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WORLD-TELEGRAM UNIT WEIGHS STRIKE; CITY-WIDE TALK NEAR IN PITTSBURGH

Block Unit Firm, Gets New Offer

Three Pittsburgh Chain Papers Suggest Joint Conference

Developments have followed each other in quick succession during the last fortnight all along the Paul Block chain of papers, with the management weakening visibly and maneuvering for position since the initial meeting of the Paul Block Council in Toledo on Feb. 28, at which a unified program of action was adopted.

In Pittsburgh the Post-Gazette unit's rejection of the Block management's offer of an open shop contract was quickly followed by the first offer by publishers of city-wide negotiations in the history of the ANG.

The Pittsburgh Newspaper Publishers Association, made up of papers in the three largest chains, Hearst, Scripps-Howard, and Block, advised the local guild they were authorized to sign with the Guild a "contract mutually agreed upon." The Guild was to meet on March 13 to consider the proposal.

A surprise move by the Block management came on March 5 in Toledo. The previous day Henry J. Auth, managing editor of the Newark Star-Eagle, had told the Guild negotiators "the country is not yet ready" for a Guild contract, and the Star-Eagle unit had reaffirmed its demand for a contract and authorized the Guild Executive Committee to take further steps.

In Toledo, where the council program had scarcely been adopted, and negotiations had not yet been requested, the management of the two Block papers, the Blade and Times' approached the Guild with offers of contracts. Terms were worked out in meetings of the executives of both papers and the Guild Executive Board the same night and the following Monday. Those for the Blade were approved by a vote of 17 to 10 at a unit meeting Thursday night, with slight changes. The Times unit has not met yet. Executive Secretary Eddy intervened on behalf of the IEB and asked that the contract be submitted to the board before signing, in accordance with the ANG constitution.

The Milwaukee (Wis.) Sentinel unit instructed the local executive board to start negotiations on the basis of the council program.

Invitation to Triple-Bargain
PITTSBURGH.—The Guild on March 11 was "invited" to bargain on a city-wide basis with local Hearst, Scripps-Howard and Paul Block papers.

The "invitation" was extended by the Pittsburgh Newspaper Publishers Association after the Guild, for

(Continued on page 3)

BIG PROGRESS OF FORTNIGHT

The ANG made measurable progress last fortnight in its efforts to obtain full recognition as a union, with Guilds in widespread cities exerting strong pressure.

The series of contracts offered by the Scripps-Howard management in various cities, all containing typical defects from the ANG's viewpoint, brought sharp reactions. The New York Guild, acting on a resolution of the unit, notified 600 local unions of the situation; the Knoxville (Tenn.) News Sentinel unit voted a strike authorization unanimously, and a sympathetic strike vote was proposed in Akron but delayed on the advice of Guild leaders. The general management had yielded on its first major point as The Reporter went to press.

Bargaining with the Paul Block chain moved by swift strides to a double climax. Strong pressure exerted in negotiations with the Newark Star-Eagle and the Pittsburgh Post-Gazette brought important concessions, especially in Pittsburgh. In the midst of these negotiations, the Block management in Toledo, where bargaining had not started, offered the unit a contract regarded as seriously inferior by the other Guilds and international officers, and on the recommendation of the negotiators it was quickly accepted. Executive Secretary Eddy asked to have the signing delayed until the agreement had been submitted to the IEB, as constitutionally required.

Gains were made in several other cities.

Chicago Unit Rejects Scale Of Publisher

Pact Conferences Stall on Salaries—Most of Points Agreed Upon

CHICAGO.—Unit rejection of virtually the entire minimum wage scale proposed by the management marked a sharp narrowing of issues remaining on Mar. 5 between the Chicago Newspaper Guild and the Times Publishing Corporation after four weeks of contract conferences which had been constructive with few exceptions.

Five hours of discussion in a Times unit meeting on that date, attended by a majority of the 101 members on the paper's staff of 108, resulted in the scale rejections, section by section.

This followed explanation, without recommendations, by the Guild negotiating committee, that the management's attitude appeared to have reached such a point that the unit

(Continued on page 4)

Knoxville Vetos S-H Pact; Unit Ready to Call Strike

Proposed Contract Failed to Contain Vital Points; Talks Continue With Aid of CLU

KNOXVILLE, Tenn.—Negotiations for a full Guild contract continued this week after the Knoxville Guild unanimously rejected one proposed by the News-Sentinel management and then, also by a unanimous vote, authorized its representative to the Cleveland meeting Sunday to report that the News-Sentinel Unit will call a strike whenever such action fits into national strategy.

New Guild Is First With Defense Fund

One of the ANG's two newest Guilds is first to respond to the International Executive Board's call to members to contribute to the Defense Fund the first week's salary increase resulting from Guild activity (GUILD REPORTER, March 1).

Salem (Mass.) Guildsmen received increases from the publisher of the Salem Evening News as soon as he heard the Guild was formed. The Guild's check for the amount of the increase, \$45, has just been received at headquarters.

An assessment ranging from \$1 to \$5 per member was voted to cover possible expenses. The Guild president was instructed to report to the Central Labor Union and ask for the appointment of a special CLU committee to advise with the Guild committee in further negotiations. The CLU granted the request and a committee was appointed consisting of C. C. Arthur, CLU president; Maynard Baird, president of the Musicians' Union; Clay McKenzie, editor of the Knoxville Labor News; Robert Wier, member of the Typographical Union, and Merwin Todd, member of Knoxville.

(Continued on page 2)

Large S.-H. Meet Solid For Pact

Management Makes One Concession, but Balks on Major Demands

BULLETIN

Appointment of a committee to explore what support the New York World-Telegram Guild Unit could expect from the trade union movement of the city if a strike became necessary to obtain its demands was the answer of the unit to the management's refusal to grant the Guild preferential shop, satisfactory pay minimums and a blanket salary restoration.

This motion was adopted at a special meeting on March 12 with only one dissenting vote by more than 100 unit members attending the meeting.

In another resolution, adopted unanimously, the unit sent the Guild negotiators back to the management for the full Guild program, pledging "all the support possible through co-ordinated steps by the unit, including the closest possible co-operation with other Scripps-Howard units."

It urged the Scripps-Howard Guild Advisory Committee, scheduled to meet March 14 in Cleveland, "to formulate a program designed to be more effective than past efforts to bring about a satisfactory contract."

The resolution declared the management has pleaded, without advancing fair, reasonable, accurate or sound reasons, that it cannot accept a preferential shop agreement because it might hamper freedom of expression, and has declared, equally without convincing reasons, that it cannot pay satisfactory minimums or restore a blanket 10 per cent pay restoration.

Guild negotiations with the New York World-Telegram reached a new deadlock on March 11 when the management refused to grant three of the unit's chief demands, after having yielded, in the face of the threat of drastic action by the unit, on the question of Guild recognition. The three demands are th. Guild, or preferential shop, salary minimums, and a blanket 10 per cent pay restoration.

The management agreed to make the Guild a principal in the contract, retreating from the proposal to sign with its own employees. It also abandoned its insistence on designating the Guild signatories. In discussions consummating three days following this agreement, however, the World-Telegram representatives made some further concessions on pay

(Continued on page 2)

Broun Assails Defeat of Child Labor Bill; I E B Backs Roosevelt In Fight on Court

In a letter to each of the New York State Assemblymen who voted against ratification of the child labor amendment, Heywood Broun, ANG president, characterized their action as "the dirtiest day's work ever done in the New York Assembly."

