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IEB For Taking in Business Staffs On CIO Plan, With CIO Affiliation

UP Staffs To Vote In NLRB Poll

Balloting on Guild as Bargaining Agent Is Due This Week

Secret labor board ballots are due to go to United Press editorial employes in all parts of the United States during the first week of June.

A stipulation providing for a consent election to determine if the Guild is to represent the editorial employes of the United Press was signed in the office of Mrs. Elinore Morehouse Herrick, Second Region Director of the Labor Board on May 20 by Hugh Baillie, president of the United Press Associations, and Morris Watson, ANG vice president.

The ballots were expected to go out within a week after Mrs. Herrick makes decisions as to the eligibility of certain bureau managers.

Mrs. Herrick said she was disposed to allow three weeks to elapse between the mailing of the ballots and the deadline for their return.

Under the stipulation, the ballots are to be mailed by registered mail, to home addresses.

Precautions Taken

Neither side will be permitted to see the postmark or the envelope of the return ballot. The Guild insisted upon this provision as a matter of protection for the voters in one-man bureaus.

The stipulation reads in part:

The employer agrees to bargain collectively with the union as the exclusive bargaining agency of all of its editorial employes entitled to vote in such election, in the event the union wins such election, and thereby is ordered by the Na-

(Continued on page 5)

Stevens Asks NLRB Action on Green

Charging President William Green of the AF of L with dismissing him for union activities, Don Stevens, formerly AF of L general organizer attached to the Guild, has filed a complaint with the Chicago Labor Relations Board.

Immediately after a vote of the Chicago Guild — where Stevens makes headquarters — instructing its convention delegates to favor CIO affiliation, Green wired:

"Your services as general organizer of the AF of L are hereby dispensed with on receipt of this telegram."

Stevens, former ANG treasurer and vice president, has organized a large number of Guilds in the Middle West during his eight months as organizer, and in Chicago the local has grown in this same period from some 30 to more than 500.

Wire Service Drive Mapped

Regional Meeting Plan Is Voted by IEB

A press association membership drive through a series of "division point" conferences in every section of the country in conjunction with general organizing work was voted by the International Executive Board at its Cincinnati meeting.

The move, looking toward enrollment of every press association man in the nation in the Guild, was recommended by the board's wire service committee. It was directed that the chairman of the wire service committee or some other inter-

(Continued on page 5)

ANG Convention at Hand; 200 Due at June 7 Opening

Instructions of Delegates Show Main Interest Centers in CIO

Nearly 200 delegates are preparing to converge on St. Louis for what promises to be the ANG's largest Convention to date and one as important as any yet held because of the new questions that await it.

The one-week meeting at the Statler Hotel, opening on Monday, June 7, and continuing through Friday morning, and with an International Executive Board session on Sunday, June 6, will symbolize the Guild's growth of the last year, with its doubled membership. A delegate list of 319 would be possible if all Guilds were able to send members, and the large number of new faces to be present will be reminders of the many new Guilds, particularly those in the Middle West, where much expansion has occurred.

Wide Interest in CIO

From all sides indications have come that the dominant question will be whether to open the Guild's ranks to newspaper business office staffs along the lines just recommended to us by the Committee for Industrial Organization, and in consequence whether to affiliate with the Committee.



HEYWOOD BROUN

Besides the IEB's formal recommendation of these steps, decided upon in the light of the recent ex-

(Continued on page 4)

Board Sees Strength in Wide Union

Condemning AFL Method, It Commends New Step to Convention

Adoption of the policy advocated for the newspaper industry by the Committee for Industrial Organization, calling for the broadening of the ANG's jurisdiction to take in business office employes will be recommended to the St. Louis Convention by the International Executive Board. As a corollary the Board will recommend formal affiliation with the CIO.

This decision was reached unanimously at a special meeting of the Board held in Cincinnati, Ohio, on May 23, attended by six members, and was concurred in by all the others.

At the same time, in accordance with its previous decision not to have the ANG represented at the conference called by the AF of L Executive Council in Cincinnati, starting on May 24, the Board adopted a letter informing the Executive Council of its decision. All members of the Board signed it and it was forwarded to President Green under date of May 13.

Recommended in Report

The Board's recommendations took the form of an additional section of its annual report to the Convention. This section, containing the letter to Green, is printed in this issue.

Present at the meeting were Executive Secretary Jonathan Eddy, ANG Treasurer Victor Pasche, Organizer Don Stevens and Vice Presidents Homan, Watson, Klyman and Michelsen.

Vice President Betty Ballantine of San Francisco, in voting for the report, announced that she favored a membership referendum on CIO affiliation, rather than a decision by the Convention.

Points to CIO Expansion

Attacking the role of the AF of L officials in attempting to stem rather than promote the broad organizing

(Continued on page 5)

Green Combats Our Expansion

Seattle Business Staffs Join Guild Anyway

SEATTLE, Wash. — Attempts of the Teamsters Unions with the backing of President William Green of the AF of L to obtain jurisdiction over a segment of the newspaper industry by claiming the circulation departments, despite the wishes of the persons employed in them, have come to little here, and employes in the circulation, classified and business departments of Seattle papers are rapidly organizing into affiliates of the Seattle Guild.

Green intervened against the Guild in a telegram to Seattle papers on May 22 setting forth that the charter granted to the ANG covered only editorial departments and adding:

This organization cannot claim or exercise jurisdiction over other departments of newspaper publications. American Federation of Labor will not tolerate representation by American Newspaper Guild of any other groups employed by newspaper publications. . . .

I am notifying officers central body Seattle and other organizations of American Federation of Labor to see to it that jurisdiction of American Newspaper Guild as I have herein defined is to be accepted and obeyed.

Beck Writes to Papers

Besides a copy of this telegram the Guild has a copy of a letter sent by Dave Beck, head of the Teamsters in this region, declaring that his organization "is the authorized jurisdiction representative of men em-

(Continued on page 5)

IEB's Report Favoring CIO Policy

The International Executive Board's declaration recommending broadening of the Guild's scope to include newspaper business office employes in accordance with the CIO policy, and consequent adherence to the CIO, forms an additional section of the Board's report to the Convention. This section and others on legislation and wire service organization appear below.

CIO-AFL, AND JURISDICTION

In each succeeding National Convention there arises the question of our relationship to the rest of the labor movement. In 1935, at St. Paul, we deferred for a year consideration of whether or not

(Continued on page 6)

Office Guild Sweeps N. Y.; Has Majorities on 3 Papers

Within two weeks after its actual formation, the Newspaper Office Guild of New York had enrolled a majority of eligibles on three of the large local dailies. Units on most of the other leading papers report substantial and rapidly growing memberships.

These and other similarly optimistic statements on the new organization's "astounding" growth were made at the Office Guild's second open meeting held on May 24 in the Hotel Astor. About 400 persons jammed every foot of space in the meeting hall.

Alan S. Haywood, newly-designated CIO Regional Director for the New York Area, who was the principal speaker at the meeting, urged the editorial and business office Guilds to "go CIO," declaring that "in a few months" the Committee for Industrial Organization would be the recognized labor body of a majority of the nation's unionized workers.

At the first open meeting, on May 17, Heywood Broun was chief speaker and predicted that the ANG convention would vote to open its membership to business office employes or to arrange for close affiliation. Carl Randau, New York Guild president, welcomed the new organization and read a message from the Guild representative assembly pledging help.

