetings before she joined the American Newspaper Guild, she revealed today.

Mrs. Roosevelt, who has been conducting a daily column, "My Day," for exactly a year, expressed firm belief in the activities of the Guild, which she joined ten days ago as a member of the New York City chapter.

Associated Press
WASHINGTON, Jan. 5.—Mrs. Franklin D. Roosevelt disclosed today that her new membership in the New York Newspaper Guild had strings tied to it.

She told her press conference that before joining she pointed out to the Guild members that she would not have time to attend meetings and could not strike.

Mrs. Roosevelt explained also that she could not picket for the press-

Let's Settle These Issues —Send In Your Opinions!

The IEB at its January meeting issued the following statement to the membership:

The Board calls the attention of the membership to the fact that the annual Convention is less than five months away. It feels that the issues which will face that Convention should be discussed thoroughly in general meetings of local Guilds to the end that delegates come to the Convention with a clear understanding of the position of such general meetings on the various issues, and if possible with instructions on the more specific issues.

At the present time, the Board sees the following major issues as likely to be before the Convention and recommends them for discussion by the local Guilds in general meetings:

1. Relation of the Guild to the rest of the labor movement, with particular reference to the split between CIO and the dominant faction of the A.F. of L.
2. Participation in independent political action, with particular reference to support of a farmer-labor party.

The Guild Reporter has been instructed to invite a free discussion of the subjects in its columns.

Page Missing Meets Strikers

Struck Paper Gets Flushing Publisher
No Student Copy To Hear Demands

Strike-breaking copy supplied by high school students in New York to the Flushing North Shore Journal was withdrawn at the order of school authorities after a protest by the New York Newspaper Guild.

The students of Flushing High School, as an official school project, wrote and edited a full page of school news which appeared in the Journal every Saturday. The Guild, whose members are refusing to go through the Typographical Union picket lines to work on this paper, asked that the school withdraw its official support of the paper.

After the Christmas vacation the usual Saturday school page did not appear on Jan. 9. Harold G. Campbell, Superintendent of New York City Schools, said Principal Arthur L. Jones had suspended the project for the duration of the strike, because picketing of the school had been threatened.

The principal was afraid some of the husky football players would beat up the pickets," said Campbell. The Guildmen and striking printers withheld comment on this statement.

ent. She did not amplify that remark.

New York Times
(Special to the New York Times)
WASHINGTON, Jan. 5.—Mrs. Roosevelt explained today her membership in the American Newspaper Guild.

It was quite true, the President's wife said at her press conference that as a columnist she had joined the New York branch of the Guild ten days ago.

"I have always believed in the Guild, and I don't suppose I ever would go on strike, but because I couldn't do any picketing in the immediate future at least, or other things sometimes required of members that I couldn't, under present circumstances, do, I had to make that clear before joining," she said.

"But I do believe in the things the Guild is trying to do and I was told that I could join on that basis and did so as a member-at-large of the New York Guild."

Editor & Publisher (which carried the original news, with restraint): At her press conference this week Mrs. Franklin D. Roosevelt explained her position as a member-at-large of the New York branch of the Newspaper Guild.

She explained that she has always been in sympathy with the aims and ideals of the Guild and said that because of her status as a columnist she applied for membership.

A NEW PEAK IN CHICAGO

Membership—Over
300 As Units Begin
Functioning

CHICAGO.—With membership passing the 300 mark, Chicago's Guild organizing drive rolled through the first half of January with greater momentum as the organization details incident to setting up two big daily paper units were smoothed out.

Membership on Jan. 11 showed a gain of more than 600 per cent in about 80 days.

The Times unit of 90-odd members on an eligible staff of about 110 developed rapidly as a functioning group concentrating on prospective contract negotiations.

The Herald-Examiner, with some 115 members of an eligible staff of around 135, continued to gain enrollments and was electing permanent officers.

Evening American organization as another big unit, was definitely under way. Membership had firmed well ahead of the News, which suffered from the "choke-up" of organizing machinery during assimilation of new membership elsewhere.

The Herald-Examiner, with some 115 members of an eligible staff of around 135, continued to gain enrollments and was electing permanent officers.

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AGREEMENT IN BOSTON

Transcript Makes
Concessions In a
"Stop-Gap" Pact

BOSTON.—A "stop-gap agreement" which will last until Oct. 1 was signed on Jan. 4 by William M. Hines, publisher of the Boston Evening Transcript, and the negotiating committee of the Newspaper Guild of Boston, representing a majority of Transcript editorial employees.

Although Hines insisted throughout the negotiations he was not recognizing the Guild, but merely a committee representing his employees, the agreement provides for a grievance committee consisting of two Transcript employees and the president of the Newspaper Guild.

The agreement provides for an immediate beginning wage of \$15 for all copy boys and \$25 for "cubs" in all editorial departments. The agreement "recognizes as reasonable" a sliding scale up to \$45 a week for men with five years' experience, and the publisher promises to institute it between now and Oct. 1 if the Transcript's financial condition continues to improve.

"The employee having the greatest length of service and who does not receive the minimum of \$45 weekly will be the first increased," he stated in a notice to editorial employees signed by himself as representative of the newspaper, and John Barry, Boston Globe, and Ed Allen, Guild president, as representatives of the employees.

To Arbitrate Ousters
All disputed dismissals are to be arbitrated by the State Board of Conciliation and Arbitration. Severance indemnities of six weeks' pay are to be given any person discharged who has been in the paper's employ more than two years. All hours worked in excess of 40 are to be compensated for with overtime pay or time off within three months. The Transcript is on a five and one-half day week.

The agreement is the first written compact between the Transcript and any trade union in 1937. The Transcript, founded in 1830, is one of the most conservative newspapers in New England, and has always been open shop in the mechanical departments, although the typographical union has recently begun to consider asking for a contract.

One of the points which came up during the negotiations was whether experience on other newspapers qualified a man to become one of the "gentlemen of the Transcript."

It was finally decided to eliminate experience on the tabloids at the management's request, and to describe experience as "on standardized newspapers in cities of more than 100,000 population."

Radford Mason, who was for many years music critic on the San Francisco Examiner and who resigned after he was demoted for Guild activity, arrived in Boston on Jan. 2 to assume charge of the Transcript music department and on Jan. 4 addressed the Transcript unit meeting, pleading with non-members to join the Guild because of its importance to the future of the newspaper profession.

Mason stipulated to Hines, in accepting employment, that he would not take the job if it meant the elimination of Moses Smith, vice-chairman of the Transcript unit and outstanding critic in Boston since the death of the Transcript's "H. T. P." and the Herald's Philip Hale.

Smith, originally hired by the Transcript from the staff of Hearst's Boston American, will continue with Mason in the music department.

The agreement provides for a guaranteed minimum of 30 days' sick leave per annum if an employee becomes ill, and two weeks' vacation with pay. During the depression, employees have been obliged to take one week's vacation without pay.

NUJ Branch Aids Spanish Workers

A message of sympathy to Spanish trade unionists fighting to preserve their legally elected government and of warning against the dangers inherent in a triumph of fascism was adopted at a recent meeting of the Central London branch of the British National Union of Journalists, according to the Journalist, official organ of the Union. The resolution read:

"This branch of the National Union of Journalists, realizing that the triumph of fascism in Spain would be a further blow at the ideals of free association for which the Union has stood, both nationally and internationally, expresses its sympathy with fellow trade unionists in Spain who are struggling to preserve the legally-elected government."

An informal collection was taken after the meeting at which nearly \$40 were raised for a Labor Fund for the Spanish workers.

FULL PACT IN CAMDEN

Courier-Post Staff
Receives General
Pay Increase

PHILADELPHIA.—A contract providing for the closed shop, minimum pay, overtime, security provisions and other features, and immediate pay rises of at least 5 per cent for every editorial staff member resulted from negotiations conducted by the Philadelphia-Camden Guild with the Camden Courier-Post newspapers.

David Stern, the publisher, has contracts with the Guild in Philadelphia and New York.

The flat 5 per cent increase was guaranteed in a verbal agreement for all editorial employees following successful bargaining by the Guild.

In addition, those men on the papers who were not brought up by the 5 per cent increase to their pay level prior to the 10 per cent cut in 1932, received additional increases to bring them to that level.

The minimum scale established by agreement between the management and the Guild was made retroactive to Nov. 1, thus resulting in fat pay envelopes for several of the younger men.

One suburban reporter who had been making \$18 a week found \$20 in his pay envelope.

The written contract itself, signed on Dec. 31, follows that in effect on the Philadelphia Record, except that minimum pay scales are slightly lower in some classifications.

The contract provides for a Guild staff, overtime pay, day and a half pay for out-of-town assignments, vacations with pay, graded dismissal notices running up to 3 months after 9 years of employment, check-off of Guild dues and assessments and the following pay scale:

(a) CLERKS—Inexperienced—first year.....\$15.00
After one year's experience.....16.50
After two years' experience.....18.00
After three years' experience.....20.00
After four years' experience.....22.50
After five years' experience.....25.00

(b) COPY BOYS—during first year.....\$15.00
Second year.....16.00
Third year.....17.00
Fourth year.....18.00
After fourth year.....19.00

(c) SALARIED REPORTERS—having no other regular employment, covering territory outside the city of Camden—during the first year of this contract.....\$20.00
During second year of contract.....25.00
During third year of this contract.....30.00

CAPITAL POST DEALS

Recognizes Guild
In Agreeing to
Improvements

WASHINGTON.—The Washington Post has recognized the Washington Newspaper Guild in a statement of office working conditions to remain in effect for one year from Dec. 14, 1936.