Further rallying the ANG behind national legislative measures, the International Executive Board made a declaration urging Guild activity in behalf of the child labor amendment, President Roosevelt's judiciary plan, and a constitutional amendment clarifying the power of Congress to deal with present-day problems.

Broun's letter was sent the day following the defeat of the Child Labor Amendment by the New York Legislature. He said:

In voting against the Child Labor

Amendment, you have participated in the dirtiest day's work ever done in the New York State Assembly. That is saying a good deal. But let it stand. The organized newspapermen and women of this country are against the use of immature newsboys and carriers known to the publishers as "little merchants" and all other forms of exploitation of child labor, and we will cooperate with other labor groups to make good our purposes.

The IEB called for support of the three measures with this statement:

The International Executive Board of the American Newspaper Guild, acting on the recommendations of the International Legislative Committee, makes the following declaration:

President Roosevelt's judiciary proposal represents the only hope

of saving current and pending progressive legislation, in the opinion of this Board, and should be supported. At the same time, the Board believes the measure by no means offers a complete solution of the problem of developing adequate social legislation and the Board therefore points to the declaration of the 1936 Convention of the American Newspaper Guild in favor of an amendment to the Federal Constitution clarifying the power of Congress to deal with present-day problems, and urges that local Guilds actively work for such an amendment.

The Board further calls attention to the fact that the Child Labor Amendment, which the 1936 Convention endorsed, now is up for consideration in several state legislatures and urges all local Guilds in the states concerned to work for ratification.

SCRIPPS UNITS FIRMLY PRESS THEIR DEMANDS

UNIT TALKS OF STRIKE

Ire Rises As World-Telegram Balks On Full Pact

(Continued from page 1)

minimizing and dismissal indemnity, but held out steadily against the Guild shop and failed to meet the unit's other demands. Guild negotiators were to report to the unit at a special meeting on March 12.

To Satisfy Freedom

In an attempt to find a formula for agreement on the preferential shop, the Guild offered three additional safeguards against interference with the freedom of the press. It suggested a clause explicitly guaranteeing the right of the publisher to employ "one or more sides" of any cause, another recording the Guild's policy of not excluding any person from membership for anything he might write for publication, and a list of exemptions from Guild membership, including the managing editor, city editor and chief editorial writer.

The management declared, however, that even these guarantees were inadequate, asserting that the preferential shop meant Guild control of the staff.

When it was pointed out that the Guild could not bar any eligible person from membership, the management declared it would be unable to hire anyone expelled from the Guild. The Guild spokesmen, pointing to the statement of cause for expulsion in the Guild constitution, asked which grounds could be objected to.

The management spokesmen pointed to the provision that strikers could be ousted.

"Does that mean the management insists on its right to hire strikers?" asked the negotiators.

"I wouldn't use that term," said Lee B. Wood, executive editor. "A person might disagree with the reasons for a strike."

The Guildmen pointed out a strike could be called only by a majority vote of a unit and a seat was a person who refused to abide by democratic decisions.

Preferential Shop Out

The management then mentioned that a Guild member could be expelled for taking court action against the Guild before exhausting all remedies within the organization. The negotiators retorted that courts themselves refused to entertain such suits.

The management then fell back on the fact statement that it could not concede the preferential shop.

The previous deadlock had occurred when the management took a similarly unbending stand against signing with the Guild. Acting on the unit's instructions, the unit executive committee met with the city Guild executive committee on March 1 to recommend "definite and specific steps." They formulated a resolution to be acted on by the unit and voted to send a letter to all labor unions in the city informing them of the World-Telegram attitude toward a Guild contract.

Responds Quickly

Both the letter, which detailed the "anti-union" proposals of the management, and the resolution, which declared the unit would be compelled to consider "other steps" if its demands were not met, brought swift response from the management. The letter was published and answered by the World-Telegram in a news story, in which the management proposed that the Recognition question be arbitrated, with Secretary of Labor Frances Perkins as judge.

The management also sent a long

GUILD SHOP SOUGHT

Akron Votes Against S-H Proposal

AKRON, Ohio—A petition signed by all but one of the editorial room staff of the Akron Times-Press emphatically re-questing the Guild shop and blanket pay raises has been submitted to the management.

The unit, after rejecting a management counter-proposal, instructed the negotiating committee to return and press for all points originally asked.

Photostatic copies of the petition were supplied to be sent national Scripps-Howard officials.

A part of the unit sought a sympathy strike vote in support of Knoxville when first word from there indicated the unit had taken an outright strike vote. The Akron unit vote was delayed on advice of Guild leaders.

statement defending its position to each member of the staff at his home. In addition to attempting to justify signing with the unit, the management offered the following arguments against the preferential shop:

In the first place, some of the most outstanding, and the most effective labor organizations in the country have achieved outstanding successes without resort to the closed (or preferential) shop, as for instance, the railroad brotherhoods, the clothing workers and the United Mine Workers.

Next, while freely admitting the applicability of the principle of collective bargaining to editorial work, the management does not believe that there exists either necessity or justification for harmonizing to such collective endeavor the principle of the preferential shop—a principle which, if carried to its logical possibilities, would lay every newspaper open to the charge of being written and edited from an interested and a partisan viewpoint.

The Guild challenged the management's assertions on the closed shop in other unions, declaring the clothing and mine workers did have a closed shop.

Management Concedes

Meanwhile excitement rose in the editorial rooms of the World-Telegram as staff members discussed the executive committee resolution and "other steps." On Friday morning, March 5, the day of the unit meeting, the management placed in the mail box of every member of the staff a new statement, "off the record—end of the chest."

Declaring that its intentions had been honorable, and conceding that it had made mistakes, the management said it was "not wedded to any particular phraseology" for the preamble to the contract and had "absolutely no objection" to the New York Guild being designated as the second party in the contract. It suggested a preamble along the lines of the steel agreement, signed two days before.

The unit that night held one of the largest meetings in its history, about 120 members attending. By a vote of 75 to 12, it adopted the resolution as offered by the executive committee. The resolution follows:

Be it resolved, that the World-Telegram Unit, in a sincere effort to explore all possibilities of peaceful settlement of our dispute with the management, call upon the Guild to communicate with the management in still another effort to persuade the management to enter into a Guild contract, mindful that the failure of the management to meet our legitimate effort to obtain Guild recognition, a wage restoration and satisfactory minimum wages, will require the Unit to consider other steps to obtain the ends sought, and

Be it further resolved, that a special meeting of the World-Telegram Unit be held on Friday, March 12, to consider the situation as it then exists.

The Guild negotiators immediately communicated with the management and negotiations were resumed on March 9. The question of the pre-

ferential shop was the subject of discussion, but they were not discussed by the Guild's negotiator, Joseph Swidler, because of the Executive Committee's previous decision. The management negotiator then announced that he would agree to give the 40-hour week a trial to see if it was feasible. The session broke up with no agreement reached. Another conference was set for Friday, March 12, at which it was understood vital points would be discussed.

The contract rejected by the Guild at the Sunday meeting provided a six-day 48-hour week; no Guild shop; no arbitration board; a minimum wage only ranging from \$12.50 to \$35. The preamble set out that this was an agreement between the Knoxville News-Sentinel and its editorial employees as represented by the Guild.

able and recognition, which had consumed hours of discussion at previous conferences, was settled in five minutes, tentative agreement being reached on the following wording:

This agreement, entered into between the New York World-Telegram and the Newspaper Guild of New York, a local of the American Newspaper Guild, acting on behalf of all editorial employees who are now or may hereafter be employed by the publisher, etc.