News, Eagle, Mirror Covered

The Daily News, the Daily Mirror and the Brooklyn Eagle-Times-Union are the papers on which the new union already has majority strength. The News unit chairman, Gerald J. Browne, reported 207 signed up to date, while the Mirror chairman, E. C. Watson, announced that his unit, was 125 strong. The Brooklyn Eagle-Times-Union unit has enrolled practically 100 per cent of the classified advertising department along with about 50 per cent of those in other departments.

Citing the aid given by the CIO to

(Continued on page 8)

Struck Flushing Paper Now Discussing Terms

The six-months-old strike against the North Shore Daily Journal of Flushing, L. I., appeared to be approaching a settlement as this issue of the GUILD REPORTER went to press.

Although no final agreement had been made between the publisher and any of the four striking unions —Typographical Union No. 6, the New York Printing Pressmen's Union, New York Stereotypers Union and the Guild—it was understood that definite progress had been made at conferences during the past two weeks.

Strike activities meanwhile are going forward and will continue at full tilt until the settlement is reached. Under the terms of the agreement signed by the four unions at the beginning of the joint strike, it is necessary for each union to obtain a settlement before the strike is terminated by any of them.

At their conferences with Pub-

(Continued on page 2)

NEW S-H PACTS BRING NOTABLE IMPROVEMENTS

HIGH POINT IN TOLEDO

Guild Sole Agent —Many Favorable Clauses Added

TOLEDO, Ohio.—The best Guild contract standpoint yet negotiated on a Scripps-Howard newspaper was signed here May 13 by the Toledo News-Bee and the Toledo Newspaper Guild. The Guild is made the sole bargaining agent for all editorial employes.

The contract was the culmination of five and a half weeks of negotiations during which the News-Bee unit rejected by unanimous vote two counter-proposals from the management that did not measure up to standards in Scripps-Howard contracts previously signed.

With the rejection of the second counter-proposal, the unit empowered the negotiating committee to seek support of organized labor in gaining the principles sought by the unit if, within a week, the committee felt that substantial progress had not been made in negotiations.

Within the week specified in this firm stand a contract had been negotiated which won the recommendation both of the negotiation committee and of ANG headquarters and which was accepted by the unit by unanimous vote.

Points of Improvement

Points gained in the News-Bee contract that mark advances over other Scripps-Howard contracts include:

A provision that the number of employes with less than two years' experience shall not at any time exceed 10 per cent of the staff.

An iron-clad guarantee against salary cuts of any description during the life of the contract.

A provision that work on a day off—even should it be only an hour or two—will be compensated by at least a full day's overtime. This is of particular value to sports writers and photographers who frequently receive assignments of two or three hours on Sundays and holidays.

A guarantee against management stalling, in the face of rising wage scales, in the negotiation of a new contract. Future wage increases are made retroactive to the expiration date of the current agreement.

Unqualified Indemnity

A marked departure from the precedents of other contracts was made by the Guild also in the dismissal indemnity schedule. The News-Bee contract reads simply: "When an employe is discharged, he shall be paid a severance indemnity equal to one week's pay for every eight months or fraction thereof of his service." The indemnity runs up to 24 weeks' pay.

In most stages, the indemnity is more liberal than that provided in many other Scripps-Howard contracts, and has the further improvement of eliminating sudden jumps in the dismissal indemnity of as much as four and five weeks' pay. The committee believed that big jumps such as these might, on occasion, be an inducement to the management to discharge employes.

Minimum wages range from $25 a week for less than one year's experience to $42.50 after three years.

Pay in Best Bracket

The section on wages contains a clause stating: "Any editorial employe whose duties are divided between two or more salary classifications shall be paid not less than the minimum for the highest-paid such classification." This, also, is new to Scripps-Howard contracts.

In addition to establishing the minimums, Editor Matson, in a letter outside the contract, agreed to grant a raise of 10 per cent to all employes making between $40 and $50 a week, inclusive, and to grant peak salary restorations up to $5.

The new salary set-up resulted in raises ranging from $2.50 to $20 a week for more than 70 per cent of the 53 members of the staff. (The unit, incidentally, voted that the first week's raise should be contributed to the international defense fund and on the first pay day after signing of the contract 30 members of the staff came through with their contributions to the tune of $184.)

The Guild improved on the standing committee clause by giving it the power to SETTLE questions affecting the contract with the management. In other Scripps-Howard contracts it has power only to DISCUSS such questions. (The executive board of the Toledo Newspaper Guild has been designated by the unit to serve as the standing committee.)

The clause covering "journalistic competency" and "dismissals for cause," which the Guild succeeded in eliminating completely only in the World-Telegram and Cincinnati Post contracts, was modified in the News-Bee agreement so as to make it less obnoxious than the section contained in other Scripps-Howard contracts. It reads: "The management has the right to determine journalistic competence and to discharge for cause." The sweeping language of the Cleveland Press clause was interpreted by the committee as barring appeals in dismissals on the grounds of incompetence or "cause."

The negotiating committee was assisted in its efforts by William Davy, international organizer, who served as chairman of the committee during two sessions with the management. In his absence, K. A. Hamel, Guild vice-president, and Blade Unit chairman, was chairman. Other members of the committee were Joseph J. Flanagan, Guild president and Times unit chairman, and Laurence Buttenwieser, Guild treasurer and News-Bee unit chairman. Present at all sessions as observers were Marie Cochran and John Dunn, News-Bee unit officers.

The contract was signed by Flanagan on behalf of the Guild and by Matson.

CLEVELAND UNIT GAINS

Management Acts on Guild Demand

CLEVELAND. — Louis B. Seltzer, editor-in-chief of the Press, notified the Cleveland Guild on May 14 that a 5 per cent increase for all those who had not received pay increases since Jan. 1 and those who had not been raised 5 per cent by the increased minimum would be put into effect May 29.

This was in response to the formal request of I. L. Kenen, president of the Cleveland Guild, that Seltzer state his position with regard to carrying out the terms of the supplement to the contract signed March 20 for the Press.

The supplement, identical with that given the Memphis and Pittsburgh Guilds, was to the effect that any benefits obtained elsewhere through Scripps-Howard contracts, would be tendered the Cleveland Guild.

The World-Telegram contract included the 5 per cent increase. The Cleveland Guild accordingly asked for the 5 per cent. Seltzer's first informal answer was that the management in New York considered that this did not apply to Cleveland and was purely a local situation in New York City.

The Press Unit adopted a resolution calling upon the executive board of the Cleveland Guild to take such legal steps as it considered necessary to compel enforcement. Accordingly, a formal request was presented to Seltzer, demanding that he state his position, and fixing May 15 as the time limit.

On May 14 Seltzer addressed a written statement to Kenen, announcing that the 5 per cent would be put into effect on May 29. The unit and the executive board both voted to accept this statement.

A 'POLICY' IN 'G. E.' CITY

But One Schenectady Unit Collapses

SCHENECTADY, N. Y.—A bulletin board statement of policy, to be posted by Austin Liecty, publisher of the Schenectady Gazette, brings the Guild its first recognition and large improvements in this General Electric Company city where unionism, under CIO, has sprung to new life recently.

At the same time Schenectady Union-Star negotiations had to be dropped when a 100 per cent membership, which joined at the suggestion of the publisher, voted to withdraw support of demands after bargaining had begun.

The policy on the Gazette, effective May 23, recognizes the Tri-City Newspaper Guild as bargaining agent. It provides a $15 starting wage for the first six months of experience and a scale graduated through $40 at the end of three and a half years. A minimum of $25 after three years is provided for librarians and society editors and a minimum of $15 after the first year for office clerks and copy boys.