Publisher Eugene Meyer agreed in the signed statement to institute salary scales running from \$25 a week for the first year of experience up to \$45 for desk men with more than three years' experience.

Thirty-six Post employees will receive wage increases as a result of the agreement. It provides for a 40-hour week. In oral discussions, business manager Donald M. Bernard promised to institute the 5-day week as soon as the schedule can be worked out.

The statement, posted on Jan. 11, said:

The following is a statement of the policy of The Washington Post, reached in consultation with a committee of the Washington Newspaper Guild representing the editorial employees of the Washington Post, with respect to wages, hours and working conditions of the editorial employees. It is not a contract, but the policy will be effective for a period of one year from Dec. 14, 1936, and will continue thereafter so long as economic conditions warrant.

Reporter Minimums
The minimum pay scale for reporters provided for in the agreement follows: first year of experience, \$25 per week; second year, \$30, and third and succeeding years, \$35.

The agreement provided for two weeks' notice or equivalent pay for all employees dismissed after 90 days' service and running up to five weeks' notice or pay for five years' service or more.

Sick leave, two-week vacations with pay and equal time off for overtime were guaranteed. A number of executives were exempted from the 40-hour week provision.

Meyer voluntarily made the pay scale effective as of Dec. 14, the day on which he made his first counter-proposal to demands of the Washington Guild negotiating committee. This proposal was rejected.

Only One Paper Missing
Signing of the agreement made the Washington Star the only paper in the District of Columbia which has not made concessions to its employees as a result of Guild bargaining.

At the conclusion of the conference, Meyer said: "This agreement is less than I would like to do for my employees and is open to review at any time by either side."

Representing the Post management in the conference with the Guild besides the publisher and Mr. Bernard: Felix Morley, editor, and Alexander Jones, managing editor.

The WNG was represented by its bargaining committee consisting of: Kenneth Crawford, New York Post, chairman; Robert M. Buck, News; Richard L. Turner and Nathan W. Robertson, Associated Press; Paul Ward, Baltimore Sun; and John O'Donnell, New York Daily News.

(d) EMPLOYEES other than clerks, copy boys and salaried reporters covered by (c) above—Inexperienced—first year.....\$20.00
During second year.....25.00
During third year.....30.00
During fourth year.....35.00
The editorial staff of the Courier-Post newspapers numbers 65 men and women.

BUILDING

Bulletin Board Bluffs
Publishers Dispatch
Agents to Valparaiso

By JONATHAN EDDY

"In order to clarify and make definite what are believed to be reasonable and fair working conditions among news and editorial employees, this notice is posted."

Yes, the above is the preamble to another office bulletin board announcement. Following the policy of the organized publishers and other of the most reactionary employers in the country today, the publisher has received a delegation representing his city room. The delegation, in consonance with established trade union procedure and the law of the land, had gone to the publisher in good faith and discussed the garden variety of trade union agreement. He was so very kind as to permit the duly elected representatives of his reporters, deskmen, photographers, etc., to state the Guild's opinion, arrived at after long study, as to what would be equitable minima and working conditions. With this information, which he was so kind as to accept, he secretly and behind their backs drew up a statement of policy. For newspapermen and women are stupid, you know. You tell them what they can have and they take it. You don't have to treat them as if they had common sense and self-respect, like plasterers or miners.

"It seems obvious that inflexible arrangements as to compensation or hours are impossible with work which cannot be measured mathematically or statistically as to quality and quantity. The range between the most and the least efficient news and editorial workers is great, . . . etc., etc."

General Motors seems to hold similar views regarding automobile workers, and to hesitate no less in falsifying demands.

At our national convention at St. Paul in 1934, we voted to affiliate with the International Federation of Journalists. We had drawn from them precedent and moral backing for collective bargaining. Had it not been for the Federation, we should probably never have established our system of dismissal indemnities, which mean so much to the peace of mind of many newspapermen and newspaper families.

Throughout the period of our affiliation we have been a rather undisciplined member body. The sending of delegates to World Congresses has never got much beyond the stage of good intentions and until very recently we had not reimbursed the expenses incurred by the FIJ in sending a representative to the St. Paul Convention. We never paid our per capita tax. We hadn't the money; moreover, of what concern to us was an organization with headquarters on the other side of the Atlantic?

The FIJ embraces twenty-one foreign journalists' societies, which, as is befitting, take their professional dignity by no means lightly. It is my understanding the Federation was established under the auspices of the League of Nations, from which, however, it is distinct and independent. Its main concern has been the improvement and stabilization of conditions of work and the advancement of the standards and ethics of the profession. Until the ANG affiliated with it, American wire services and certain American newspapers covered its deliberations in great detail. Its largest constituent society, with the exception of ANG, is the National Union of Journalists of Great Britain (not the employer-dominated British Institute of Journalists, as certain phony newspapermen in this country would like you to believe.)

At this period in ANG history, with growth and morale greater than ever before and the organization at last firmly established—with no strikes on our hands, at least for a few minutes!—we have a breathing spell in which to consider our broader interests and look about at the world as a whole. Indeed, one is compelled to. Even those who feel that as an organization we should avoid as many as possible of the natural interests of journalists must have been stirred momentarily from their ostrich pose by reading that one of their leading fellow members has gone to fight without pay as an aviator for Spain against the Moors, the Germans, the Italians and the Portuguese.

Few of us may be stirred into action like Ben Leder at this most critical time in the world's history, but certainly all of us are interested when the world-wide newspapermen's organization, of which we are the largest group, puts before the executives of its constituents a ballot amounting in effect to a vote on whether the newspapermen and women of the Fascist countries shall be ejected from the federation.

The journalists of Great Britain and Belgium, it seems, are sponsors of this move. The statutes of FIJ protect freedom of the press. Therefore, either we eject the newspapermen of the Fascist countries, or compromise our principles. That seems to be the reasoning, and it is a line of reasoning which I consider faulty.

COMING closer to home is another proposal of the FIJ—namely, that ANG take the initiative in forming as a separate and affiliated section to cover the Western Hemisphere, a Pan-American Federation of Journalists, charging off the ex-

WIRE MEN GET RAISES

Guild Parley Nets Gains for Hearst Agency Staff

(Continued from page 1)

Hearst News Agency, recently signed, covers only New York, where all its members in this country are employed.

The negotiations which led to these improvements were held under the guidance of the International Executive Board. In informing the Guild negotiating committee of the concessions Joseph V. Connolly, president of King Feature Syndicate, declared there is "no doubt that these improved standards have been instituted as a direct result of Guild negotiations." Connolly declined to grant the preferential Guild shop, or to sign a contract embodying the conditions agreed on, but dwelt at length on his attitude of general sympathy with the objectives and activities of the Guild.

Base on News Photos

The matter of minimum wages on the International News Photos was one which could not be over- come prior to Connolly's departure on a month's trip to South America, but it was agreed that the subject would be reopened in March. Meanwhile, he said, the improved but unsatisfactory INP minimums would remain in effect, extending to employees throughout the country, and that there would be no discharge.

The INS minimums include the \$70 desk salary for New York, Washington and Chicago, \$40 for second desk, experienced rewrite men and cable desk assistants, \$35 for wire fliers and three-year reporters and \$21 for two-year copy boys and printer attendants. In bureaus outside of these three cities the minimums include \$70 for division managers, \$60 for state managers, \$50 for bureau managers and \$40 for three-year reporters.

Grievance Bodies Set Up

Grievance committees will also be recognized for the three services. Further details will be sent to local Guilds by mail.

The Guild committee, which opened negotiations the day before New Year's, consisted of Jonathan Eddy, AHO executive secretary, Carl Randan, New York Guild president, and Milton Kaufman, New York executive secretary. Two subsequent conferences were carried on by Morris Watson, international vice-president, and Kaufman.

Immediately after the initial conference minimum wages of \$60 for main desk men, \$50 for wire-fliers, rewrite and bureau managers and \$18 for copy boys was established. A maximum dismissal pay of four weeks was also established. These were far below the Guild's demands. At the second conference the management was represented by Connolly, Barry Paris, INS editor in charge; Seymour Berkson, Universal editor; Harry Baker for INP and George T. Hargreaves, business manager for the three services. The Guild declared that the minimums were "inadequate and unsatisfactory." Further negotiations led to a closer approximation to the Guild's proposals.

Effective Immediately

The new standards went into effect at once and will be continued for one year and as long thereafter as economic conditions justify.

The Guild's proposals include \$85 for main desk men and cable editors in Washington, Chicago and New York, \$95 for reporters and assistant bureau managers, \$70 for assistant desk men and \$51 for two-year copy boys. The Guild asked 10 per cent above the INS scale for Universal Service. Severance indemnity up to six months' pay was also requested.

New Conditions on Hearst Services

Below are the minimum standards in effect on INS, Universal Service and International News Photos, as a result of Guild conferences with J. V. Connolly. They are the same for all three services, except as to wages. Those for INS and US are given. Those for the Photo service were left for a later conference.

- HOURS.** The five-day, 40-hour week for all editorial employees, except full fledged executives. In the latter case, whenever possible without serious impairment of operating efficiency, these executives shall also be entitled to the five-day, 40-hour week.
- OVERTIME.** Equal time off for overtime.