Day and evening conferences were held during the following two days. The management improved its previous offers on minimums in some categories but in most cases its proposals were well under the Guild program. It proposed \$50 for reporters after three years, \$5 below the Guild demand, and \$65 for copy readers and rewrite men, \$10 below the request. It stood on its earlier position with respect to the demand for a 10 per cent blanket pay restoration, proposing to continue individual restorations.

The management abandoned its proposal that it be "sole judge of an employee's competence and fitness to work."

The HCNCG asserts that Rubel's "inquiries" made through his managing editor, on the Unit's strength, were "intimidation," that a majority of the editorial employees favored the Guild early in 1934, and that a handful were "forced" to change their attitude after Mrs. Herrick had offered her services to Rubel.

The eight resignations, coupled with four previous resignations of men who did not wish to lose their standing in the company-controlled "Ten-Year Club," have reduced the Dispatch unit membership to nineteen. The editorial staff has forty salaried employees, including four editors ineligible for Guild membership. Of fifteen space writers only four earn \$15 a week or more.

The HCNCG's program now calls for a five-day, forty-hour week in place of the current six-day, more than fifty-hour week. It wants reimbursement for expenses, and minimum pay of \$25 for beginners, \$30 after one year's experience, and \$35 after two years.

Two years ago the unit obtained restoration of vacation pay. A year ago it asked for a blanket salary increase, a five-day, forty-eight-hour week and reimbursement for expenses. A blanket salary increase of half the requested amount was granted; the remaining demands were ignored. Recognition, of course, has never been granted.

The Dispatch is frequently described as a "mouthpiece" of Mayor Frank Hague of Jersey City, boss of the State's democratic machine. Its four week editorial support to President Roosevelt in the last election campaign, minimizes news favorable to labor, approves of anti-Red drives, and opposes such New Deal objectives as social reform and the Child Labor Amendment.

Washington Dues Up
WASHINGTON, D. C.—Dues of Washington Newspaper Guild members were increased from \$12.50 to \$35. The preamble set out that this was an agreement between the Knoxville News-Sentinel and its editorial employees as represented by the Guild.

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BARS TALK INP MAKES WITH GUILD PAY GAINS

Union City Publisher Refuses to Meet Dispatch Unit

UNION CITY, N. J.—Definite word that he would not deal with the Hudson County Newspaper Guild was given on March 8 to the Hudson County Central Labor Union by William Rubel, president and general manager of the Hudson Dispatch. This statement followed the resignation of eight Guildmen from the Dispatch unit, apparently at the suggestion of the management. The Guild was getting ready to present bargaining demands.

Mrs. Elmore Herrick, NLRB regional director, had offered on Feb. 26 to bring the management and its editorial employees together. Rubel, after obtaining the resignations of the eight Guildmen, declined Mrs. Herrick's offer on the ground that "inquiries" had shown a majority of his employees "opposed" to the Guild. In his latest statement, made to Joseph Q. Quinn, president of the CLU, he refused to give any reason for not negotiating with the Guild or a CLU grievance committee.

Rubel's stand was assailed at a general meeting of the CLU as "direct affront to the 40,000 union workers" enrolled in the CLU. The Dispatch was accused of "intimidation" in view of its past support of the New Deal. Rubel was urged to give the matter further thought and to compromise in a peaceful solution of this grave impasse.

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FLUSHING PICKET CURB MOVE FAILS

Mayor Contradicts Publisher Charge Of Disorder

Backs Strikers



Mayor LaGuardia of New York

3-Paper Talk?

Block Chain Jockeys For Position

(Continued from page 1)

The Post-Gazette Unit, rejected Block's open shop contract. The rejection by the Unit was unanimous.

The publisher's invitation was the result of a week's negotiations with the Post-Gazette during which the management objected to the Guild's editing printing union man to the bargaining committee. The Guild insisted and won recognition of the "outsiders" as observers.

Hearst, Scripps-Howard and Block managed then united to tell the Guild each was "authorized to sign with the Guild a contract mutually agreed upon."

Asked if they, collectively, were ready to sign "bona fide trade union contract, including the Guild shop clause," the publishers declared, "that is a matter for negotiation."

The same answer was made to the query, "will you collectively recognize the Guild as the sole bargaining agent for all editorial employees in the city?"

The Pittsburgh Guild was to meet on March 13 to consider the invitation. No happy action was expected. The Guild Committee, with International Organizer Bill Davy, has concentrated on Block's Post-Gazette. This Unit has the largest membership in the city and enrollment is more than 95 percent complete.

The membership rebelled when the management offered a counter proposal as a rejection to Guild's original contract. The management agreed to sign a contract without the preferential shop; offered minimums below the demands, and wanted to cut the six months' maximum bonus demerit plan which Block introduced two years ago.

The Guild then revised its own contract upwards. It inserted provisions of the Paul Block Guild Council's Toledo meeting of February 26, graduated minimums up to \$65 for reporters, artists, photographers, rewrite men and copy desk of five years' experience. The Guild shop clause was inserted, as was the demerit payment in event of dismissal. The contract has been sent to the management and is being studied.

The Sun-Telegraph (Hearst) and Press (Scripps-Howard) units have revised their contracts "to meet changing conditions," and are preparing to have negotiations resumed.

and carries many advertisements that formerly appeared in the Journal.

A new emergency committee was organized this week to direct the Guild's activities in the strike.

(Picture on page 5)

Guild Breaks Gannett Ice

Chain's Albany Papers Post Agreement

ALBANY.—The first Guild agreement to be reached with any newspaper of the Gannett chain was posted on March 7, on the bulletin boards of the Knickerbocker Press and the Albany Evening News. The "policy" recognizes the Tri-City Guild as the bargaining agent for editorial department employees.

Major gains under the agreement are immediate restoration of all un-restored pay cuts of persons receiving less than \$4,000 a year, and application of the 40-hour week to all news department employees except the managing editor and the sports editors.

The agreement provides a graduated minimum wage scale through \$40 for all news department employees with the exception of librarians and editorial department secretaries, for whom mandatory increases through \$30 at the start of the third year are provided, and copy boys, who will be paid under the following schedule of minimums: \$12 at the start and \$15 after the first six months. Stock ticker machine operators will receive a minimum of \$18.

These schedules will mean approximately 25 wage increases. About 10 others will benefit by the pay cut restorations, among them some scheduled to be restored to \$60-\$75 wage levels.

Dismissal Pay, Sick Leaves
Dismissal pay of one week for each year through 10 years of service is provided; sick leave of at least one day for each year of service through 20 years, and vacations of two weeks after one year of service; one week after six months and less than one year.

The management agreed to establish the five-day work week "as far as practicable."

Agreement was reached with the Gannett management the day before the deadline set by the negotiating committee in written demands that went over the head of the local management and appealed directly to Frank E. Gannett, owner of the chain.

This step was taken after the central Gannett management, ignoring a tentative agreement reached with the negotiating committee, sought to have the Guild approve an agreement which would have the duplicate of that posted in the Hearst Albany Times Union, March 1.

Unit Leads
The two "units" involved unanimously authorized the committee to reject the proposal and to demand a greatly expanded agreement providing the closed shop. These demands were put before the local management on March 2 and were telegraphed to Rochester, March 6, as set as the deadline for agreement.

On March 5, Herbert W. Cruickshank, assistant general manager of the Gannett Company, came from Rochester to meet the committee, and within two hours the agreement was reached. The Guild agreed to waive the closed shop clause, with the understanding that any repetition of intimidation that had been practiced in the editorial room would make it necessary for the Guild to insist on closed shop. Virtually all other Guild demands were met.