The policy further provides a 40-hour week, two weeks' vacation, equivalent time or pay for overtime, graduated sick leave up to five weeks after four years' service, graduated dismissal notice up to two weeks, and five weeks' pay after seven years' service.

Tri-City negotiators were handicapped in their dealings with the Gazette when the Union-Star unit suddenly turned into a company union. Had this not occurred, there would probably have been a Gazette contract instead of a bulletin board statement. That the policy represents as much of an advance as it does over the poor working conditions that have been traditional on Schenectady papers is due in large measure to the support of the Central Trades Council (AFL) and the United Electrical and Radio Workers (CIO). Leaders of organized labor wrote Publisher Liecty they were watching the negotiations closely and awaited prompt agreement.

Next on the Tri-City list is the Troy Record, edited by Dwight Marvin, cordial Guild-hater.

Flushing Publisher Discusses Terms

(Continued from page 1)

lisher T. Harold Forbes, the Guild negotiators have sought to obtain an agreement providing for reinstatement of all strikers, discharge of all strike-breakers, substantial wage increases for all the reinstated employes, minimum wage scale for new employes, 5-day, 40-hour week, time off for overtime, sick leave, vacations, Guild shop and a grievance committee.

The columns of the Journal remain almost completely bare of advertising and up-to-date local news. At the same time, the Flushing Express, temporary tabloid weekly aiding the strikers, has continued to gain public support. Several hundred residents of Queens' North Shore have signed petitions urging that the Express be made a permanent semi-weekly or daily newspaper.

Watson Leaves AP, Returns to Theatre

Morris Watson, ANG Vice President for Wire Services, whom the Supreme Court recently reinstated on the staff of Associated Press, has resigned from the wire service to resume his position as managing producer of The Living Newspaper, a Federal Theatre Project sponsored by the New York Guild, in which he has made a name for himself on Broadway.

UNIT WINS BOARD POLL

Block Local Votes Negotiators Full Authority

MILWAUKEE, Wis.—Winner in a national labor board poll of the morning Sentinel staff, 38 to 29 in the first poll invoked by the Guild on a newspaper, the Milwaukee local is in negotiation with the Block paper's management for a signed contract. The conferences have been accompanied by a steady increase in membership of the unit.

Designated as the exclusive collective bargaining agent for the Sentinel staff, the local has demanded a Guild-shop contract, a pay scale running to $60 a week, time and a half for overtime, vacations running to three weeks, severance bonuses up to six months' pay, and a 10 per cent differential for night work among other things.

Material progress was reported by the Guild committee in discussions on May 20 with a management committee to which Dan Nicoll, chain general manager, and William Block, son of the publisher, had been added, but on several provisions of the proposed contract, including the Guild shop, the parties remained far apart.

The committee was proceeding with full authority from the Sentinel unit to "take any action it sees fit in conducting the negotiations."

Preliminary negotiations for a contract with the Wisconsin News, Hearst afternoon paper, were suspended pending outcome of Sentinel conferences.

The progress on May 20 followed a deadlocked meeting on May 17, at which Nicoll and Block made their appearance when no agreement could be reached on the question of a Guild shop, the management stating its mind was made up in advance against any concession on that point.

A special unit meeting was called; members reaffirmed their demand for a Guild shop, but authorized the committee to consider other points, "provided a retroactive agreement was obtained first, and provided that final agreement on other points shall be contingent on satisfactory settlement of the Guild shop question."

The vote of full authority followed.

Its Face Lifted

Pact in Cleveland Much Better

CLEVELAND. — The Guild has signed a new contract with the News, which was the first large mid-western newspaper to sign with the Guild, in 1934.

The new agreement embodies terms and conditions contained in the new Cleveland Press contract and is a substantial gain over the old.

Minimums now start at $25 a week and go to $45 in three years.

The 5-day 40-hour week is extended to all editorial employes.

Severance pay goes to 24 weeks. In addition, the new contract eliminates provision for arbitration in cases where the management felt that dismissal pay was unjustified. There is now no qualification.

Severance indemnity is paid on death.

Included are a provision for sick leave and vacations, and a ban against deductions from overtime for sick leave.

More than 40 editorial employes won pay increases under the contract.

'VERBIAGE' IS DROPPED

Cincinnati Guild's Own Language Is Pact Basis

CINCINNATI.—Contribution to the International Defense Fund of the first week's pay increases gained as a result of obtaining a contract with The Cincinnati Post, a Scripps-Howard newspaper, was voted by the Cincinnati Guild as its first act after unanimously ratifying the agreement.

A check for $375 has been mailed to the Defense Fund by Treasurer Max Sien as the Cincinnati Guild's donation.

Terms of the Cincinnati Post contract were presented to the Guild by Rollin Everett, president, at a meeting which brought out a record attendance on May 11. It is exceptionally free of the verbiage in many Scripps-Howard contracts, the language being largely the Guild's own and based on the ANG model agreement. The preamble reads:

For the purpose of stabilizing the employer-employe relationship in said editorial department, and for establishing minimum wages and regulating hours and other conditions of employment of persons employed in editorial work for the publisher, and in consideration of the covenants hereinafter mutually agreed to, it is mutually agreed between the publisher and the Guild as follows, etc.

$45 Minimum

Highlights of the contract are:

Minimums ranging from $25 a week for beginners, to $45 a week for employes of three or more years' experience.

Dismissal indemnities up to 24 weeks' pay for service in excess of 15 years.

Limitation of apprentices (less than a year's experience) to 10 per cent of the staff.

Universal five-day, 40-hour week. Provision that employes of more than five years' service may accumulate overtime to permit an added week of vacation.

Blanket Pay Increase

A blanket 10 per cent pay increase for all editorial department employes was negotiated by separate agreement. This pay increase was applied before the minimums were made effective.

The Guild was represented in the negotiations by Eugene Segal, committee chairman; Everett, Phil Ziegler, secretary-treasurer of the Brotherhood of Railway and Steamship Clerks who is also a Guild member, Paul Wessling, Edward Carberry, Robert Richards and George Bidinger. Representing the publishing company were Carl D. Groat, editor, and John Sorrells, executive editor of the Scripps-Howard newspppers. Also assisting in the negotiations was Philip G. Phillips, regional director of the National Labor Relations Board.

Ziegler acted as spokesman for the Guild committee and also gave unsparingly of his time and counsel in drafting the contract.

BUFFALO IS ATTACKED

Company Union Is Attempted—Case Taken to NLRB

BUFFALO, N. Y.—The Buffalo Guild is in a battle to defeat a company-union plan to smash one of its units.

In a complaint just filed with the Regional Labor Board the local Guild charged the Courier-Express with unfair labor practices in violation of the National Labor Act in that it has refused to bargain collectively; has stated a preference for individual bargaining to the exclusion of outside representation; has sponsored and contributed financial support to a still unnamed labor organization, and has intimidated its employes in the exercise of their right to join a labor organization of their own choosing.

International Executive Board approval was obtained for the step and Bill Davy, ANG Organizer is consulting with Guild officers on plans.

46 Sign Up

Shortly after the Guild signed a contract with the Buffalo Times, on April 17, members of the Courier-Express unit began circulating a petition among staff members of the Courier-Express which asked the Guild to negotiate for them in regard to wages, hours and working conditions. Within a short time, 46 names were signed out of a total placed variously between 70 and 80. The Guild, thereupon, began drafting a contract.