- MINIMUM WAGES for International News Service:**

- Main desk men.....\$70 minimum
- Second desk men and those regularly relieving on desk part time, experienced rewrite men and cable desk assistants.....\$55 minimum

- Second string wire fliers, including men inexperienced at such work, during training period (2 years).....\$40 minimum
- Reporters:

- To start.....\$25 minimum
- After first year.....35 minimum
- After two years.....40 minimum
- After three years.....55 minimum

- Copy boys and printer attendants:

- To start.....\$15 minimum
- After first year.....18 minimum
- After second year.....21 minimum

- For bureaus outside of New York, Washington and Chicago:**

- Division managers.....\$70 minimum
- State managers with supervision over more than one bureau.....60 minimum
- Bureau managers.....50 minimum
- Bureau assistants, rewrite men and reporters:

- First year.....\$25 minimum
- Second year.....30 minimum
- Third year.....35 minimum
- After third year.....40 minimum

- Copy boys:

- First year.....\$15 minimum
- Second year.....18 minimum
- Third year.....21 minimum
- After third year.....25 minimum

- MINIMUM WAGES for Universal Service:**

- Main desk editors in Chicago, New York and Washington.....\$70 minimum

- Second desk men and cable desk assistants.....\$55 for wire fliers and three-year reporters and \$21 for two-year copy boys and printer attendants.

- In bureaus outside of these three cities the minimums include \$70 for division managers, \$60 for state managers, \$50 for bureau managers and \$40 for three-year reporters.

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- Bureau Managers of filing points elsewhere.....60 minimum
- Experienced rewrite men, department editors, general desk and cable desk rewrite men.....60 minimum
- Chief wire fliers on main trunk wires with experience.....35 minimum
- Second string desk assistants (not responsible for major editorial judgment).....45 minimum

- Reporters:

- First year.....\$25 minimum
- After one year.....35 minimum
- After two years.....40 minimum
- After three years.....55 minimum

- Junior editors and junior wire fliers (embracing graduate copy boys or anyone not full-fledged who is assigned to semi-editorial work):

- First year.....\$30 minimum
- After one year.....35 minimum
- After two years.....40 minimum
- After three years.....55 minimum

- Copy boys:

- First year.....\$15 minimum
- After one year.....18 minimum
- After two years.....21 minimum
- After three years.....25 minimum

- SICK LEAVE.** Sick leave is granted with full pay, provided, however, that the duration and frequency of such benefit payments are to be decided by the management in each individual case.

- DISMISSAL PAY.** Upon the discharge of any editorial employee for causes other than misconduct, he shall be paid a sum of money in accordance with the following schedule:

- After six months and less than two years.....2 weeks' pay
- After two years, an additional week's pay shall be paid for every year of employment up to a maximum of.....10 weeks' pay

- VACATIONS.** Two weeks' vacation is granted to those employed more than one year; one week to those who have been employed six months, but not longer than one year.

- QUERANCE COMMITTEE.** The management will be glad at any time to meet with employees or a committee representing employees for the purpose of discussing grievances.

- NEWARK, N. J.**—Jacob Mogelever, city editor of the Newark Ledger, who was expelled from the Newark Guild on charges that he interests lay with the publisher as against the Guild, has obtained an order in Chancery Court temporarily restraining the Guild from removing his name from the membership rolls of the local Guild and the ANG and from requiring him to surrender his membership card.

- Mogelever had previously appealed from the Newark Guild Board's ruling was upheld.

- After Chancery Judge John O. Bigelow, before whom Mogelever filed a 30-page bill of complaint on Jan. 12, ordered the Newark Guild to show cause on Jan. 19 why it should not be restrained from removing Mogelever from its rolls. Bigelow, after signing a drastic temporary order, requiring the Guild to permit Mogelever to attend membership meetings and accord him his full rights, amended the document the same day without application by the Guild to restrain the Guild only from striking Mogelever's name from the rolls. The name had already been removed several weeks earlier, however.

- Mogelever argued that he was deprived of his property rights, defining preferential and closed shops, he went on to explain that "deponent by reason of his expulsion is not eligible to work in a closed shop or preferential shop. In pursuance of its objectives, the American Newspaper Guild and its local branches have already entered into agreements of either of the types mentioned above with several newspapers in various parts of the United States, the most prominent of such papers being the Daily and Sunday News of New York." He added that these papers were very similar in type to the Newark Ledger and that positions on them were eagerly sought after.

- News of his expulsion, he added, was printed in the Guild's Exponent, explaining that the paper was circulated among and read by large numbers of newspaper workers and publishers and that in reading of the expulsion they will believe in the truth of the charges. Thus, he said, his reputation among newspaper men and publishers will be seriously impaired and he will be hampered in getting a new job should he at any time leave the Ledger.

- Even prior to our protest on behalf of the working newspaper folk of this country, Latin-American delegates had attacked the role of the United States in the gathering. Since ANG is the recognized organization of United States journalists, both in the American labor movement and in the international sphere, it would appear that failure of the sponsors of the so-called conference to consult this organization was deliberate. Be that as it may, if the circumstances surrounding the gathering are manifestations of Yankee diplomacy, it is little wonder that our Latin-American conferees regard this country as far from a "good neighbor," or even an honest one.

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10% Onward

Home News in N. Y. Grants Demand

A 10 per cent pay increase for 59 employees in the editorial department of the Home News, New York City, was put into effect Friday, Jan. 8, as a result of a conference earlier in the week between a Guild negotiating committee and James O'Flaherty, publisher, and Harry Goodwin, managing editor. Fifty-eight of those affected by the increase are Guild members.

The management also agreed to continue the five-day, 40-hour week and vacations up to three weeks for employees with five years' service.

Pending negotiations for a minimum wage scale, which O'Flaherty and Goodwin agreed to discuss in July, the management agreed to hire no new men for the staff at less than the lowest existing wage in each classification.

The Guild was represented by Paul Frederickson, New York Times; Karl Boström, Post, and William Mangold, New Republic. Edward Woods, unit chairman, and Walter Snow represented the unit.

The business was handled in two all-day sessions, Jan. 8 and 9, held at the City Club in New York City. Five voting members of the Board were present. Vice-President W. Erle Homan of Reading, Pa., presided in the absence of President Heywood Brown, who was ill in Miami, Fla., and whose doctor ordered him not to try to attend.

Others present, besides Executive Secretary Eddy, included Vice-Presidents Betty Ballantine of San Francisco; Morris Watson of New York; Garland Ashcraft of Cleveland; Gunnar Mickelsen of Milwaukee; and Treasurer Victor Pasche of Newark.

Vice-President Julius H. Klyman of St. Louis was on an assignment which prevented him from attending.

Bill Davy, ANG international organizer, Don Stevens, A. F. of L. organizer attached to the Guild, and Clyde Beale, Guild Recorder, also attended.

In declaring its position on the dispute within the American Federation of Labor, the Board pointed out the improvement in conditions for success in the organizing drive resulting from the labor victory in the presidential election and to the enhanced prospects for the establishment of industrial democracy for the bulk of American wage earners, and stressed the vital need for unity within the labor movement to take advantage of the opportunity. It added:

"In our opinion, present developments in the automobile industry and elsewhere have now established beyond any peradventure doubt the need for unity and necessity for the industrial form of unionism in the basic industries."

Placing "Unity of the labor movement as its primary concern," the Board joined "the overwhelming bulk of organized wage earners in defining preferential and closed shops, he went on to explain that "deponent by reason of his expulsion is not eligible to work in a closed shop or preferential shop. In pursuance of its objectives, the American Newspaper Guild and its local branches have already entered into agreements of either of the types mentioned above with several newspapers in various parts of the United States, the most prominent of such papers being the Daily and Sunday News of New York." He added that these papers were very similar in type to the Newark Ledger and that positions on them were eagerly sought after.

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IEB DEMANDS AFL SEEK LABOR UNITY

Declaring Industrial Drive Is Vital, Board Wants Solid Ranks Behind It

(Continued from page 1)

expansion of the Federal Arts Program to absorb unemployed newspaper men and professional persons.

5. Took steps to speed up organization of wire services.

6. Clarified and laid down Guild policies on a wide range of matters, from reorganization of defunct Guilds and the practices of volunteer organizers, to social activities.

7. Appointed committees and took other steps to carry out mandates of the 1936 Convention and begin preparation for the 1937.

In addition to these items the Board acted on a large number of others.

Sessions Last Two Days

The business was handled in two all-day sessions, Jan. 8 and 9, held at the City Club in New York City. Five voting members of the Board were present. Vice-President W. Erle Homan of Reading, Pa., presided in the absence of President Heywood Brown, who was ill in Miami, Fla., and whose doctor ordered him not to try to attend.

Others present, besides Executive Secretary Eddy, included Vice-Presidents Betty Ballantine of San Francisco; Morris Watson of New York; Garland Ashcraft of

INTERNATIONAL EXECUTIVE BODY DECLARATIONS

The main declarations of Guild policy and resolutions adopted by the IEB at its January meeting follow:

ANG Position on the Industrial Drive

Resolved, That the International Executive Board of the American Newspaper Guild declare its opinion of the present situation in the labor movement to be substantially the following:

The United States is witnessing today the greatest drive towards organization of the basic group of working people in its history. The outcome of this drive is of incalculable import to the future of all Americans who obtain their livelihood by work, to the security of their families and to the well-being of the entire nation.

Leadership and responsibility in this drive have been undertaken by a million and a quarter members of the American Federation of Labor, functioning through autonomous international unions affiliated therewith. Conditions for success have been strengthened by labor's victory in the recent presidential election. As the American labor movement enters the threshold of a finer era, in which we may hope to see established industrial democracy for the bulk of American wage-earners, millions are conscious of the need for, and demand, unity within the American labor movement itself.