The management agreed to notify recently hired editorial employees who have not joined the Guild that they are at liberty to join the Guild without fear of reprisals or jeopardy of their chances for advancement.

Aided Auto Strike
As a gesture of support to the United Auto Workers of America, the Lansing Guild at its last meeting contributed \$8 to support the auto workers' strike, which was then in progress.

On Term of President
Future presidents of Typographical Union No. 6 will be limited to one term of four years, in accordance with an amendment to the constitution of the local passed at a recent meeting.

Under the new ruling presidents of

BUILDING

Guild Shop Necessary for Protection Against Designing Publishers

By JONATHAN EDDY

"W" CONSIDER the Guild shop immoral down here."

I replied lamely I wasn't there to corrupt his morals, but rather to outline to the meeting the position of the committee on various points of contract negotiations.

"Well, we in the South don't believe in coercion. Suppose you were applying for a job and the editor told you you had to join the Boy Scouts, that everyone on the staff had to belong to the Boy Scouts. How would you like that?"

I was stumped. I knew I wouldn't like it at all, even though I do not share some people's scorn for the Boy Scouts.

Later, a Chicago Guildsman was quoted to me as arguing in connection with the Guild shop that "it is beneath our dignity to ask the publisher to coerce individuals into joining the Guild." That one made me kind of dizzy, too.

Being more accomplished at departures than at repartee, I now have some remarks to make on the subject of coercion, dignity, and the Guild shop.

The Guild shop is a dilution of the closed shop, and the closed shop is an objective of most unions and a feature of the strong ones. Leaving ethical considerations aside for the moment, it has obvious practical advantages for the workers.

Makes for Complete Employee Democracy
It establishes definite responsibility in all matters of their common interest. It gives stability to the benefits deriving from organization through stabilizing the policies and finances of the organization. It establishes the completest democracy within a group of employees by obliging them each to share alike the responsibility and the financial burden. It guarantees to the individual freedom from penalty for union membership. These advantages are generally welcomed by those employers who do not cherish the ultimate desire to break up the union.

And it is against the employer who does cherish just such a desire, the type against whom we are continually on guard lest he give the whole organization a body blow, that the closed shop bears the greatest advantage for the workers.

This advantage lies in the barrier it erects against the employer who is minded to foster a company union, or otherwise to keep his employees divided into groups which will snipe at each other, rather than permit them to realize their potential united strength against himself in bargaining for better conditions of life.

Some unions, certain of our Guilds, are 100 per cent organized; and of them it may be asked: Why should they then want the Guild shop written into a contract when they already have it? Why not be willing to take their chance on being able to enroll any newcomer to the staff?

Why Bow to the Minority?
But they ask: Why should the satisfaction and advantages of complete organization rest at the mercy of a stranger every time the employer chooses? Why, once having established our group and the financial and other discipline that that implies, should we have to do so again and again? Why should a majority of ten or forty or a hundred be a matter of no concern to a minority of one? Why shouldn't he be obliged to join and pay his freight? Why should such a minority hold aloof from the general democracy? Why should any minority, newly employed or not, be so indulged? By what right?

These are the questions that are asked, and the reply is generally that to do otherwise would be to coerce the publisher into coercing his employees into paying dues to an organization. Of course, I can remember when I was worth \$210 a week to my employer and the robber coerced me into accepting \$105. He would have said I wasn't being coerced, since if I didn't like the job I could quit—and the same might be advanced of the non-Guild recruit who doesn't like to pay dues and assessments.

However, maybe it is not the money to which he objects, but the Guild's banking for a Farmer-Labor Party, or the way some Guild officer parts his hair.

WALKS OUT ON U.P. UNIT

NCNG Asks Guild Not To Readmit Wickizer

SAN FRANCISCO.—The Northern California Newspaper Guild last week forwarded to all Guilds a recommendation that membership be refused James F. Wickizer, resigned chairman of the NCNG United Press unit.

This recommendation was a part of the report of the NCNG organization committee after an investigation of charges made against certain NCNG officers by Wickizer in a letter of resignation to the NCNG, dated Feb. 18.

Wickizer resigned in the midst of what the UP unit has charged was a campaign of intimidation against the Guild in the San Francisco office. His resignation was announced in a letter to the Guild making several charges. These were:

1. That ANG Organizer Morgan Hull represented to Robert Scripps that he, Wickizer, "was packing sandwiches in my pockets and setting forth to lead a strike of Guild members of the San Francisco United Press unit."

2. That "the management of the NCNG has shown itself as more interested in fomenting trouble, where no trouble exists, and in threatening violence, rather than urging sane, dispassionate employee-employer discussions."

3. That the NCNG was an organization of "non-professional" organizers-promoters and self-seeking labor attorneys whose only interest is seeking to promote trouble for their own benefit."

"Failed in His Duties"

The investigating committee interviewed and took statements from all parties involved in NCNG relations with the United Press and reported the following conclusions to the NCNG executive council:

1. Wickizer, as an officer of his unit, failed in his duties.

2. After having agreed with fellow Guild members that the United Press management in San Francisco had intimidated members of its staff and that the Guild should protest against such intimidation, he repudiated this decision.

3. He lied regarding a telephone conversation he had with Robert Scripps and betrayed the interests of his fellow workers in his conversation with Scripps.

4. He maliciously attacked officers of the Guild and spread vicious misstatements regarding them.

5. Wickizer's betrayal was particularly serious because the Guild was on the eve of national collective bargaining with the United Press management and solidarity among members was of the utmost importance.

6. There was no dereliction of duty on the part of the following people or their representatives:

Morgan Hull, ANG international organizer; Charles L. Irvine, NCNG treasurer and organizer; David N. Young, NCNG president; H. F. Melnikow and James Landy, Pacific Coast Labor Bureau.

7. The above-named officers and their representatives at no time, either by acts of omission or commission, have placed the NCNG in ill repute with employers, the public or anyone else.

Report Clears Officers

The committee recommended that Hull, Irvine, Young, Melnikow and Landy be cleared of any charges made by Wickizer in his letter of resignation, that Wickizer be refused membership by all chapters of the ANG, that a summarized copy of the committee's report be sent to all ANG chapters, that all United Press units of the ANG be advised of the report and that the report be given publicity in the Guilds Bureaus.

The report was approved without change by the NCNG executive council.

Guild's Sky Picket Dies Defending Madrid

Ben Leider, the Guildman-aviator, is dead.

The flying-picket who went to Milwaukee at the time of the Wisconsin strike and distributed leaflets from the sky in his own plane during his vacation while a member of the staff of the New York Post, was shot down on the Madrid front on Feb. 18.

He died in the bloodiest battle of the Spanish Civil War. He was with a force of government fliers who were attempting to stop the drive of Generalissimo Franco to cut Madrid's life-line, the road to Valencia. His plane was brought down in flames and his body was never recovered.

Ben Leider was a charter member of the New York Newspaper Guild and an active, leading spirit in his unit. He participated in the Guild's strikes in Newark, Jamaica, Staten Island and Harlem, as well as the Hearst fight in Milwaukee.

Family Escaped Pogrom
Leider had given up editorial work just three weeks before he went to Spain. He left the Post for the New York Journal, to do full-time flying, when the call came for pilots for the Loyalist air force. Leider had been secretary and a member of the executive committee of his unit.

Born in Russia, he and his family escaped a pogrom in 1905 through the intervention of a Christian butcher who saved the lives of his mother, father and three brothers.