The tentative contract was hammered into shape in three open meetings, and was submitted to national headquarters for approval on May 12. That night, a petition appeared in the office asking that a committee of employes be allowed to negotiate with the office for purposes of collective bargaining. This petition subsequently was signed by Fred M. McLennan, managing editor, and circulated by Harold P. Jarvis, Albany correspondent just returned from the state capital; Fred Turner, state editor; Charles McChesney, news editor and assistant managing editor; James Meegan, a reporter and brother of the secretary of the publisher, William J. Conners, Jr., who also holds office in other Conners' enterprises, among others. Other early signers of this petition were the two city editors, the sports editor, telegraph editor and the managing editor's two daughters, one of whom is his secretary and the other a clerk in the morgue.

With these names prominently displayed and with the petition being circulated by persons known to be close to the management, lesser members also signed. About a dozen Guild members refused. Others signed and reported to Guild leaders afterward that they felt obligated to affix their names, fearing for their jobs or chances of advancement. Others reported that they signed without reading the document carefully and were not fully aware of its nature.

Indict Guild Policies

Guild leaders received their first hint of this petition late on May 14. That same day the Guild sent a request to the publisher and the editor, Burrows Matthews, jointly, for an appointment for its negotiating committee. The next afternoon a notice, signed by Matthews, was posted on the bulletin board announcing receipt of the Guild request and the other petition. He suggested that, since each claimed a majority, the interested parties refer the matter to the Labor Board.

Then an anonymous call for a meeting of editorial employes on May 18 was posted on the board. In the meantime, the opposition spread anti-Guild propaganda.

Several Guild members attended the meeting.

Sub-executives ran the meeting. At the end nominations were made for a committee to draw up a "program." When these anti-Guild men began nominating Guildsmen to this committee, Guildsmen stepped in to see that someone sympathetic to Guild aims was nominated in every department.

Voting took place that evening and the next day, at the city desk. Of a total of nine elected, two were Guildsmen, four were department heads and another a close friend of the management.

Matthews replied to the Guild's request on May 17.

The Guild board retained as counsel Daniel B. Shortal, until recently regional attorney for the National Labor Relations Board.

Throughout the swift developments leading up to the company union organization meeting, identity of the prime movers was carefully guarded. Each petition circulator, when questioned, said he didn't know who started the petition and, when asked who had given it to him, said he was not at liberty to divulge that information.

"THE BANNER FAMILY"



By Gregor Duncan, Cartoonists Guild

"Yes, Mr. Stahlman, We Are Free and Independent Men."

THREE-PAPER PARLEY

Minneapolis Seeks City-Wide Standards

MINNEAPOLIS, Minn.—Joint negotiations with publishers of the Minneapolis Journal, Tribune and Star have been started here by the executive committee of the Twin Cities Guild.

A five-day, 40-hour week, a 10 per cent general salary increase, higher minimums and the Guild shop are among the objectives. The publishers have declared they will not sign a contract.

Other aims include standard contract features and notably lengthened vacations for persons of long service; dismissal indemnities up to 20 weeks' pay; and ten per cent differential for night work.

Some of the objectives are already in force on one or more of the papers but it is hoped to obtain uniform protective standards for editorial workers here.

The Minnesota State Federation of Labor will have a representative at the negotiation meetings to support the interests of Guildsmen. John J. Biddison, of the Journal, president of the Twin Cities Guild, is head of the executive board conducting the negotiations.

A THIRD HEARST ISSUE

Sale of Two Other Flotations Pending

By a FINANCIAL REPORTER

The flotation of $13,000,000 debentures for Hearst Magazines, Inc., and $22,500,000 for Hearst Publications, Inc., for which statements have been filed with the Securities Exchange Commission, will not complete the financing scheduled by the Hearst organization. The sale of these securities, pending for weeks with the commission and in both cases delayed repeatedly, is to be followed by the registration of another issue for Hearst Consolidated Publications, the immediate parent of Hearst Publications.

Last month Hearst Consolidated sold its major properties to Hearst Publications in exchange for approximately $38,000,000 additional stock of the Publications. This transfer involved assumption by Hearst Publications of much of the immediate indebtedness of Hearst Consolidated, which was to be paid off through the sale of the $22,500,000 issue. Since Consolidated is thereby relieved of part of its debt, the purpose of the third issue is not immediately obvious.

One possibility is that Consolidated intends to transfer some or all of the proceeds to American Newspapers, Inc., its own parent. Such transfers of funds from subsidiary to parent have been frequent practice in the Hearst organization. Some time ago there were rumors, first circulated by Fortune Magazine, that Consolidated hoped to sell stock to replace its $47,000,000 7 per cent preferred, the new shares carrying lower dividend rates. However, neither the prospects of the organization nor the present trend of the securities markets suggest that this could be done at an early date.

New Delay Seen

The actual flotation of the issues now in registration has been deferred again and again, and present reports are that there is to be another postponement. Delays are frequently the result of further inquiry by the SEC regarding data submitted in the statements filed. Since there were several protests respecting the Hearst issue, this may be the reason.

It is likely that the smaller Magazines issue will be attempted first. Marketing of the Publications issue will probably have to await the complete market absorption of earlier issues. Hearst Consolidated financing would not be attempted until the preliminary offerings had been completed.

Hearst Units Plan Bargaining Unity

Hearst units for the first time in Guild history, are lining up to conduct a nationally coordinated negotiations campaign to win Guild-shop contracts in all the 27 papers on which the Guild is organized.

The New York City Joint Hearst Committee, composed of representatives of the six New York units, is devising a plan whereby all Hearst units throughout the country will present identical demands simultaneously to local publishers. Copies of a resolution embodying this principle have been sent to the Chicago Herald - Examiner and Pittsburgh Sun-Telegraph units where negotiations are under way. A city Hearst committee in Chicago has asked that all negotiating be done by a central committee or by the IEB and that no unit sign a contract until a majority of the others agreed.

An effort is being made to forestall any collapse in unity such as occurred in the Scripps-Howard bargaining.

Negotiations Begun For Jersey Papers

UNION CITY, N. J.—The Hudson County Guild, at the request of the Jersey Journal and Bayonne Times units, has begun negotiations with the publishers of these two daily newspapers, seeking contracts providing for Guild shop, a 40-hour, 5-day week; establishment of wage minimum schedules, dismissal indemnities and grievance committees. Negotiations committees have been set up by the Guild for both newspapers.

SAY YOU'RE HAPPY OR—

Publishers Extract Fealty Oaths From Staffs

Twentieth century feudalism showed itself in the newspaper industry in the last fortnight as publishers moved in several cities to counteract the effect of the Supreme Court's decision on the Labor Relations Act.

In two southern cities "petitions" offering what one publisher called an "expression of fealty" were circulated in the city rooms designed to head off the Guild, apparently with such authoritative backing that few dared to refuse to sign. In two northern cities collective bargaining attempts were temporarily disrupted by "loyalty" maneuvers.

The gems from the standpoint of literature were those produced in Nashville, Tenn., and Dallas, Texas. The others, in Buffalo and Schenectady, N. Y., are described in stories in other columns.

The sentiments in the "petitions" grew progressively better. That in Nashville, in homage to James G. Stahlman, newly-elected president of the American Newspaper Publishers Association, while incorporating all the essentials—petting of the publisher and assurance that nothing but justice reigned—had much strong talk about independence.