In our opinion, present developments in the automobile industry and elsewhere have now established beyond any peradventure of doubt the advantages of and necessity for the industrial form of unionism in the basic industries.

The American Newspaper Guild, as a constituent international union which has throughout its existence, and especially in recent months, placed unity of the labor movement as its primary concern, feels that the time has now come when it must join the overwhelming bulk of organized wage-earners in calling upon the Executive Council of the American Federation of Labor to re-examine its position in the light of current developments and to take immediate steps to heal the present breach. Such steps we believe to be the following:

1. Under the full powers lodged in the executive council by the recent convention in Tampa, to revoke the suspension of the unions now conducting the drive for industrial organization.
2. The standing of the CIO unions as autonomous having thus been recognized, the immediate creation by the executive council of a committee to seek the speediest possible adjustment of the remaining differences with the Committee for Industrial Organization.
3. Positive and prompt action by the executive council to marshal 100 per cent. moral and financial support from all branches of the American labor movement for the continuation of and unity in the present campaign for organization of the basic industries and for an adequate program of labor legislation.

These measures, in our sincere and earnest opinion, constitute the minimum duty of the executive council of the American Federation of Labor towards the organized working people of this country.

While we believe the organization of the steel workers to be of immediate and primary interest to us as wage earners and as trade unionists, we stress the present struggle of the United Automobile Workers of America for basic collective bargaining for adequate livelihood and security therein as fundamentally identical with the struggles which newspapermen and women have waged and are still waging for economic security and an American standard of living.

The International Executive Board of the American Newspaper Guild, meeting in New York, therefore expresses on behalf of organized editorial workers comprising the great majority of the staffs of American big city dailies a realization that victory over the one-sided employer dictatorship of

the General Motors Corporation will be a victory common to ourselves and to all other wage earners.

We urge the Automobile Workers to hold their lines until they have achieved the human right and modern-day necessity of genuine bipartisan collective bargaining to which we are all entitled as American citizens. We further call upon our branches and members to lend such assistance as they can in the form of moral and financial support to the drive for organization in steel, automobile and the other mass industries.

Hints For Locals And Organizers

This bulletin is addressed by the International Executive Board to volunteer organizers of the American Newspaper Guild, to district councils engaged in organization activity, to local Guild officers; in fact, to all Guildmen who are taking an active part in building the ANG at this favorable time.

Certain avoidable delays and misunderstandings have arisen recently in the process of organizing new Guilds and in reorganizing old ones. These difficulties can usually be traced to lack of familiarity on the part of district and local organizers with provisions of the International Constitution and established procedure in the ANG.

Since new organizations must necessarily have business-like relationships with ANG headquarters, inaccurate information inadvertently given by volunteer organizers has occasioned needless and tedious correspondence for both the "organization and ANG headquarters."

In some instances, locals have been given to understand that they were under onerous obligations contrary to the opinion of the IEB or, on the other hand, that they might expect a charter or reinstatement without fulfilling certain obligations which the constitution itself requires headquarters to exact.

The IEB examined these difficulties at its meeting on Jan. 8 and 9, 1937, and in the hope of eliminating them, is issuing the attached memorandum.

ANG ORGANIZATIONAL PROCEDURE FOR REINSTATEMENT OF DEFUNCT GUILDS

Any Guild which is in arrears beyond the period specified in Art. V, Sec. 6 of the International Constitution (60 days or more) is automatically subject to suspension according to the provisions thereof.

The constitution contains no provision whereby members of such a Guild, wishing to reorganize, may be relieved of accumulated dues and assessments. Art. VIII, Sec. 6, however, provides for readmission of individuals to membership under special circumstances upon payment of a fee of at least \$2, half of which is retained by the local Guild. While the authority is not specific, the IEB, subject to correction by a Convention, has been and will continue to be the time being to proceed under the following rule:

In order to re-establish themselves in good standing, Guilds which have been inactive on the books of the International Executive Board are ordinarily required to pay outstanding dues and assessments. However, in special instances, local Guilds which have been defunct over a period beginning prior to July 1, 1933, may re-establish themselves in good standing under their original charters after having re-enrolled their members and after having furnished evidence of their serious intentions, good faith and ability to maintain organization.

The IEB will, in ordinary circumstances, regard receipt at headquarters of the International share of the reinstatement fees of \$2 or more per capita, one month's dues of 75 cents per capita and any current assessment, along with specific formal request to the IEB over the signatures of the previous or permanent officers of the local for such reinstatement, as sufficient evidence that these qualifications have been fulfilled. The payment of these financial obligations is a minimum below

which the executive secretary has no authority to go in reorganizing local Guilds.

Members of a local Guild which is reorganizing are required to fill in the standard membership application blanks as provided for in the constitution, and transmit them to headquarters before their Guild can be considered for reinstatement.

NEW LOCALS
Charters are issued to new locals of the American Newspaper Guild after receipt at ANG headquarters of application blanks, properly filled in, initiation fees of \$1 per capita, at least one month's dues at 75 cents per capita, any current assessment, charter fee of \$5 and standard ANG charter application blank properly filled in and bearing the signatures of the duly elected or provisional local officers.

The IEB does not grant a charter when, in its opinion, to do so would tend to isolate those already enrolled in the American Newspaper Guild from unorganized members in the same shop or from prospective members elsewhere in the same community.

Under such circumstances, individuals who are eligible are free to enroll as members-at-large in the American Newspaper Guild pending the granting of a charter to the local. At which time they automatically become members of the local.

In special instances, the IEB may vote a charter, subject to release by the executive secretary when, in his opinion, the organizational efforts have been made. The secretary shall be directly responsible in local action in exercising this discretion.

Only the International Executive Board has the authority to enroll members-at-large, to issue charters, or to authorize individual members of the American Newspaper Guild to represent the international as Guild organizers or otherwise.

ORGANIZERS
All international organizers, accredited part time or volunteer organizers, and other authorized representatives of the international, when they engage in ANG work, must carry with them a specific certificate of commission bearing the international seal of this organization and the signature of the executive secretary.

The ANG as such, and any individual member, cannot in the future assume responsibility for eventualities arising from any commitments or promises or impressions conveyed by Guild members not so accredited, regardless of their sincerity or good intentions.

Nothing herein contained is construed as questioning the obvious right of any individual or district council to designate whomsoever they may choose as their agents, agents for relieving the ANG and IEB of responsibility for matters which we do not control.

We specifically encourage local Guilds and individuals to engage in organizational work. However, whether or not they feel that a specific commission from the international would be of assistance to them, they are urged to keep in mind the fact that the international headquarters informed in detail as to their programs.

Suspensions and Charter Revocations

The International Constitution of the American Newspaper Guild includes provisions whereby all Guilds join alike on a per capita basis in the necessary financial support of this union. To assure that this support be shared equally by the members, it provides disciplinary measures against delinquencies.

During the earlier period of the present, the IEB, cognizant of the difficulties confronting any group in the process of organizing and maintaining organization, has adopted an extremely liberal interpretation of these clauses.

It has carried almost to an extreme a policy of cooperating with individuals and with branches that have made claims that special circumstances entitle them to special consideration, or that rigid discipline would discourage organization.

The result, a natural one, is that those members whose consciences and determination have never failed to carry the organization by preserving it, not only to their

own benefit, but to that of those who have waivered.

In the opinion of the International Executive Board, the time has now come when the benefits of organization are obvious to the bulk of newspapermen and women, and the ability of ANG to achieve them has been indisputably established. That some should bear the cost of their union while others evade it is manifestly unfair. The IEB therefore considers it to be its duty to examine the records of all local Guilds and members at large, and to serve notice that henceforth the provisions as to dues and assessments will be rigorously enforced. Article V, Section 6 of the International Constitution reads:

"Each Guild shall promptly pay its dues between the 1 and 15 of the month following that for which they are levied, and its assessments within one week after the week for which they are levied."

"Any local in arrears on its dues or assessments for a period of 60 days or more shall be notified by the executive secretary of the international, and shall be suspended from the ANG if it fails to make payment within 30 days of such notification, and its members shall be notified of its suspension. The suspension shall be subject to the disciplinary provisions of the constitution and the rules of the international."

In accordance with this, the international treasurer will notify in arrears on dues or assessments for a period of 60 days or more, of such arrears, and the charges for the suspension shall be hereby declared to be automatically subject to the disciplinary provisions of the constitution and the rules of the international.

The International Executive Board serves the further notice that it will recommend to the forthcoming 1937 international convention the adoption of complete revocation of such charter.

Your Board reserves the right to depart from this procedure in cases where there has been presented evidence sufficient to convince it that a further extension of time would work no injustice.

It urges that all Guilds, which under the above are in imminent danger of suspension, enter at once into correspondence with the executive secretary as to measures whereby the necessity for suspension may be removed.

The Board wishes it clearly understood, however, that Guilds delinquent as to dues or assessments which have failed to correct their standing within the 60-day period provided in the constitution, but which pay their dues and assessments subsequently to the elapse of that period, will remain subject to the recommendation to the convention from this Board that their delegates be not seated.

Social Activities

Earlier in the existence of ANG, social activities, benefit affairs and the like were discouraged, as a result of repeated incidents in which such affairs detracted the local Guild, leading directly to its dissolution.

The IEB still feels that in the case of newly organized or reorganized Guilds, such undertakings are still to be avoided, except for the sole purpose of raising strike support in acute emergencies. The Board would make no other exception.

The Board's judgment, however, is entirely different in the case of Guilds which have been established long enough to have achieved stability as a trade union, with the fundamental necessity of discipline and dues, assessments and other union routine thoroughly recognized by the membership as a whole.