Memorial Fund Started
Alone and without a photographer, he made pictures of the arrival of the Queen Mary and the Zeppelin Hindenburg. This he accomplished by holding the plane's stick between

his knees while his hands were busy with the camera.

Immediately upon learning of his death, a group of his friends organized the Ben Leider Memorial Fund, whose function it will be to raise funds for the purchase of food, medical supplies and technical aid for the Loyalist government of Spain.

Mourn Leider's Death
The Representative Assembly of the Newspaper Guild of New York has adopted a resolution expressing its sympathy to the family of Ben Leider, staunch Guildman and flying reporter of the New York Post, who was killed while fighting for the Loyalist forces in Spain.

The resolution reads:
RESOLVED, That the Representative Assembly of the Newspaper Guild of New York expresses its deep sorrow over the death of one of its members, Ben Leider, who was killed in the defense of Republican Spain. As a Guild member, his contribution toward the winning of a place for the Guild among trade unions was one which will not be forgotten; and

BETTER FURTHER RESOLVED, That the Representative Assembly extend sympathy to the family of Ben Leider in their loss.

Submitted Block Pact To IEB, Eddy Asks

BULLETIN
As the Reporter went to press word was received that the Toledo Blade was playing up a story about the signing of a contract with the Guild. No direct notification had been received at headquarters.

Executive Secretary Eddy intervened in the negotiations with the Toledo Blade, following the unit's refusal of a contract submitted by the management, and acting on the request of Nathan Goldberg, chairman of the Paul Block Council of the Guild and Newark Guild president.

Eddy's telegram to Joseph Flanagan, president of the Toledo Guild, follows:
"I have been requested to call your attention to Art. XII, Sec. 5, of ANG Constitution. It is as follows: 'When the phone-rings' pay, for being called back to work between shifts, in addition to the actual overtime pay. (Unique in ANG.)"

4. Five per cent higher minimums in all brackets for night work. (Unique in ANG.)

5. Prevention of "bracket jumping" by specifying higher bracket pay for time worked in a higher bracket temporarily by any regularly lower bracket man. (Unique in ANG.)

6. Vacations ranging up to three weeks after four years.

7. Dismissal indemnities ranging up to eight weeks after eight years. Indemnity can be withheld only for breach of duty or gross misconduct.

8. Unit controller not only gets desk but half shift off company's time to collect each month. (Unique in ANG.)

9. "No employee shall be required to present under his own name any written material at the expense of his own personal convictions." (Offense the following: "Nothing in this agreement in any manner shall infringe or interfere with the publisher's constitutional right to speak, write or publish whatever it may deem fit.")

10. No anti-Guild discrimination. Freedom from undue work, etc.

11. Half a dozen other clauses, such as bulletin board rights, expense, office rules, syndicate rights, etc.

12. Publisher in appended letter to signify continuance of sick leave and other benefits and no pay cuts. Guild in letter to waive bracket-jumping rules when man fills in for man on vacation or sick leave and to waive contract coverage of promotion department.

Unit Enthusiased

Asks Milwaukee To Seek Block Pact

MILWAUKEE, Wis.—New enthusiasm was instilled in the Sentinel (Block unit) when it received word that Paul Block had offered a contract to the Toledo Blade. A meeting of the unit was held on March 10. The unit instructed the executive board of the Milwaukee Guild to enter into negotiations with the management on the basis of objectives laid down by the Paul Block Council of the Guild.

The Sentinel unit expressed hope that Toledo would not rush into a contract until it had obtained the best possible terms, realizing the first contract on a Paul Block newspaper may become a model for other papers.

RIFT ON PAY IN CHICAGO

Pact Parley Stalls With Most Points Agreed Upon

(Continued from page 1)
might expect little or no further progress in raising the scale or gaining a Guild shop by "more talking." Unit observers acceded this view.

Negotiators were expected to resume about Mar. 12 what might be a final attempt to raise the wage scale, which had been boosted slightly by the management's first counter-proposals.

Strongly influencing the situation was the fact the "voluntary" scale, posted some time ago by the committee of national and international unions, organizers of the American Federation of Labor, both volunteer and otherwise, the officers of state federations of labor, city central bodies and local unions to renew their pledge of loyalty and devotion to the American Federation of Labor and to the principles and policies which it represents.

It is the first determination of the Council to take such action as the facts may justify in order to protect and preserve the highest and best interests of the American Federation of Labor.

All Guilds whose actions on the latest developments in the split are known at headquarters have been opposing any attempt to oust the CIO from the central and state bodies, and have been urging new attempts to restore unity. This is in line with the declaration of the IEB at its January meeting, which said (GUILD REPORTER, Jan. 15):

The American Newspaper Guild as a constituent international union 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 CIO.

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 continuance 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 due of the executive council of the general problem of labor legislation, Labor's Non-Partisan

Working people of this country.

AFL-CIO BREACH WIDENS STEADILY

Green Bars Twin Allegiance; Lewis Moves Ahead

The split between the A. F. of L. Executive Council and the CIO, headed by John L. Lewis, has been widening rapidly.

President Green on behalf of the Council announced recently that "state federations of labor, city central bodies and local unions chartered by and in affiliation with the American Federation of Labor must decide whether they will be loyal to the parent body," and that the Council will not tolerate the extension of support to an organization which is classified as dual and rival to the American Federation of Labor.

The Lewis group has just announced that the CIO would launch a new series of major organization drives, and also that the CIO executive officers were now authorized "to issue certificates of affiliation to national, international, state, regional, city central bodies and local groups whenever it is deemed such action is desirable."

Green's statement said in part: Workers can not be for both the American Federation of Labor and the Committee for Industrial Organization.

The Executive Committee, therefore, calls upon the officers of national and international unions, organizers of the American Federation of Labor, both volunteer and otherwise, the officers of state federations of labor, city central bodies and local unions to renew their pledge of loyalty and devotion to the American Federation of Labor and to the principles and policies which it represents.

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Part of the declaration follows:

Labor's Non-Partisan League recognizes that the primary purpose of independent labor political action is to assist, by every legitimate political means, in the improvement of the wages and working and living conditions of American labor. To that end, the League will co-operate to the fullest possible extent in the extension and strengthening of labor organization in industry, and in the attainment of the specific legislative objectives of particular labor groups.

The welfare of American labor, however, is inseparable from that of the nation as a whole. The League will actively support the organized farmer of the country in their efforts to improve agricultural conditions. More generally, we will work with every progressive group whose purpose is to secure the enactment of liberal and humanitarian legislation.

The last fifty years of developing industrialism have made of the United States one single, integrated economic unit. The problems of that industrialism must therefore be met through national action, whether on the political or industrial field. Regulation of labor and other industrial conditions can best be undertaken by the Federal government, and no program of regulation can be successful unless it is based upon Federal action.