The writer of the Nashville petition pictured the Guild interest there as only a plot to embarass their publisher because of his ANPA office, and asserted:

There has been no time within the memory of the undersigned that he has refused a fair hearing on any proposition laid before him; no time that an employe could not get an audience with him with full assurance of cordial and courteous treatment and redress of any justified grievance.

Then, after a crack at anarchy, this climax:

We deem our attitude as doubly that of loyalty and we reaffirm our allegiance to our publisher and the principle of independent men free and by the grace of God determined to stay that way.

"Banner Family" Allegiance

Stahlman was "not surprised" at "their loyalty, not to me but to the institution they and I represent. . . . They love freedom in all its implications. Not simply the right to think, speak and act as individuals, and as newspaper men and women, but they also love that freedom which gives them the right to work as individuals without coercion from or allegiance to any individual or organization outside of what we are pleased to call our own Banner family."

In Dallas, although some staff members escaped signing, the "petition" went whole hog:

We . . . petition (the document read) that you, as a person always alert to our personal needs and interests, accept our designation as our sole representative and spokesman with whomever seeks to affect our relationships with the management. We hereby petition that you make any and all decisions as your judgment dictates and pledge ourselves cheerfully to accept them as binding and final. . . .

We regard our management as especially generous, considerate and solicitous of our welfare, etc.

It was President G. B. Dealey of the Dallas News, Journal and allied publications, who, on receipt of this testimonial, was gratified at the "voluntary and almost unanimous fealty."

The freedom of the press ghost, laid by the Supreme Court, walked again in Chattanooga, Tenn. (where a Guild was recently organized), on May 11, when Colonel Julius Ochs Adler, co-owner of the Times there, and the New York Times, arranged a staff meeting and attacked the Guild. Like Roy Howard, before fourteen of his papers signed contracts with the Guild, Adler stated flatly that the management would not sign one.

WHO'S WHO IN GUILD'S BIG PARADE TO ST. LOUIS

Presenting a Few 'Vital Statistics' on Delegates From Coast to Coast; First Results of Elections Throughout the Country

Here are as many thumbnail sketches of St. Louis Convention delegates as could be pried loose by press time.

AKRON, OHIO

DONALD POND, 30, rewrite man on Beacon-Journal, secretary of Guild. Helped organize Toledo Guild. Eleven years in newspaper work, serving on New York Times, New York World-Telegram, Toledo News-Bee, Indianapolis Times, Ohio State Journal.

EMERSON "EMMY" PRICE, 35. Covers courthouse for Times-Press. Worked in Ford auto plant, glass factory, edited several labor periodicals before joining staff four years ago.

BOSTON

HARLAND MANCHESTER, president Boston Guild. On Boston papers fifteen years. Writes Sunday Herald's weekly news summary; said to be the first page of its kind in country. Has served on Guild negotiating committees dealing with seven New England publishers.

CALUMET DISTRICT (Hammond and Gary) INDIANA

JOHN G. WHITAKER, delegate of the recently formed Calumet District Guild. Sports editor Hammond Times since 1930. Started as Danville, Ill., Commercial-News night city editor following graduation from University of Illinois in 1929. Worked way through school on Urbana Courier. Makes lots of faces red in his column, "Speculating in Sports," and is insulting public speaker. Has done sports broadcast for two years "without losing my amateur standing."

CLEVELAND

E. O. FEHLHABER, Cleveland News ten years; now covering courts. Active in organization of Cleveland Guild; has served as president and treasurer; delegate to St. Paul, Cleveland, New York conventions. Native of Minnesota; attended state university there and worked on the Billy Fawcett magazines.

JAMES P. KIRBY, veteran Cleveland newspaperman, chairman of Press unit. Varied journalistic career with several years' service as chief probation officer of the Cuyahoga county (Cleveland) common pleas court. Formerly on Plain Dealer. Under his chairmanship Press unit has grown nearly 100 per cent.

BILL MILLER, treasurer, Cleveland Guild, native of North Carolina, came to Cleveland Press as office boy one month before 1929 crash. Has since become copyreader, rewrite man and feature writer. Delegate to 1936 convention.

CARL CAMERON, "miscellaneous" unit representative on Guild executive board. Editor of two suburban weeklies. Formerly on the News and Press. Was active in organizing Cleveland Welfare Guild, a social workers' organization, patterned after Newspaper Guild.

I. L. KENEN, Cleveland president. Active since Guild's inception, in August, 1933. Was vice-president two terms. Attended original Guild organizing convention in Washington, in December, 1933. Native of Canada; graduated from University of Toronto, 1925. One year on Toronto Star, 11 years on Cleveland News as city hall reporter, political writer, editorial writer, legislative correspondent, and now general assignment.

DETROIT

JACK WEEKS, president Detroit Guild, on Detroit Free Press.

WILLIAM FANNING, treasurer Detroit Guild, on Free Press.

RAY PEARSON of Times, as alternate, will take place of Albert Haut, Wide World, unable to attend because of unexpected assignment.

EL PASO

ALEXANDER HIECKEN, in second term as president El Paso Guild; formerly treasurer. Was chairman of the Herald-Post (Scripps-Howard) unit when the first Guild contract in Texas was signed with that paper. Delegate from El Paso to the St. Paul convention. St. Louis is home town.

KNOXVILLE, TENN.

JOHN T. MOUTOUX, Guild president. Bearer of labor-war scars. Reporter on the News-Sentinel. Has spent seventeen years with Scripps-Howard and the United Press. Jailed while covering first textile strike in South, at Elizabethton, Tenn. Was cited for contempt of court while covering Harlan County, Ky., murder trial, but was cleared. Helped negotiate News-Sentinel contract. On committee working on Knoxville Journal contract.

JOSEPH J. LEVITT, member of Knoxville executive committee; Sunday editor News-Sentinel. Went south from Philadelphia thirteen years ago and has worked on papers in New Orleans and Memphis.

LANSING, MICH.

HOWARD J. RUGG, Lansing charter member. On executive board. Reporter on Lansing State Journal, where started as office boy fourteen years ago. Also worked for a time in composing room.

MEMPHIS, TENN.

HARRY MARTIN, president, Memphis Guild.

JACK BRYAN, Guild vice president.

DICK BREESE, chairman Commercial Appeal unit.

MILWAUKEE, WIS.

GEORGE A. MANN, in second term as local president; reporter and universal swing man on Milwaukee Sentinel. Delegate to 1936 convention. Federated Trades Council delegate; negotiator with News, Sentinel and Journal managements.

GUNNAR MICKELSEN, 36, ANG vice president. Delegate to the Milwaukee Federated Trade Council. Member of the Wisconsin Provisional CIO Committee. A leader in Wisconsin News strike. Free lance.

TWIN CITIES (MINNEAPOLIS, ST. PAUL)

JOHN J. BIDDISON, president of the Twin Cities Guild. Head of Minneapolis Journal copy desk. Member Twin Cities executive board, former chairman of the Journal Guild unit, prime mover in organization of Minneapolis.

DWIGHT JONES, on copy desk of St. Paul Pioneer Press, member Twin Cities Assembly, former chairman of the Pioneer Press unit, on negotiations committee reaching agreement with Pioneer Press.

RAYMOND M. SCHNEIDER, courthouse reporter for St. Paul Dispatch. Member Twin Cities Guild Assembly.

STUART STROBRIDGE, slot man on Minneapolis Morning Tribune. Member of the Twin Cities Guild Assembly, editor Twin Cities Guild Reporter.