Indeed, the Board would go further and say that where the character of the Guild as a trade union has been grasped and put to constructive effect, so that the danger of degeneration into "company unionism" or "press-clubbism" has been eliminated in the process of growth, these other activities are not only proper, but essential.

Whether confined to the Guild itself or enlarged to include other fellow trade unionists in this industry, they can be conducted so as to promote genuine good feeling and unity. While they should never be, and under the constitution cannot be used for raising routine expenses of the Guild,

they can be made to serve a valuable defensive purpose by providing strike, emergency and non-employment funds.

Your International Executive Board deems this a fitting time to recall the following resolution adopted by the 1935 convention:

"Whereas, the Newark Newspaper Guild Auxiliary has succeeded in interesting wives who formerly opposed or had only passive interest in the Guild, and

"Whereas, funds have been raised for the National Defense Fund through the efforts of the Guild Auxiliary, and

"Whereas, social contact between the wives has resulted in establishing good will among the local members,

"Therefore, be it resolved, that this convention go on record urging the formation of Guild Auxiliaries throughout the country.

While the Guild's primary function is and will be the improvement of economic and professional standards through collective bargaining, the Guild, so long as it remains in direct-membership contact with the various wire services, and thus become more and more THE organization of all working newspapermen and women.

Every Guild which can possibly afford it, and even small ones, can and should maintain its own office and meeting spot. Many of our locals will find practical ways of maintaining Guild clubs and all should enjoy a social get-together from time to time.

We reiterate, however, A Guild which has not maintained fundamental organizational routine for a period of at least six months and, no matter what its age, which has not made actual gains in collective bargaining, should by no means digress as yet into other fields.

In Support of Maritime Strikers

Whereas, workers in the maritime profession have for more than two months been struggling for their rights to a living wage, decent working conditions and the right to organize unions, and

Whereas, their solidarity in the face of stubborn employer resistance, misrepresentation and sabotage from certain sections of the labor movement itself has been a historic lesson to all organized workers, and

Whereas, refusal of the shipowners, made wealthy through government subsidies, to grant the reasonable basic demands of the seamen striking unions and emulating the American Newspaper Guild in its commendable effort to constitute an effort to the democratic principles of American government, and

Whereas, the ANG is strongly appreciative of support given in struggles by the maritime unions, and

Therefore, be it resolved, that the International Executive Board of the American Newspaper Guild commend the maritime workers for their leadership in the sturdy affirmation of the democratic rights of American workers to have a voice in the conditions of their employment, and the IEB further urges all its branches on the Atlantic, Gulf and Pacific Coasts to continue to extend financial and moral support to the maritime strikers.

WPA Proposal

The Executive Secretary was instructed to send a telegram to the President and chairman of the Appropriations Committee of the Senate and the House protesting the inexcusable cut in the President's budget message, and further protesting the inexcusable cut in the WPA Arts Program, which needs to be expanded to absorb unemployed newspapermen and professional persons.

The Board further resolved to go on record in favor of transferring the WPA Arts Program to a department of the arts with cabinet standing.

IEB MAKES DECISIONS FOR OPERATING THE GUILD

Below are most of the actions of the International Executive Board at the January meeting. Declarations on various matters appear elsewhere. Votes are recorded where there was a division.

TO INSPECT CONSTITUTION

The Board voted that one committee should handle both the study of revision of the constitution and the study of officer set-up ordered by the IEB convention.

Resolved, That the IEB set up a board to perform these functions, to be known as the International Constitutional Commission, to function between now and the next convention, to be comprised of members of the IEB and others, to include approximately twelve members, and to be distributed on a geographical basis representing, insofar as possible, all sections of the country, and to be instructed to hold a meeting immediately prior to the next meeting of this Board, at which time it will be expected to make a complete report as to proposed changes in the constitution; this report to be studied by the IEB, to be printed in the GUNS REPORTER as soon thereafter as possible, with a comment which the IEB may deem fitting.

The following Commission was nominated:

Chairman, Max Ways of Philadelphia.
Secretary, Clyde Beals.
C. A. Irvine of San Francisco.
Carlton Skinner of Washington.
Milton Kaufman, New York.
Nat Zinkhorn, New York.
Martha Kane, Chicago.
Edward Allen, Boston.
Terry Pettus, Tacoma.
John Biddison, Twin Cities.
Elmer Ferry, Pittsburgh.
Victor Pasche, Newark.

Edwin Scott, Detroit.
John Mouloux, Knoxville.
William Shenkel, Akron.
Thomas Sherman, St. Louis.
Frank Laro, San Antonio.
Katherine Beebe, San Francisco.
Joseph Ruckenhof, Cleveland.
John Kykyri, Milwaukee.

Nominations were closed, subject to change by correspondence.

The following rules of procedure were adopted:

1. The Commission will consist of all those appointed who are able to serve.
2. The chairman and secretary, in consultation with any members available at headquarters will act as the liaison body, submitting to the Commission an initial analysis of apparent contradictions and omissions, will circulate to the members digests of all proposals, and will make a preliminary attempt to harmonize them.

3. Proposed changes will be invited from outside the Commission in the announcement in the GUNS REPORTER.

4. Just prior to the next Board meeting a meeting of the commission will be held at headquarters at which time will constitute a quorum. This meeting will submit a report to the IEB. The report will be printed in the GUNS REPORTER not later than May 1 with comments by the board.

FOR WAGE AND HOUR SURVEY

The Board authorized the executive secretary to proceed with a survey of wages and hours, and appropriate an initial sum of \$150 to handle expenses.

TO ORGANIZE WIRE SERVICES

The Finance Committee was instructed to make an accounting of dues from wire service members to the membership.

In view of the fact that the proceeds of dues from wire service members of the American Newspaper Guild are entirely inadequate to carry on an organization campaign among wire service men separately from other organization programs, it was decided that until such time as dues from wire service men are sufficient to carry out the Convention mandate, the Finance Committee use the general resources

IEB Urges Joining The Central Unions

The IEB decided to advise local Guilds of the advantages to themselves and the newspaper Guild of affiliating with state federations and central labor councils, and urge them to work therein on behalf of the policies enunciated by this Board with special reference to the present situation in the labor movement.

Further, the Board ordered that all Guilds be requested by the GUNS REPORTER editor to send in stories on all central labor union meetings and state federation conventions.

of the Guild to carry on the wire service campaign.

The IEB set up the following Wire Service Committee: Watson, Eddy and Pasche from the Board, and

Marvin Kane of Chicago (UP).
F. K. McVaine of New York (UP), secretary.

Richard Hippelhauser of New York (AP).
Joseph Ruckenhof (INS) of Cleveland.

Harry Franz (UP) of Washington. The Committee was specifically instructed to find adequate representation, where it is lacking, from the three major wire services.

The Committee was instructed to proceed as rapidly as possible with the establishment of separate committees for the various wire services, and to draw up procedure for the wire services.

TICKET SERVICE EMPLOYEES

Whereas the eligibility provision in the Constitution as it stands is deemed by the Board to be sufficiently flexible to enable the Board to act on specific requests for eligibility rulings, and whereas there have been since the last Convention no requests for such rulings, the Board hereby refers the suggestion regarding the eligibility of ticket service employees for recommendation by the Constitution Committee to the next Convention.

STUDY OF CREDIT UNIONS

The Board decided to appoint a committee of five to study credit unions and report to the next Convention, and in the meantime recommended to local Guilds that they do not permit the setting up of credit unions in which the name of the Guild figures, and that no local Guild or unit officers should take responsibility in the management of credit unions. Organizer, Davy was appointed chairman of the committee to study credit unions, with power to name the committee.

AN AWARDS COMMITTEE

The secretary was instructed to invite every Guild to nominate members to the Committee on Standards and Awards.

PROVIDE LEGISLATIVE COMMITTEE

The establishment and instruction of a Legislative Committee was left to Clyde Beals, GUNS REPORTER editor, who will serve as secretary of the committee, with instructions to bring in a report as to its personnel and machinery as soon as he conveniently can, to be acted upon by mail ballot.

EMPLOYMENT SERVICE STUDY

The secretary was instructed to ascertain whether there is any possibility of cooperation and sharing of expenses between New York and the International in regard to an Employment Service, and report back to the Board at its next meeting.

TO KEEP TREASURERS POSTED

The Finance Committee was instructed to put into effect some means of keeping the local treasurers posted as to membership standing. It was suggested to the

treasurer that he get out a bulletin to local Guilds explaining the operation of transfer cards and the importance thereof.

ARRANGEMENT WITH APTU
Regarding the Board's efforts to establish a working arrangement with the Allied Printing Trades Council, the Board voted:

(a) To continue the present approach to the subject of affiliation or cooperation.

(b) That we should get assurance from the Board of Governors of the Allied Printing Trades Council not to stand in the way of our getting into local APTC's.

(c) Advise local Guilds to foster all proper forms of cooperation with the printing crafts.

CLOSER RELATIONS WITH FIJ
The Board ordered that we take particular pains to have the doing of the International Federation of Journalists reported in the Guild Reporter; that inasmuch as the Board did not meet at an appropriate time, we refrain from voting on the freedom of the press idea (a referendum of the FIJ regarding relations with organizations of journalists in countries where there is no freedom of the press); that we seek information on this controversy from foreign journalists; that we address an inquiry to the FIJ expressing open-mindedness on the Pan-American Federation requesting more information; that we make further efforts to reduce our financial obligations to FIJ; that we make inquiries through the State Department as to organizations of journalists in other parts of the Americas; that the International Board bring into the next convention, on the basis of study, recommendations as to how the Guild can make more productive our affiliation with FIJ.