There remains a field, however, in which state action is possible and can be effective. To meet this part of the general problem of labor legislation, Labor's Non-Partisan

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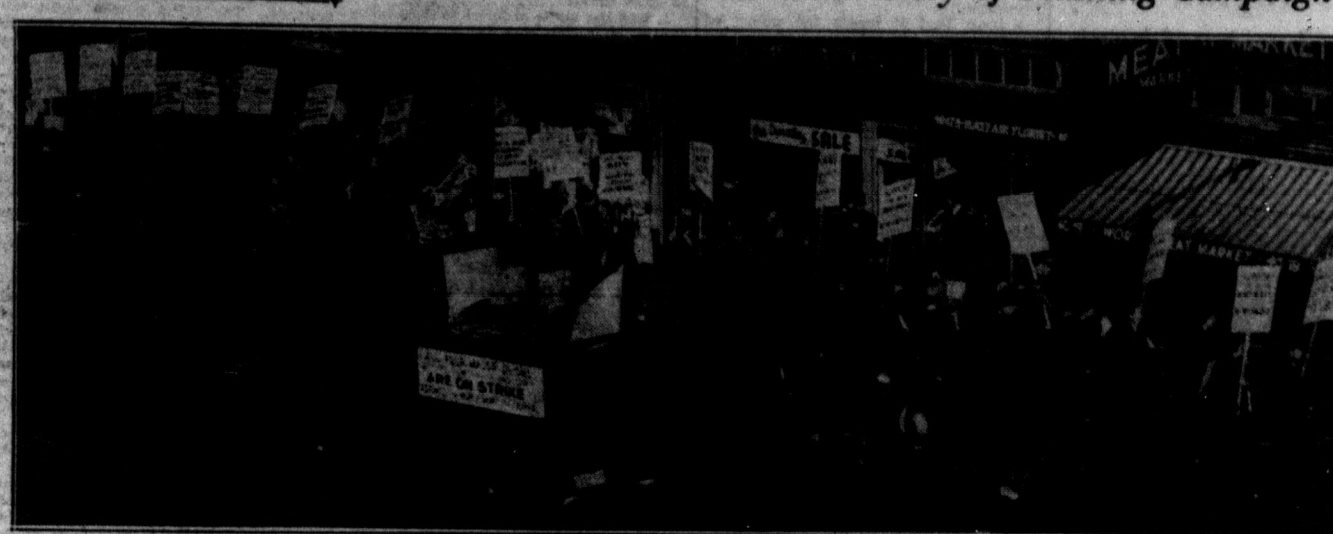
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Sympathizers Parade For Strikers

ANG Sound Truck Booms Out Story of Flushing Campaign



PARTY IDEA TAKES ROOT

Labor's League To Build Organization In Counties

Delegates from trade unions in every state, representing organizations of both CIO and A. F. of L. affiliation, attended the two-day convention called by Labor's Non-Partisan League in Washington, recently, to demonstrate labor's solidarity behind the presidential program for judicial reform.

Besides declaring for the court program and for numerous state legislative measures, the League took on more of the characteristics of a labor party, adopting a declaration of purposes which extended its hand to the organized farmers and "every progressive group."

It also promised to push its organization into every county in the country in which any substantial number of wage-earners are employed. The chief officers of the League are Major George L. Barry, John L. Lewis and Sidney Hillman.

The unit met the same evening, and unanimously reaffirmed its contract demand. It also authorized the Guild Executive Committee, in consultation with unit officers, to take any necessary steps to obtain a contract, including the calling of a unit meeting during hours in the shop.

The unit ratified the Paul Block Council program of basic proposals.

League has prepared and has issued to its various state organizations a series of proposed bills of state legislation, and to assist each state in its efforts to secure the enactment of such legislation, Labor's Non-Partisan League will continue to issue from its national office proposals for state legislation, and material in support of proposed bills, to the state chairmen, for their consideration. Legal and economic research staffs will be created at national headquarters to serve state organizations in this field.

Realizing that the possibility of securing favorable legislation from the state and national governments depends ultimately upon the power of labor to influence the results of primary and general elections, the League will extend its organization into every county in the United States in which any substantial number of wage-earners are employed.

This organization will be used, in election campaigns of the future, to insure the nomination and election to public office of men and women who are not only pledged to support labor and other progressive measures, but whose record also justifies the belief that these pledges will be kept.

Newark Waits The World of Labor

Reply by Management Promised

NEWARK, N. J. — The Newark Guild is awaiting a reply promised by Henry J. Auth, general managing editor of the Star-Eagle, "within a day or two," to a letter from Agnes Fahy, secretary-treasurer of the Guild, urging that the management "once again reconsider" its position that it would not sign a contract at the present time.

On March 4, Auth met with a Guild committee to discuss the unit's demand for a contract. Miss Fahy, chairman of the committee, asked if the Star-Eagle were ready to negotiate for a contract. Auth said, "Not now," and added that "the country is not yet ready." The committee then left to report back to the unit.

Shortly afterwards Auth came out and approached Nathan L. Goldberg, Guild president and unit observer, saying he had been ready to discuss a \$45 minimum. He said the Guild should make a contract a later objective. The unit's demands include a preferential shop and a \$50 minimum.

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The welfare of American labor, however, is inseparable from that of the nation as a whole. The League will actively support the organized farmer of the country in their efforts to improve agricultural conditions. More generally, we will work with every progressive group whose purpose is to secure the enactment of liberal and humanitarian legislation.

The last fifty years of developing industrialism have made of the United States one single, integrated economic unit. The problems of that industrialism must therefore be met through national action, whether on the political or industrial field. Regulation of labor and other industrial conditions can best be undertaken by the Federal government, and no program of regulation can be successful unless it is based upon Federal action.

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Milwaukee Typos Get Pay Raise

The Milwaukee typists, reports the organ of the Milwaukee Newspaper Guild, have received a six per cent raise in pay after six months of negotiations with the publishers. Day shift printers now receive \$47.70 for 37½ hours, while the night shift receives \$48.47 for the same time. The contract is retroactive to August 1, 1936, so that all the boys received sizable back-pay checks for this period.

Gov. Hoffman Shown As Scab Supplier

Governor Harold G. Hoffman of New Jersey was exposed before the La Follette Civil Liberties Committee on March 11 as having engaged in supplying strikebreakers for companies where the workers are on strike.

A letter was introduced in evidence before the committee on his official stationery intruding Max Sherwood, head of the strikebreaking agency bearing his name, to E. T. Cunningham, president of the RCA Manufacturing Co. of Camden, N. J. The Governor's letter said he would "more than appreciate" an interview for Sherwood, who apparently tried to convince the RCA officials that he could supply them with State detectives to fight the strikers.

Governor Hoffman, in case you don't remember, is the gentleman who received so much publicity when he announced that he, for one, would not stand for sit-down strikes that disturbed the dignity of the state of New Jersey.

Auto Workers Run Short of Dues Buttons

Are the auto workers responding to the membership campaign of the United Automobile Workers? Read the following item lifted from the CIO clip sheet, Union News Service:

The March dues button of the United Automobile Workers is rapidly becoming a rarity anywhere except on a worker's lapel.

Secretary-Treasurer George Adles of the international union announced at the end of February that more than 200,000 March buttons had been issued and that the supply was temporarily exhausted. Later on 35,000 additional buttons were received. They were disposed of in less than two hours. On another day 20,000 more were received. They vanished in an hour.

What's Behind This Sudden Acquiescence?

There are many reasons behind the willingness of the employers to meet with the representatives of the organized workers' consciousness. The growing power of labor, recognition of the fundamental nature of the ferment among American workers, the belief that the Wagner Act will be upheld, and the hope that legislation strictly limiting and controlling the labor movement can be passed on a national scale.

It is interesting to note that hundreds of papers all over the country have suddenly developed an amazing interest in the British trade union movement and in the laws governing the English unions. The central theme of all the articles is: the British unions are strictly limited by law, they are incor-

porated, they make compulsory reports on finances, and are forbidden to indulge in a general strike. It is obvious that American employers hope to go their British compatriots one better in the type of restrictive legislation they propose to pass here. For that reason they are not fighting the unionization of their workers with all the vigor they are capable of mustering.