FRANK MAYER, alternate, courthouse reporter, Minneapolis Journal. Chairman of the Journal unit. Former member of the Twin Cities executive board.

FRED HEABERLIN, alternate, reporter for The St. Paul Dispatch. Unit treasurer.

NEWARK, N. J.

NATHAN L. GOLDBERG, president Newark Guild. Reporter on Star-Eagle, former Associated Press staff man and city editor of the short-lived Newark Free Press. Took leading part in Ledger strike; also in successful campaign for Star-Eagle contract. A leader in Newark labor movement.

AGNES FAHY, secretary-treasurer. One of few Ledger strikers still working on that paper. Sister of Charles Fahy, counsel to the National Labor Relations Board. From Rome, Ga., first newspaper job on Atlanta Jo[illegible]

MANNIE BERLINRUT [illegible] editor Sunday Call. Newar[illegible] pioneer; took leading par[illegible]ganizing Call unit. Wears [illegible]ties. Thumps table whil[illegible]

[illegible] YORK

CH[illegible] [illegible]ALKINS, editor New Yor[illegible] News. With City News Association since 1928 when he was fired [illegible] dry, Republican weekly [illegible] he supported Al Smith and was [illegible] and Democratic. Broke in as sports writer on Chicago Daily News.

CARL RANDAU, Guild president. Rewrite and general assignments on the World-Telegram. Delegate to 1935 and 1936 Conventions. Active in Guild since its organization.

MILTON KAUFMAN, 31, Guild executive secretary, leaving reporter's job on Fairchild Publication to take the job. Was unit chairman. Delegate to 1934, 1935 and 1936 Conventions.

NAT EINHORN, treasurer. Police reporter on Brooklyn Eagle.

RAY TORR, chairman Guild Representative Assembly; chairman Hearst Chain Council. Labor reporter on New York American.

S. W. GERSON, 28. Born N. Y. City. Covers City Hall and local politics for Daily Worker. Began newspaper work as copy boy New York American in 1925. Was a union organizer. Joined Daily Worker staff 1933.

CLAYTON KNOWLES, 29, rewrite man on Long Island Daily Press. Graduate of Columbia School of Journalism. Chairman, Long Island Press Unit for three years. Member New York Guild Executive Committee one year. Five years on Press.

EDWARD LEVINSON, 35, labor editor, New York Post. Formerly with San Francisco Call, Denver Express, New York Call. Author "I Break Strikes," describing technique of Pearl Bergoff, which led to U. S. Senate investigation of strikebreaking.

WILLIAM MANGOLD, member New York Guild Executive Committee. Labor editor New Republic. Second time as Convention delegate.

BERNARD R. MULLADY, 30, Chairman City News Unit. President of the Association of City Hall Reporters. Formerly Long Island Daily Star, Universal Service, INS. Seven years with City News.

TED POSTON, 30, former city editor and leader of successful 11-weeks strike on Amsterdam News, Harlem weekly. Married volunteer picket during fight, and regards all other marrying strikers in Milwaukee, Seattle and Flushing as plagiarists. Member of New York Executive Committee. On Federal Writers Project.

MONROE STERN, 36, second vice president. Rewrite on New York American for six years. Formerly with papers in Hartford, Conn., where he was born; the old World, AP in Chicago. Chairman New York Joint Hearst Committee; was chairman of New York American Unit for a year.

JAMES KIERAN, 35, New York Guild first vice president. Member of Times staff since 1923. Political reporter since 1928. Active in formation of New York Guild and ANG. Was inventor, over copy desk objection, of "brain trust" phrase but regrets it. Now assigned to Albany during session of legislature.

ALAN HATHWAY, 31, Chairman, New York Daily News unit. On Daily News for six and one-half years. Worked on Newark Ledger and Elizabeth, N. J., Times. Started newspaper work on the City News Bureau, the Herald-Examiner in Chicago.

PHILADELPHIA AND CAMDEN

CHARLES PRESTON POLK, Guild president. City Hall reporter for Evening Ledger. Son of a newspaper editor. Worked on Kansas City Journal, Los Angeles Times and Philadelphia Press and North American, joining Ledger in 1925. For a short time he was editor of the Community News of Merchantville, N. J., where he makes his home. Was instrumental in organizing newspaper advertising workers in Philadelphia.

PAUL COMLY FRENCH, one of the organizers of the Philadelphia-Camden Guild. Served as first and second president of the local Guild and as national vice president for a year. Has been a newspaperman 15 years and is now State Director, Federal Writers' Project in Pennsylvania.

ALEXANDER KENDRICK, Guild vice president. Columnist on Inquirer. Former chairman Inquirer unit. Toured world in 1935, sending dispatches to Inquirer and working on newspapers in San Francisco and Honolulu. Married girl he met in Moscow.

THOMAS McCARTHY, of recently organized Daily News unit. Was elected chairman and then fired. Conditions of his discharge now being studied by Guild. McCarthy was labor editor of the Daily News four years.

IRVING K. FAGAN, chairman of Guild executive council last two years; founder and head of Guild school two years. Philadelphia Record literary editor. Three years at University of Missouri, in Marine Flying Corps during World War. First newspaper job, Independence, Mo., since has worked in St. Joseph, Mo., St. Louis, Oklahoma City, Washington. With Record since 1928.

RICHARD V. CORNISH, Guild secretary; re-write man for Camden Evening Courier. First Guild member on that paper and was the unit's first chairman. Worked mostly on Philadelphia papers, except for several years with United Press, for which he was Pittsburgh bureau manager.

READING, PA.

W. ERLE HOMAN, 40, ANG vice president; delegate to '35 and '36 Conventions. Telegraph editor of Reading Times since 1926. Twice president Reading Newspaper Guild. Elected ANG vice president to fill vacancy in January, 1936, re-elected at New York Convention. Entered newspaper work on Reading Times, 1916; has worked with Philadelphia and Chester papers, and Reading Eagle. Served two years in ambulance corps A.E.F. Contributes to outdoor magazines.

ST. LOUIS

CHARLES MARSALEK, chairman Post-Dispatch unit, pioneer St. Louis Guildsman.

CHARLES CLAYTON, assistant city editor Post-Dispatch.

WILLIAM E. SPIVEY, reporter East St. Louis Journal.

KARL PRESTHOLD, labor writer Star-Times.

NORTHERN CALIFORNIA (SAN FRANCISCO)

DAVE YOUNG, 35, Guild president. From copy boy to managing editor, in experience, on 21 jobs. On 19 Pacific coast dailies since he was 14. Charter member and former treasurer Chronicle unit; former Chronicle delegate to NCNG council.

DON KING, 36, Examiner reporter. Native of Washington, D. C. Newspaperman at 16; served on 17 dailies in four countries, from reporter to managing editor and business manager; including Denver Post, New Orleans Times-Picayune, Chicago Tribune, Washington Herald, New York American. Foreign correspondent for three press services. Joined Guild in 1935; founder and first chairman of UP unit in San Francisco.

WILL CONNOLLY, on Chronicle sports staff. Three years in sports department of News. Joined Guild early 1934 when in pioneer stage.

BETTY BALLANTINE, ANG vice president. Reporting, rewrite, features, four and a half years on the News. News executive council delegate two years. Secretary, NCNG, 1935. First editor, Pacific Reporter, official organ.

HOWARD HILL, with Hearst papers for 11 years. Guild member since it began. Unit chairman two years, president NCNG one year, vice president NCNG now.