STAFF CONTRACT APPROVED
The proposed contract between the "Bookkeepers' Union" and the Accountants' Union, setting forth the clerical staff of the office, and the Guild (for headquarters staff) was read and approved.

ENCOURAGE NEWSBOX ORGANIZATION
The Board took notice of the organization of newsboxes in Cleveland, and urged local Guilds to encourage newsbox organization in their cities as much as possible, and decided, further, to call attention to the exploitation of child labor by publishers.

SUSPENSION OF CHARTERS
Regarding suspensions and revocations of Guild charters, for which the Constitution requires that notices be sent to all members concerned by registered mail, the Board decided that the charges be submitted by registered mail to the most recent listing of officers available at headquarters, addressed as to the officers and members, and that the members be further notified by

IN GOOD STANDING
The Board recognized as re-established and in good standing, with a recommendation to that effect to the Convention, the following Guilds: Lynn, Monroe, San Antonio, Youngstown.

For Jersey City Liberty

Whereas, during the past week newspapermen assigned to cover activities in the current seamen's strike in Jersey City and Hoboken have been subjected to annoyance, interference and threats of bodily injury by the Jersey City police, this attempted intimidation having developed after an earlier assault on one reporter by unidentified men in civilian clothes whom the police refused to arrest, and

Whereas, the above police action was taken in a direct attempt by the police to prevent the reporting of police conduct in the strike, which conduct, both in Jersey City and Hoboken, consisted of violence, unprovoked assaults on peaceful pickets and bystanders, submission of arrested citizens to torture, denial of the rights of free speech, assembly and picketing without the semblance of reason or excuse, assisted by illegal detentions and denial of bail by courts, and a general attack upon the rights of organized labor in a reign of terror instigated directly and openly by Frank Hague,

mayor of Jersey City, Democratic national committeeman of Jersey and a professed supporter of the New Deal, and

Whereas, the attack on labor's civil rights and the accompanying attack on the freedom of the press in Hudson County, N. J., constitute a virtual abrogation of constitutional rule and protection, and

Therefore, be it resolved, That the International Executive Board of the American Newspaper Guild call upon President Roosevelt to inquire into the disregard of the law in Jersey City and Hoboken at the instance of one of his professed supporters, and

Be it further resolved, That this Board urge the subcommittee of the United States Senate Committee on Labor and Education, investigating the denial of civil liberties, commonly known as the La Follette Committee, to immediately undertake a thorough inquiry into the suppression of the constitutional rights of a free press, free speech, assembly, and picketing in Hudson County, New Jersey.

IEB Takes Stand On Basic Minimum

The Board resolved that it is its opinion that no matter how small a city, or the circulation of a daily newspaper, no Guild should seek in contract negotiations a minimum that goes below \$40 per week for experienced newspaper men, and that the minima for other classifications be commensurate with the basic minimum.

The Board states further that for cities of 25,000 or over a minimum as low as \$40 is not in keeping with the policies of the Guild; also, that no Newspaper Guild unit should seek in a contract proposal a scale which is below a standard scale which is already in effect for his city.

transmission of a standard form, either printed or mimeographed, to be prepared and sent through regular mail.

WPA MEMBERSHIP STUDY
A committee consisting of Homan, Eddy and Watson was appointed to study the subject of WPA membership, and make recommendations.

BERKSHIRE STRIKERS ENCOURAGED
Homan moved that the executive secretary be instructed to write a letter of sympathy and encouragement to workers in the Berkshire Hosiery Mills. Carried.

FOR TIME LOST
The Board recommended to all local Guilds that they make arrangements with their publishers to have the membership make up the time lost by their delegates attending the 1937 Convention.

MAKE UP LOSS OF PAY
It was resolved to instruct the treasurer that loss of pay from regular employment by any international officer while engaged in official Guild duties be considered legitimate expense. Yes, Watson, Ashcraft, Mickelson; No, Homan, Ballantine.

FILM AUDIENCE ORGANIZATION
A letter from the Convening Committee for the organization of Film Audiences was referred to Clyde Beals for consultation.

AMTA SUPPORT

It was decided to support a request from the American Radio Telegraphists Association that the Guild compose a mechanical SOS recording device on the ground of menace to life at sea.

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town, Richmond; these Guilds to start paying dues on the date on which they fulfilled the qualifications. Ashcraft voted no.

ANSWER LEAGUE CALL
A call was presented from the Trade Union Committee of the American League Against War and Fascism, asking the Guild to join in its convention. The executive secretary was authorized to attend or designate an alternate.

BUDGET APPROVED

HULL HAILS LOCAL 202

Praises Solidarity
Reached In the
Seattle Strike

The great example of loyalty to the cause of organized labor given by the Seattle Typographical Union, Local 202, during the Post-Intelligencer strike and the foundation that has been laid there for future cooperation were hailed by Morgan Hull, international organizer of the ANG, in a letter to J. M. Lott, president of Local 202, written as Hull was leaving the city.

Before leaving Seattle, Hull pursued my duties elsewhere I wish to extend fraternal greetings to yourself and the members of the Seattle Typographical Union and to again express for the American Newspaper Guild and the Seattle Newspaper Guild our profound appreciation of the constant devotion of yourself and the other officers and members of your union to the cause of organized labor which has seldom been equalled.

The strike was distinctly a victory for the Guild. It was also a triumph for organized labor. It was a triumph which would have been impossible had not the newspaper workers in Seattle, but the reverberations are making a prolonged impression in the editorial rooms of the nation.

Beneficial to All Labor
But the strike was more than a victory for the Guild. It was also a triumph for organized labor. It was a triumph which would have been impossible had not the newspaper workers in Seattle, but the reverberations are making a prolonged impression in the editorial rooms of the nation.

With this thought in mind, it seems to me that we will all of us fall short of our duty to our common cause if we fail to realize that the standard of solidarity which we have all participated in establishing is the greatest gain which has been made. We have proved that no employer, no matter how powerful, can prevail against a determined unity of the workers arrayed against him. We proved this during the strike and again afterward when we used our united strength to force a correction of abuses affecting other crafts, some of which had been unwillingly tolerated for years.

We must build and strengthen this solidarity, not only in our own interests but so that it may continue to be an example to those workers who have not yet realized its possibilities and even to those, both within and outside organized labor, who fear the consequence of an increasingly united labor movement.

It is my belief that we have taken many steps in this direction. With our decisions to create joint shop committees representing all crafts, our work toward the aim of mutual helpfulness of agreements and the frequent meetings of our joint executive boards for the purpose of presenting a united front to the employer in every issue, we have laid a foundation for the building of the most powerful organization of newspaper workers in the country. It is my earnest and profound hope that you and your union will be able to continue your valuable services and leadership for a long time to come. In this I know I also speak for all of the officers and members of both the Seattle and American Newspaper Guilds.

Permit me to add for myself that my association with the members of the Seattle Typographical Union and the other printing trades unions has been a pleasure and an inspiration.

Publisher Champions Scarce

Stevens Has to Shadow Box at Savants' Round Table on Guild

CHICAGO.—Unexpectedly unopposed, because no representative of the "publishers' viewpoint" could be found to speak, Don Stevens, AFL-ANG organizer, told a round table of the American Political Science Association convention here recently that the American Newspaper Guild had been forged into a militant trade union by the fires of publisher hostility.

Stevens described, frequently from personal experience, the Guild's long history of defeats through reliance on "moral suasion" and "legalistic" and labor board methods, contrasted with the wave of peaceful gains through respect created by demonstrating a record-breaking ability to win strikes.

The round table on "The Press and Public Affairs" had as its subject, chosen by Chairman Philip S. Broughton of Washington, D. C., "The American Newspaper Guild." Broughton, former newspaperman and educator, was on leave from the Consumer Projects division of the United States Labor Department.

Broughton detailed to the audience his failure in a three-month search to obtain a representative of publishers to oppose or present any view of the Guild in such an open meeting of outstanding educators.

He said Paul Scott Mowrer, editor-in-chief of the Chicago Daily News, who originally accepted the task, apparently not clear, whether Mr. Mowrer would say might embarrass him, the News' higher command or the staff. One cannot say so much for others who ducked the assignment.

Ernest Prediction Borne Out
Mr. Mowrer's withdrawal seems legitimate," Stevens told reporters. "With his staff in process of organization and the management's attitude apparently not clear, whatever Mr. Mowrer would say might embarrass him, the News' higher command or the staff. One cannot say so much for others who ducked the assignment."

Broughton said Morris Ernst, president of the American Civil Liberties Union, was the only one who came forward to accept the task. Ernst, who is also a member of the Guild, was the only one who came forward to accept the task.

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With this thought in mind, it seems to me that we will all of us fall short of our duty to our common cause if we fail to realize that the standard of solidarity which we have all participated in establishing is the greatest gain which has been made. We have proved that no employer, no matter how powerful, can prevail against a determined unity of the workers arrayed against him. We proved this during the strike and again afterward when we used our united strength to force a correction of abuses affecting other crafts, some of which had been unwillingly tolerated for years.

We must build and strengthen this solidarity, not only in our own interests but so that it may continue to be an example to those workers who have not yet realized its possibilities and even to those, both within and outside organized labor, who fear the consequence of an increasingly united labor movement.

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PROFESSORS HEAR GUILD

Klyman Urges Them
To Tell Students
About ANG

ST. LOUIS, Mo.—Presentation of accurate information about the American Newspaper Guild to college students was held up as a duty in a speech by Julius H. Klyman, president of the American Schools and Departments of Journalism and the American Association of Teachers of Journalism, held here Christmas week.