Actually, however, the appearance of chaos in deceiving. Clearly defined tendencies are to be noted behind the avalanche of confusing newspaper stories. Organization of the automobile workers is more than half complete, a wonderful start has been made in the steel industry, the Textile Workers' Organizing Committee with Sidney Hillman at its head will begin its work within the next week, and the drive to organize the petroleum workers will begin in the near future. All the mass production industries face organization drives, and the prospects of quick success are bright.

On the other side of the fence, we find the united front of employers broken down to a large extent. The first break came when General Motors became weary of seeing the cars of their competitors roll off the assembly line in an unbroken stream while the sit-downers in their shops were growing long beards with the CIO. Then, to cap it all, the New York World-Telegram ran a big front page box attributing unnamed executives of the House of Morgan the statement that maybe industrial unionism was not so bad as it had been painted.

What's Behind This Sudden Acquiescence?

There are many reasons behind the willingness of the employers to meet with the representatives of the organized workers' consciousness. The growing power of labor, recognition of the fundamental nature of the ferment among American workers, the belief that the Wagner Act will be upheld, and the hope that legislation strictly limiting and controlling the labor movement can be passed on a national scale.

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LETTERS ON USE OF THE WIRE SERVICE FUNDS

Washington-Eddy Exchanges About The Allocation Of Dues

Because of a complaint by the Washington Guild that half of the dues of wire service members are being spent for organizing work among the wire services, in accordance with a mandate in the wire service report adopted by the 1935 Convention, the following correspondence is published in full. It is between Executive Secretary Jonathan Eddy and Secretary Carlton Skinner of the Washington Guild.

Skinner to Eddy
Nov. 10, 1936.

Dear John:
The WING executive committee has directed me to ascertain from international headquarters the amount of money now in the fund being set aside from dues of press association members for organization of press association men. The committee acted on the request of our AP and UP units.

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Condemns Old-Line Parties

Holds Farmer and Worker Need Political Vehicle of Own to Carry Through Program

Editor, The Guild Reporter:

The idea of the farmer-labor party seems to be catching on. Even Brothers Crocker and Fitzsimmons are catching on a little, but only just a little.

Is the farmer the "foundation of the capitalist system of government?" Governments are usually termed republican, democratic, constitutional, monarchial, fascist, soviet, etc., but never capitalist. Society is termed capitalist, socialist, communist, feudal, barbarian, savage. So when the farmer is spoken of as the "foundation of the capitalist system of government" we find it difficult to get the meaning.

The farmer undoubtedly is part of the foundation of society, but that is because he is an agricultural worker. So why can't we just call the worker the foundation and not have to discard any tenants?

Cites Tenant's Plight

Are tenants a "negligible factor in agricultural areas?" A long report on farm tenancy has recently been received from a committee appointed by Roosevelt. We learn the alarming fact that less than half the American farmers own the land they work, that "rural civilization is threatened with decadence" with a "standard of living below any level of decency." "In many areas families are living in conditions of poverty little, if any, above the lowest peasantry of Europe." These statements alone would prove that the tenant is more than just a myth.

Up to the present time political action, through the old parties, has accomplished next to nothing. The advances made by labor through the decades were the result of strikes. The time has come to move on to the political field instead of hanging round the skirts of employers' parties, parties that only bow to labor after vicious, violent conflicts in which the violence always starts with the policeman's club.

With a real farmer-labor party in power there would be fewer bitter conflicts to attain labor's ends. These are not "puerile" ideas, they are the mature ideas acquired after years of frustration through the former methods.

Farmers Not Hostile

Principal opposition to labor's program has not, as claimed, come from rural areas. The opposition has come principally from the profit-making, exploiting class. If poor farmers oppose labor they do so under the hypocritical guidance of the bankers, the landlords, the rich farmers, the corporation farmers.

A party cannot play to two masters. The old-line parties are definitely committed to the employer's ideals, which are anti-labor. Old-line politicians have never hesitated to pay lip-service to labor with extravagant guarantees dealt out with the greatest ease yet with tongue in cheek, keeping their grip on the old-party lines that cross in bewildering fashion into the backdoors of the citadels of wealth.

One would think that a Guildman needed a single-track mind to be a loyalist to the Guild. We are pleased with to keep the "original purpose of the Guild" foremost in mind. This is the timid, self-defeating, "middle-of-the-road" policy of

FOR SALE—3 1/4 x 4 1/4, flash gun, film holders, tripod, enlarger, etc. Perfect condition. Elsie Pennington, 37 West Cedar Street, BOSTON. Phone Capital 4792.

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Time Means Money!

Keep Work Record And Avoid Loss

Editor, The Guild Reporter:

With contracts and other agreements based on years of newspaper experience, being adopted in increasing numbers, it seems likely difficulties will be encountered unless some attempt is made to establish standard means of recording years of service. Probably this should be established by the

The Guild Reporter

Copyright, 1937, by the American Newspaper Guild



"Resolved, that the editor of THE GUILD REPORTER be instructed to 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 Beals

Assistant Editor:

Leon Svirsky, New York World-Telegram

Staff for This Issue:

Kenneth Hawry, Robert Reinhart, Myra Orleans, Victor Weingarten, Adrienne Weil, Fred Gruis, George Lewin, Joseph Greenidge, Don Robinson, Saul Mills.

GUILD REPORTER deadlines: News stories, 8th and 23rd of each month, at headquarters; bulletins one day later. Letters and feature material, 6th and 21st.

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Heywood Brown,

A.N.G. Headquarters

Treasurer:

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A.N.G. Headquarters

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International Headquarters: 1560 Broadway, New York, N. Y.

Vol. IV No. 7

120

March 15, 1937

Watch for the Loopholes

The present bargaining drive of the Guild is demonstrating more vividly than ever before the close relationship between apparently remotely separated acts. While we may think of these acts as unrelated, the publishers think differently. Part of their interest is undoubtedly in the immediate problem of minimizing pay boosts, but beyond that they are thinking of the weight of precedents set in one city or another by what we are able to put into an agreement, or by what we acquiesce in leaving out.

The chain managements, first Scripps-Howard and now Block, have tried to play as in a chess game, looking for a unit that would settle easily and make the others look selfish and grasping.

The American Newspaper Publishers Association has just provided extra evidence of this inter-relationship between what the various Guilds do. It has drawn up a chart analyzing in detail every item in every contract, agreement or bulletin board policy. This is not a secret; the association voluntarily sent copies to ANG headquarters. It has a large number of errors, which are being checked before any use is made of it by the Guild. But its main effect is the important aspect. It suggests at a glance to any publisher how much or how little has been necessary to make the Guilds contented.

We are building up a series of precedents that will either be strong or weak points in our future. It is worth while going carefully and making sure they are points strong.

We Are In This March, Too

Steel workers are being organized by thousands and the CIO has won recognition from the Carnegie-Illinois Steel Company. A simple statement of fact, but it represents an amazing victory. The chief citadel of the bitter-end open shoppers has been breached and complete unionization of the steel industry is only a question of time.

Not content with having licked General Motors—and GM was licked, despite many efforts to belittle the victory—the auto workers are pushing ahead.

New organizing drives are starting to bring in more thousands of workers not yet reached. Organization is demonstrating its merits; millions more of the population are being fired with new hope. Labor is on the march!

This may seem of only casual interest to newspaper men and women. Actually it is of vast moment. It has the most direct possible effect on the growth and strength of the American Newspaper Guild and all local Guilds.

Once the unorganized workers come into the trade union movement they become acquainted with the advantages of mutual support; they learn the rule that an injury to one is the injury to all, and that the gain of one is the gain of all. In cold advantage to the Guild this means that hundreds of thousands of readers of newspapers over the country are developing the new outlook and will be strongly on our side in our struggles. It means that in town after town solid organizing bases are being built on which we can—and shall—erect strong Guilds.