CHARLES IRVINE, NCNG treasurer; NCNG-ANG part time organizer; ANG constitutional committee; worked on Willets News, Sausolito News, Oakland Tribune, Modesto News-Herald (now Modesto Bee), Miller Freeman publications, Shopping Register and agricultural publications.

SEATTLE, WASH.

H. RICHARD SELLER, 27, local president. Led P.-I. strike. Post-Intelligencer reporter. Started as editor of a weekly community newspaper. Remembers the time three years ago when he held the first Seattle Guild meeting all by himself. Then on Seattle Star as a reporter, he thrice tacked up pro-Guild notices on the bulletin board, thrice had them torn down, was threatened with firing for his fourth notice announcing a meeting. Nobody came. Was Montesano, Wash., correspondent for eight papers simultaneously. Attended University of Washington.

TACOMA

TERRY PETTUS, reporter, Tacoma Ledger; first president of Tacoma Guild. Member executive committee, chairman negotiating committee, international constitution commission.

TORONTO

HARRY R. FARMER, first international representative of the Newspaper Guild in Canada to the American Newspaper Guild Convention. President of the Toronto Guild since its inception not quite a year ago. Editorial writer on Globe and Mail. Born in Wales. Has many years' newspaper experience in Great Britain and from coast to coast in Canada.

WASHINGTON, D. C.

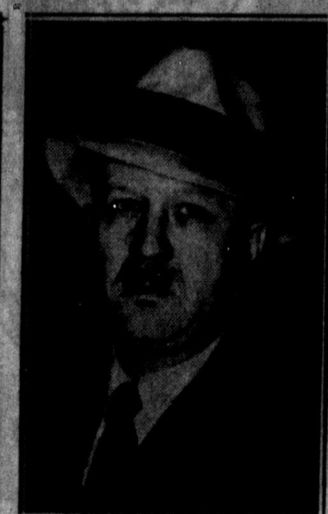
ROBERT M. BUCK, Daily News, president Washington Guild. Has been delegate to each ANG convention. Long a student of labor organization. Member of the NEB during first year of Guild.

LOUIS J. HEATH, United Press unit, active Guildsman since the WNG was organized. A delegate to St. Paul and New York conventions. Handles cable news for South America. Once a school-teacher, he taught Hervey Allen, author of "Anthony Adverse."

HERBERT LITTLE, Scripps-Howard Newspaper Alliance, attended Cleveland and New York conventions. Long an active Guildsman, he writes Supreme Court and labor developments. Was with the United Press 10 years before going to Scripps-Howard Newspaper Alliance, six years ago.

CARLTON SKINNER, Wall Street Journal, secretary of the WNG. Covers Capital and Supreme Court developments. Member of the Potomac-District council of the Guild. Before going with Wall Street Journal, was a member of the Senate staff of United Press.

JOHN R. BEAL, United Press. Has been a member of the UP Washington staff three years. Began newspaper work on the Chronicle-Telegram in Elyria, O., later worked on now defunct Press Guardian in Paterson, N. J.





PREPARING FOR THE 1937 CONVENTION

Thomas B. Sherman, President of the St. Louis Guild, and Wayne Parker, Chairman of the Local Arrangements Committee

CONVENTION IS NEAR

ANG's Biggest Gathering Opens on June 7

(Continued from page 1)

change of letters between Executive Secretary Jonathan Eddy and John Brophy, director of the CIO, President Heywood Broun, who serves on the CIO as an individual, has indicated an intention of working to broaden ANG jurisdiction at the Convention. Speaking at the first meeting of the newly formed Newspaper Office Guild of New York he said:

"The time has come for the American Newspaper Guild to carry out in practice its espousal of industrial unionism," and he predicted that the Convention would either accept newspaper office workers directly or in close affiliation.

Relatively few Guilds have issued any instructions to their delegates on the question, according to the returns in a GUILD REPORTER survey. Only nine sent reports in answer to a general request. The two that acted latest, Chicago, and Tri-City (Albany, Schenectady and Troy, N. Y.) both went overwhelmingly for industrializing the Guild and CIO affiliation. In New York the representative assembly recommended that a forthcoming general membership meeting issue instructions along these lines. Hudson County (N. J.) and Rochester (N. Y.) favored CIO.

Early Hopes for Unity

Milwaukee (Wis.) and the Twin Cities (Minn.) want a referendum if CIO affiliation comes to a head. Cleveland and Memphis (Tenn.), both of which voted early in May, favored efforts for unity but indicated strong CIO sentiment. Boston voted to "sit tight." The Washington Guild paper for May, said it was expected that the local delegates would force "Convention fireworks ... for immediate and unequivocal support of the CIO by the ANG as a body, and not as individuals." Eventually, however, they were sent uninstructed.

Next item in order of interest appeared to be support of independent political action through a farmer-labor party. Only four Guilds reported instructions, Chicago and Milwaukee favoring such actions and Boston and Memphis opposing.

The Convention will be called to order on Monday morning by President Thomas B. Sherman of the St. Louis Guild, who will introduce President Joseph P. Clark of the St. Louis Central Trades Union and John Doherty, chairman of the CIO Joint Council of St. Louis, as the welcoming speakers. Then he will turn the gavel over to Broun.

Under the tentative program most mornings have been filled with general sessions and the afternoons reserved for committee meetings. On the first day, there will be an afternoon session devoted mostly to reports. The principal Convention Committee reports will begin to come in on Wednesday morning, with final reports on Thursday and elections on Friday.

Dance for Delegates

A Convention dinner dance, which will be held on Wednesday night, will be the banner entertainment event. It will celebrate Guild gains in the past year. All registered delegates will be admitted free to the dinner dance but must purchase tickets for their wives or guests. Other entertainment, including three beer parties, will be free to all.

Following IEB meeting the day before the Convention opens, the St. Louis Guild will give a cocktail party and reception for the members and arriving delegates, as well as local members and their wives, at 4:30 p.m.

A special program for women, embracing visits to interesting spots in St. Louis, a tea and a luncheon and style show, has been arranged.

California Makes Strides

SAN FRANCISCO.—California now boasts nearly 1,000 members, or nearly a tenth of the entire ANG membership.

Get 5-Day Week

St. Louis Talks Aid Post-Dispatch Unit

ST. LOUIS, Mo.—Negotiations between Joseph Pulitzer, publisher of the Post-Dispatch, and the St. Louis Newspaper Guild have resulted in the Post-Dispatch staff's being given the five-day, 40-hour week. Some departments already have gone on the new schedule and others will follow as rapidly as new men can be added to the staff. All executives as well as the rank and file will participate.

It is believed that about 25 additions to the staff of some 110 will be needed to make the shorter work week function properly. The paper publishes in the evening daily and in the morning on Sunday. Consecutive days off, Saturday and Sunday or Sunday and Monday, are planned for the majority of the staff, these days to go to senior members.

A. N. G. BARGAINING NETS 47 PACTS

Good Position for Contract Drive Seen as Total of Papers Covered Reaches 78

Below is a resume of the year's bargaining gains which is part of a Convention report on Guild negotiations drawn up by Morgan Hull, International Organizer.

A summary of our collective bargaining experience during the past year, as well as its development in the course of our history since the 1934 Convention of the Guild at St. Paul, is covered in the report of the International Executive Board to the Convention.

In brief, our history might be summed up by saying that while we made definite and specific attempts to carry out our collective bargaining objectives during the early years of our existence we were, nevertheless, very much on the defensive until about six months ago.