"Pointing out that the teaching profession has its union, the American Federation of Teachers, Klyman told one of the regular sessions that editorial workers have a right to belong to a similar organization for the same protection and security."

"It is your duty as teachers of realism in a realistic world," Klyman said, "to dispel the misconception of many students that newspaper work is a romance. Journalism students need to know what they are going to come up against. They need to know what the Guild is doing to improve conditions. They need to know what the Guild is doing to improve conditions. They need to know what the Guild is doing to improve conditions."

Klyman spoke at the invitation of the retiring president of the association of teachers, Professor Gayle Walker of the University of Nebraska. Many of his hearers came to the session with an exaggerated conception of the Guild's strike activities. Klyman dealt with this, tracing the history of the Guild and explaining its many other activities.

He urged the journalism teachers to see that the Guild's Bureau is available in the journalism libraries and departmental reading rooms so students would find it convenient to follow the work of the Guild as part of their regular studies. He also called attention to the eligibility of journalism students and student editors as associate members.

Following Klyman, Irving Dillard, vice-president of the Post-Dispatch Guild unit and national vice-president in charge of alumni affairs of Sigma Delta Chi, national professional journalism fraternity, said that Sigma Delta Chi was not out in opposition to the Guild as mistaken reports from the fraternity's recent Dallas convention stated.

Dillard said that while many alumni members of Sigma Delta Chi were anxious to expand the present alumni program which includes the maintenance of a personnel bureau, publication of a monthly magazine, the Guild, and alumni chapter meetings in many cities, nothing would be done before the completion of a careful survey to determine what, if any, program could be devised to take in the diverse interests of the membership. He pointed out that many Sigma Delta Chi members had left newspaper work for advertising, publicity, radio, moving pictures and other kinds of employment.

Should an alumni program be worked out, Dillard said, it would not conflict with any existing employee or employer organization. He also said it would not lessen the present emphasis on the undergraduate chapters at universities and colleges. He based these assurances on formal action by the convention at Dallas.

At the time of writing the units, which voted to combine, were concentrating on an effort to prevent firings as a result of the Times-Union change of ownership and on the still-ungranted 19 per cent raise.

A still meeting of the management explained that it did not have the money for raises, minimums or abolition of space system. It could not be done.

The play, or plea, was such an obvious flop that the next day the publisher called the staff together again, this time without the regular New York Guild spokesmen, to make further explanations.

He particularly emphasized that he did not personally keep his \$54,000 salary, but used \$44,000 of it for the paper "to save your jobs." This plea, too, failed to convince the boys and girls, but it had the following result:

(1) The Eagle shop paper came out with a righteously angry editorial (a news report was obviously unnecessary, all the readers have personally attended the two meetings), stressing that the poverty plea was used by all publishers, including the wealthiest, and that there was no excuse for withholding at least the \$35 minimum and abolition of the space system.

(2) The following day, the Guild Unit chairman received a list of 20 raises in salary to the figure of \$35.

(3) The biggest meeting in the Unit's history repeated its decision to fight against the publisher's plan to cut salaries.

The photograph of Ben Leiden, the ANG flying picket who has gone to Spain to fight against the rebels, which appeared in the Jan. 1 issue of the GUILD REPORTER, was published through the courtesy of the New York Post.

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THE FREE PRESS

The Embarrassment of Riches
Overtakes the Publishers

"The American Newspaper Guild, while recognizing that the responsibility for both news and editorial policy rests upon the publisher, and upon the newspaper men, nevertheless declares it to be the objective of the newspaper men to strive constantly for greater honesty and accuracy in the presentation of news."—Resolution of the 1936 convention.

The Treasury Department's report on the largest salaries of 1935 afforded an interesting light on the Free Press, considering the manner in which the story was played by various papers and news associations.

It was not news to the International News Service on Jan. 6 that William Randolph Hearst received the largest salary in the country.

The United Press story led off with: "WASHINGTON, Jan. 6.—Congress published today the names of all persons who received more than \$15,000 in salaries and commissions or bonuses in 1935."

Highest income from these sources was that of William Randolph Hearst, who received \$500,000.

The Associated Press story also mentioned, close to the top, that Hearst "maintained his position as the country's leading wage earner."

Hearst's International News Service led off thus: "WASHINGTON, Jan. 6.—Max West, for the second time, topped all other headline movie stars in 1935 earnings, as revealed, etc., etc. Nowhere in the lengthy story was Hearst's salary mentioned."

Hearst's New York American did mention the fact, a bit down in the story and rather modestly: "In the publishing field, William Randolph Hearst easily led all the rest (Our italics)."

The headline read: "FILM STARS HEAD LIST OF NATION'S LARGEST SALARIES IN 1935."

The story, putting the emphasis on Hearst, was Page 1 news in the New York Post and World-Telegram of the 6th. The Post also played up the auto strike angle, noting that two General Motors salaries were among the largest ten. The Daily News also played up the movie star angle, but mentioned Hearst in the second paragraph. The Times buried the entire story next to the financial section, on page 28, its classification was such as to leave out its top salaries. So did the Chicago Tribune. It was Page 1 news in the Des Moines Register, which based the story entirely on Iowa incomes, however. The Los Angeles Times ran it on page 1, using the AP dispatch.

Not Interested in Sinclair
All but one radio station in California—KNX, Los Angeles—refused Upton Sinclair time when he ran for Governor.

A series of nine broadcasts by the Lumber and Sawmill Workers' Union was cancelled by KIEB, Eureka, Cal., in July, 1935, two hours before the first program, under a clause giving the station the right to withdraw in case of an emergency or unusual event. The emergency was a lumber strike.

A series of speeches by Dr. F. M. Aylesworth, when president of the National Broadcasting Company, wrote to reassure the director of the Missouri Utilities Committee that an adverse discussion of the operation of public utilities over the company's network "is just one of those things not very apt to occur again in the very near future."

The authors cite as the most flagrant example of censorship against the established old political parties, the barring from the air in January, 1936, of the Republican Party's dramatic program series, by both the National and Columbia Broadcasting systems. "The newest chain, the Mutual Broadcasting System, was

less particular in this instance and sold time to the Republican National Committee for its innocuous drama."

Cases of radio censorship dealing with labor and labor disputes are cited. In May, 1935, Station WLW, of Cincinnati, owned by Croesley Radio Corporation, issued the following order:

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Guild Gets a Dose
In November, 1934, the San Francisco Newspaper Guild sought to buy radio time to explain the Guild's side of a controversy with the Oakland Tribune, concerning the discharge of three editorial workers. Six stations refused. The locally-owned station KJBS at first agreed to give the Guild 15 minutes with the condition that the Tribune would also have 15 minutes to reply. However, the offer was withdrawn when the publisher of the Tribune threatened the station with a libel suit "if one word of the Guild's story went on the air."

The radio censor, as we have said, is a man of many sides. Professor J. E. Spingarn, president of the National Association for the Advancement of Colored People, was scheduled to speak over the NBC network in February, 1934. When he arrived at the studio he was informed that he must eliminate from his speech every use of the words "lynching," "race riot," "discrimination," and "segregation." Thus, a race riot at Springfield, Ill., in 1908 became "trouble at Springfield, Ill., in which colored people were involved." The Dyer anti-lynching bill of 1922 became "Congressman Dyer's well-known bill." Dr. Spingarn was not permitted even to mention the name of the Association of Southern Women for the Prevention of Lynching.

Health Commissioner John L. Rice, of New York City, was cut off the air by NBC in the middle of an address in 1934. He had imprudently mentioned several diseases. Birth control too is taboo on most stations, a noteworthy exception being Station WEDV, New York.

Freedom of the Air
Not Always Free
A compact exposition of the workings of censorship on the radio, by Miss Minna F. Kanner, of the New York City Board of Education, with Lucien Zacharoff, a member of the Newspaper Guild, has just been issued by the American Civil Liberties Union. Analyzing twenty-five typical cases of station censorship, the pamphlet is of interest here, as showing how censorship works and who is interested in it.

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The Guild Reporter

Copyright, 1937, by the American Newspaper Guild



"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
Staff for This Issue:
Sidney Penner, C. E. Calkins, Ada Calkins,
Arthur McManus, Irwin N. Rose, Kenneth
Howry, Robert Reinhart, Adrienne
Weil, Selma Weisopf

International Officers

—of the—

American Newspaper Guild

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Heywood Brown, A.N.G. Headquarters,

Executive Secretary:

Jonathan Eddy, A.N.G. Headquarters,

Treasurer:

Victor Pasche, A.N.G. Headquarters,

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Carlisle Ashcraft, 44 East 211th St., Euclid, Ohio

Julius H. Klyman, 626 Forest Ct., Clayton, Mo.

Gunnar Mickelsen, 2105 E. Kenwood Blvd., Milwaukee, Wis.

Betty Ballantine, 111 Ellis St., San Francisco, Cal.

Morris Watson, A.N.G. Headquarters,

International Headquarters

1560 Broadway, New York, N. Y.

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Vol. IV, No. 2

January 15, 1937

Going Strong

For the first time since the ANG came into existence, it is possible to look at our financial picture without saying, Ouch!

That is hot news. But several hundred of the enrolled members are still not paying regularly enough, and there are numerous individuals in many shops who are benefitting from the Guild's activities without contributing to its support.