In similar ways the enlightened self-interests of workers in other fields are served by this sweep of organization. Such is the nature of the trade union movement at its best.

So, far from giving vent to lofty idealism in our enthusiasm for the new victories of labor we are applauding a growth that furthers our own welfare. Hence the deep hope with which we, in common with millions of other workers, are watching this giant drive.

Attempt to Oust CLU Enjoined in Columbus

COLUMBUS, Ohio.—The attempt of the AFL to oust the Columbus Federation of Labor for supporting the CIO in the General Motors strike was halted here by an injunction

restraining the lifting of the charter. Common Pleas Judge C. J. Randall issued an order restraining the AFL and set a date for a hearing on the temporary injunction. It is expected that the Columbus Federation will apply for a permanent injunction restraining the AFL from removing the charter.

FIJ POLICY IS STUDIED

Ties With Members Under Dictators Pose Problem

Sharp differences of opinion, apparently reflecting differences in form of national government as well as differences in the type of association, were presented in replies by various national newspapermen's organizations to a questionnaire conducted by the International Federation of Journalists on the advisability of admitting associations from countries where the press is government-controlled.

The questionnaire took the form of a discussion of the possibilities of co-operation, inside the FIJ or otherwise, with countries which have suppressed freedom of the press. The ANG is a member of the FIJ, but did not answer the poll, because of lack of information at the time.

Democratic Groups Opposed

The affiliated newspapermen's groups from three democratic countries, Great Britain, France, and Denmark, came out strongly against admitting associations from dictatorships. The National Union of Journalists of Great Britain did not even admit the desirability of co-operating with journalists of those countries on any basis. The other two national groups held that such journalists would be "nothing but government spokesmen and therefore should not be admitted to membership. They favored co-operation with associations in the dictatorships on the basis of exchange of information. The "Journalistforbundet" of Denmark mentioned, in particular, information on working conditions and salaries.

At the other extreme, the Hungarian association refused to discuss the problem and sharply warned the FIJ against raising "political questions."

Austrians See Help Needed

Willingness to admit delegates from journalist groups in dictatorships and co-operate with them was expressed by the foreign press associations of Paris and Brussels, the Austrian Journalists' association, and a German association whose exact character was not described in the FIJ report, but whose seat was actually in Prague, Czechoslovakia.

The Austrian group pointed out that newspapermen under dictatorships were controlled not by their own wishes, but by law, and might be in particular need of the support of their colleagues in the international body.

The executive bureau of the FIJ considered the replies at a regular meeting in January, but reached no final conclusions on the question. The prevailing view was that the replies would serve as a guide if and when an association in a dictatorship applied for affiliation.

Amsterdam News Firings Hit Veterans of Strike

Two more members of the Amsterdam News unit of the New York Guild were discharged on March 1, leaving only three of the original 15 employees who successfully fought a lock-out over a year ago which ended in a two-year contract signed by Dr. C. B. Powell and Dr. P. M. H. Savory, the new publishers who bought out the paper. Both men, Obie McCollum, managing editor and member of the staff for almost nine years, and Roi Ottley, sports editor, who has been on the paper for six years, were fired, supposedly for inefficiency.

Advertisers and subscribers who supported the unit during the lock-out have been informed of the firings by the Guild. Negotiating machinery has been set up and the arbitration committee held its first meeting on March 5. An impartial chairman has not as yet been agreed upon, the publishers having turned down five men suggested by the Guild.

Questions and Answers:

Bulletin Board Policies Do Not Merit a Vote

Questions received at headquarters about important phases of Guild operations, and the answers sent by the international officers, will be printed in this department—disguised when necessary.

(The following is a reply to a letter received at headquarters reporting the publisher's intention to post a bulletin board notice and a plan to have the unit vote accepting the arrangement):

Your letter suggests that the management intends to announce its own wage scale, independently of the Guild, and that the Times unit intends to vote on it. Here is what the IEB Employer Relations Committee said in its recent statement, printed in the GUILD REPORTER of Dec. 15:

Let us suppose, as has actually happened, that a publisher has negotiated all matters of wages, hours and working conditions with the Guild, that he announces his intention of putting them into practice if they are acceptable to the Guild, but that he will not incorporate them in a contract. What should the position of the Guild be? It should be to state that the publisher is obviously free to improve pay and shorten hours, but that no agreement is thereby put into effect between the publisher and the Guild, that the latter is free at any time to reopen negotiations or to take any other action it may deem advisable.

Non-existent contracts should distinctly not be placed before the membership for vote, for such action implies commitment of the organization to NO contract.

Sometimes it is difficult to understand ANG policy on this phase of collective bargaining, but it is quite important to do so, not only for your own future interest, but to avoid delaying possibilities of complete contracts elsewhere.

When a publisher, after negotiating with a Guild—even though he formally acknowledged that the Guild was the negotiating medium—issues his own unilateral pronouncement of employment policy, this is by no means collective bargaining. It gives the employees no security which they would not formerly have enjoyed. It gives them nothing that can be enforced in public opinion or at law, and, as a matter of fact, is a complete evasion of the law in so

far as the fundamental principles and advantages of collective bargaining are concerned.

Violates Rights

It is for this reason that the IEB is emphatically opposed to local Guilds or units voting approval or disapproval of something which has never been offered as from one party to another. The publisher, of course, has a right to improve hours and conditions, and the Guild commends such improvements, while understanding at the same time their real character and intent. We cannot afford, by voting on such a thing, to lend tacit approval to conduct that is not only illegal, but injurious to our organization and to fundamental American rights. The only proper answer to such an evasion of collective bargaining is to reassert our own position, which is that collective bargaining must necessarily be between two parties, and represent an agreement mutually arrived at.

Every time, a local Guild or unit puts its seal of approval upon an evasion of collective bargaining and refusal to enter into an agreement, it weakens every other Guild's position in relation to its own publishers. We do not expect to change the world overnight, but ANG has clearly demonstrated that it can deal with publishers as equal to equal, and that it can obtain full union contracts, which is the only form of agreement that cannot be changed at any time, independently of the stand of our branches and members.

Therefore, our units and local Guilds and members, while accepting and enjoying such improvements as are inevitably brought about by Guild activity, are taking a firm stand for bona fide, outright collective bargaining contracts, are expressing their disapproval of evasions, and are asserting their rights to reopen the question at any time.

Gift to Defense Fund

The Newark Newspaper Guild Auxiliary recently contributed \$5, part of the proceeds of a party, to the International Defense Fund. The group, which is headed by Mrs. Ethel Dailey, has made donations to either the Defense Fund or a striking Guild unit from the proceeds of every party it has sponsored.

Special for Guild Members

John L. Lewis: Leader of Labor



Written by Scripps-Howard writer, Cecil Carnes, charter member of the Newspaper Guild, this is the *only* biography of Lewis, and the *only* thorough presentation of the events that led up to the formation of the C.I.O. and the present great strike wave.

"Most labor men will find this book clarifying in learning the issue that split the A.F.L." *Albany Evening News.*

"A quick and easy way to learn the picturesque facts about the career of the man who is already being boomed for the Presidency in 1940." —Clifton P. Fadiman in *The New Yorker*.

Listed by the American Library Association and recommended by the Book-of-the-Month Club. Regular edition trade price, \$2.50. Special Union edition for Guild members only \$1.00. Every copy will be autographed by the author to those sending in the coupon before April 1. Postage is prepaid.

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