It will help the Guild enormously to bring these latter in and to get the others to catch up on their dues. Despite the fact that we are beginning to accumulate a little fund toward paying off our loans, we are not nearly able with our present staff of organizers to help form new Guilds as rapidly as the widespread interest demands. And even with 6,200 members, we are still a long way from the 30,000 newspaper men and women estimated to be eligible.

We need to be financially healthy, and we need to be much larger. We can be both if we keep pushing.

Where Money Is Needed

The New York Times stood aghast at William Green's recent statement that every American family must have an income of at least \$3,000 a year if industry is to reach capacity production. Why, said the Times, this would require an "enormous economic advance." In view of the fact that 42 per cent of American families have less than \$1,500 a year and 71 per cent less than \$2,500. Furthermore, the Times argued, the only way to produce enough to give everybody such an income is "to improve labor skills, machinery efficiency and industrial organization."

Of course there is another way. WPA Administrator Harry L. Hopkins estimates there will be about 7,500,000 unemployed this year. The national production could be increased if they were put to work. Hopkins points out that with this number unemployed, the nation will still be producing as much as in

1929; when only 1,800,000 were unemployed. Labor skills and machine efficiency evidently are being improved. Patently it is not any lack of productivity that keeps the majority of the population in poverty but an inadequate return in wages on what they produce.

Something more than passing the hat for the neediest cases and increasing technical efficiency is needed to meet the problem. The Survey magazine recently reported more than 80,000 families in Chicago were "being slowly starved into inertia." The Atlantic Monthly for January summarizes data on an appalling increase in undernourishment among children. As many as 45 per cent of the children in some cities are suffering from hunger.

The United States Bureau of Labor Statistics examined the diet of families in cities on the North Atlantic. Of a sampling of 73 families of varying income levels whose food consumption of winter before last was studied, 22 families were not getting enough nourishment and 32 were on the borderline.

Families in Boston whose average total expenditure for all needs was \$1,323, another study by the bureau shows, could spend only 1.7 per cent of the income for medical care, while those with an average of \$1,943 to spend were able to afford 3.4 per cent of their larger incomes for this purpose.

We find that in Boston 3.7 per cent of families of five with less than \$1,500 a year have no refrigerators, 25 per cent have no gas or electricity for cooking, 1.2 per cent have no electric lights, 25 per cent have no running hot water and 90 per cent have no telephones.

We wonder if the Times would contend this country has not enough electric power to go around, or that a family with \$1,000 a year could afford a telephone if it were cheaper.

With all the increase in productive efficiency of the last few years, we have a recent rise of 16 per cent in the wholesale price index of food and other necessities.

Add it all together, and if it doesn't spell a necessity for unions of workers, we'll go back to school to restudy our arithmetic.

Our Neighbors' Worries

The recent "Pan-American Press Conference" at Valparaiso, Chile, despite its unrepresentative character so far as this country is concerned, served as a sounding board for some shocking facts about conditions in our neighboring countries for which our country is in part responsible.

Most shocking from our standpoint, perhaps, is the revelation about the activities of American press associations in Latin-American countries. The debate on one resolution, said the New York Times dispatch, "brought out charges that large press associations, especially American ones, are trusts representing vested interests and that they color their reports as dictated by imperialistic interests that support them."

We should like to tell our Latin-American colleagues that our experiences with these associations at home bear a striking similarity. Here their managements do everything they can to prevent the organization of their editorial employees, to keep them disunited so that they will be obliged to work at low pay and be unable to participate in regulating the conditions of their livelihood. Apparently the only test of conduct here, as in your countries, is what these employers and managers can get away with.

The same dispatches reported, further, that one resolution asked newspaper owners to establish a scale of salaries sufficient to permit editorial workers to live on them. They are high enough for this requirement only on four or five of the largest papers in South America, the resolution said.

Moreover, one of the sorest points in the conference was the number of newspaper men jailed in various countries either as a consequence of the imperialistic policies of the United States or because of local dictatorships.

What with the beating of reporters lately by police in New Jersey and our depression pay cuts, these Latin-American condition are too closely paralleled here for us to ignore them; and apparently, in the broad sense we bear some responsibility for them.

Clearly the actual working newspaper men and women of all the Americas have many serious problems in common; moreover many of them grow from the same roots. It seems to us there are many grounds, indeed, for a joining of hands as the FLJ asks.

Echo From Motors

It is natural that workers in each industry should feel that their problems are peculiar to their own field and have no parallel elsewhere. Certainly many Guild members thought so in the dim past. We wanted to know what possible relation newspaper editorial problems could have to those of the rest of organized labor.

Now comes the advertisement inserted by General Motors in leading newspapers over the country and addressed to GM employees. Change the heading to read "To All Employees of the Blank Newspaper;" and it immediately becomes evident that all the arguments used by Alfred P. Sloan, Jr. have been and are being used by newspaper publishers to deny their workers the right to organize and bargain for a decent standard of living.

Mr. Sloan, or his public relations counsel, begins by assuring the workers that GM is paying higher wages today than ever before. He does not tell them that even this munificence does not bring the average much above \$1,500 a year. He appeals to their loyalty. Newspaper publishers pursue a similar tactic when they point out their alleged generosity to their employees; witness the fact that they imposed only one, two or three cuts during the depression.

Then Mr. Sloan assures his employees that business is good and getting better, that the concern is making progress "in providing steadier work throughout the year"; that the workers are "earning more than they ever have throughout the history of General Motors," and that wages paid by GM compare favorably with that of any other industry. This plea always sounds well. Actually it does not answer the basic question: whether the employer is paying decent wages, and maintaining high standards generally.

Nor does it dispose of the ghastly fact that the very men who hand out those burning words are themselves drawing more than \$300,000 a year—and we can only imagine how much more goes to the DuPonts, as owners—while the great body of employees have to live near the hunger line.

Of course the GM chief is certain that his workers never wanted to be organized. "You are being forced out of your jobs by sit-down strikes and widespread intimidation," he declares. That is what the newspaper publishers have said on all our strikes. Their poor, innocent workers are being "forced" into a union they want nothing to do with. Yet who can forget that spontaneous upsurge when the Guild sprang into being when it appeared that the government was going to protect them from intimidation from the publishers!

No, that noble concern, GM, will never permit the victimization of their faithful workers. This bogey, in case you don't recognize it, is our old friend the "closed shop," which, as you know, the publishers are determined to fight to the last drop of someone's blood, also out of sheer nobility and principle.

One thing is obvious, that the employers are united in their opposition to the unionization of their workers whether it be in steel, automobiles, or newspapers. They present a common front. Can the employees fail to do the same? For it must be clear that the distance separating the fellow who works on the GM assembly line and the man who bangs a typewriter is negligible. They do have problems in common and they must solve them in common. Perhaps we ought to thank Mr. Sloan for his enlightening discourse.

When Cuts Come In the WPA

Program Is Already Far Too Low, Watson Says

The Administration is now planning a 7 per cent cut in the WPA rolls, which have given at least partial employment to many newspaper men. Morris Watson, ANG vice president, is familiar with the problem, as he is working in the WPA while waiting for his case against the Associated Press to be decided by the Supreme Court.

By MORRIS WATSON

The Works Progress Administration's cutting program is based on the theory that the workers dismissed will be absorbed by private industry.

The program apparently receives its impetus from financial-page headlines which are daily reporting increased dividends of big corporations. Now, if increased dividends of big corporations meant more jobs for workers, it might be conceded that the government's obligation toward the alleviation of unemployment distress was lessening.

Unfortunately, big dividends do not necessarily mean re-employment. Many corporations are today doing more business than they did in the boom year of 1929, and are employing a smaller number of workers to do this greater business. I do not have at my fingertips all the figures. I need only cite the automobile industry, where car production per man-hour has doubled.

When the government cites pick-up in industry as an excuse for cutting the job rolls on WPA, it is either deluding itself, or it is consciously banking upon the people of the country to be deluded by the headlines of which I spoke.

The Needy Unemployed Are Desperate Competitors

The slash means that there is to be thrown back upon the labor market a disheartening competitor for the employed worker in the form of economic desperation. In short, a lowering of wage standards so that payrolls will go even farther downward even while dividends are going ever farther upward. This cut that has been ordered can be stopped. It must be stopped.

The cutting program of WPA was preceded by a series of harrassing investigations, designed to hound the workers off the job and to convince the public that many of them did not need their jobs and to induce the newspapers to print headlines such as "No Needy to be Fired."

No needy indeed! What do they mean? When is a man needy? You will find this hard to believe. Under the WPA regulations he isn't needy until he has one foot in the grave and the other on the threshold of the nut-house. He ceases to be needy if on a WPA job he has saved up what the Emergency Relief Bureau considers to be three months' living. Under this standard he is supposed to live three months on a total of \$33. This is calculated to keep his body hanging to his soul by a mere thread. He can use his leisure for brooding. Meanwhile the nation is losing the benefits of his sweat, his skill, his talents or his genius—its only real wealth.

Nine Billion Needed For Adequate Program

In June of this year, Mr. Aubrey Williams, Deputy Administrator of the Works Progress Administration, stated to a delegation of which I was a member, that an adequate program for re-employment would require an annual expenditure of nine billion dollars.

Now, of course, the people who are being so lavish with their dividends are exerting the pressure that prevents this adequate program. All the employed workers are paying that nine billion dollars, which the government isn't providing, in the form of depressed wage levels.

I believe the American people want to uphold the American standard. There is only one way to uphold that standard—that is give a job to everybody who needs a job, that is, abandon the silly notion that there must be fine distinction between needy, needier, and neediest. The only test as to a man's need for a WPA job should be, "Is he without a job while being ready, able and willing to work?"