For three years our history has largely been one of fighting or avoiding fights we knew we could not win on issues of discrimination and discriminatory discharges. As an organization we were striving to establish ourselves.

Looked at from the point of view of news value—to us a peculiarly understandable viewpoint — it is worth noting, parenthetically, that a year ago any Guild agreement, no matter how acceptable or of what variety, was worth a respectable story on page one of the GUILD REPORTER.

Now on Offensive

Today the average run-of-the-mill agreement is fortunate to get a casual mention among others which have been signed in the two-week interval between the issues of the REPORTER.

As an organization, from a collective bargaining point of view, we have passed over, from what was necessarily a defensive position, though that was carried out aggressively and with all the tools which could be utilized, to a definitely offensive position. Generally speaking, we can now go out after contracts and get them.

This change has occurred largely within the past year and if any one event marked that change in position it was the Seattle strike, which was the most effective and impressive testimonial in our history to the steps which we were able and willing to take to protect our organization and our membership from the offensive of the employers.

This change in position is best evidenced by figures. So far as the records in international headquarters reveal, we had at the time of the last Convention, some seven agreements with publishers. Most of these, it need hardly be added, would look to us today as considerably below standards which we have subsequently established.

From 7 to 47 Pacts

We come into this Convention with 47 agreements with newspapers, a contract with Havas News Agency, understandings with International News Service, International News Photos and with Universal Service and with a number of agreements with weekly papers, at least one of which recently signed with the Nation sets a relatively high standard for the weekly magazines of the country, as well as a number of miscellaneous agreements drafted to cover specific circumstances and situations such as the Peoria arbitration agreement and the Louisville non-discrimination agreement. Some of these, particularly the wire service understandings, while they obligate employers to maintain highly improved wage minimums and working conditions, in no way obligate the Guild to acceptance of these terms.

These 47 agreements with newspapers can be broken down into categories of contracts and memorandum or bulletin board agreements. Although in a few instances it is difficult to establish just what differentiates the two classifications, there are approximately 30 contracts and 17 memorandum agreements. In addition, there are at least ten unilateral policies covering hours and wages and working conditions which were negotiated by local Guilds who were wise and foresighted enough to refrain from accepting them as agreements. To most of these, the publishers are morally, if not legally, committed for definite periods of time. In addition, there are on record, at headquarters, approximately six other unilateral agreements which were "voluntary" in the sense that Guild activity accounted for them, but was not directly involved in their formulation.

It should be noted, furthermore, that the number of these contracts, agreements and unilateral statements is much smaller than the number of newspapers affected. The 30 contracts cover 31 newspapers; the 17 memorandum agreements cover 23 newspapers, the ten negotiated unilateral statements cover 15 papers and the six non-negotiated statements cover nine papers.

Improvements on 78 Papers

In other words, there is very tangible evidence of tremendous improvements of the wages and working conditions of newspaper workers on some 78 newspapers of the United States. This number is significant when it is realized that they are concentrated in the larger cities of the country. As evidence of this it might be noted that of these 78 newspapers only four are published in cities of less than 100,000 population.

When it is furthermore considered that it is impossible to compute the number of wage increases, the general improvements which were introduced without the formalities of unilateral statements, etc., in countless newspaper offices of the country for causes which trace in the last analysis to the Guild, it becomes clearly evident that the Guild has established itself not only with the labor movement and the public at large but with the publishers themselves as a potent and effective agency for the betterment of conditions generally in the profession.

Unfortunately, it is impossible to estimate the extent to which each of these agreements represents improvement over conditions which existed prior to their execution. But of several of the more general benefits which these agreements indicate, some comment is worthwhile.

As pointed out in the Board report, the five-day, 40-hour week is a feature of the big majority of them and, it might be noted, the success of the Guild in winning the short work week has materially contributed to improvement of work schedules in newspapers of the country generally.

Dismissal indemnities have been accepted by virtually all publishers as a necessary security in a field in which employment opportunities are relatively rare.

Wages have been materially increased.

Security Established

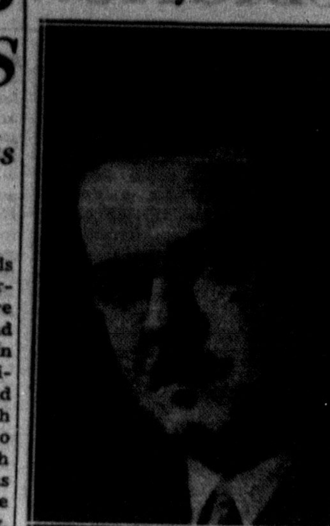
In addition to the relative security of tenure afforded by the dismissal indemnities, security against arbitrary and unjust dismissals has been tremendously increased by the general growth of Guild strength and prestige and by the general recognition by publishers that the Guild can and will hit and hit hard in protest against discriminatory dismissals. It is no exaggeration to say that hundreds of Guildsmen who would otherwise have been dismissed or harassed into resignation are today relatively secure in their positions largely because of the strike against the Post-Intelligencer.

Speaking in terms of "invaded territory," our gains on the important newspaper chains constitute the major portion of our successes. Of 30 contracts, 14 are with Scripps-Howard newspapers, two with Stern papers and four with Block papers. Of these Block contracts, the two Toledo contracts were repudiated by the International Executive Board because of the illegal manner in which they were negotiated and the violations of the Constitution involved in their ratification.

Of the 23 newspapers covered by memorandum agreements ten are with Hearst papers although even in some of these the Guild is not committed to acceptance of hours, wages and working conditions. Four others are with newspapers in the Gannett chain and another is with a Scripps-Howard paper. Ridder Brothers' publications are represented by a memorandum agreement covering the St. Paul Dispatch and Pioneer Press.

Eleven Hearst newspapers are covered by unilateral statements which were negotiated by the Guild but to which the Guild is not committed.

Surveys Gains



Morgan Hull

UP To Ballot

Result to Determine Bargaining Agent

(Continued from page 1)

tional Labor Relations Board to be the exclusive bargaining agency in accordance with the National Labor Relations Act.

The employer and the union agree that the only result made known to the public or either of the parties hereto at the conclusion of such vote shall be the result of the vote taken throughout continental United States and not the vote bureau by bureau.

Besides Watson, the Guild was represented at the May 20 conference by Harrison Salisbury of the Washington UP unit and Otto Sturm of the New York UP unit. Salisbury and Sturm acted as observers and advisors. In addition to Baillie the management was represented by Clem Randau, business manager, L. B. Mickel, superintendant of bureaus, and Tom Edwards, attorney.

The management sought to have declared ineligible office boys, tabulators, and all bureau managers, including those in the one-man bureaus. The Guild insisted upon the inclusion of all of the employes eligible to Guild membership, that is, all those persons for whom it seeks to bargain.

The Guild won its point on the office boys and tabulators. No agreement could be reached on the bureau managers. The management claimed all bureau managers were in position to hire and fire, and exhibited a written outline of bureau managers' duties in support of this claim. The Guild position was that while the written outline might theoretically give the managers of small bureaus power to hire and fire, the actual facts were to the contrary.

Since no agreement could be reached, the matter was left to Mrs. Herrick for decision.

GREEN ACTS TO BAR GUILD EXPANSION

Aids Seattle Teamsters' Effort to Get Circulation Staffs, But They Join Us

(Continued from page 1)

ployed in circulation departments in any manner handling distribution of newspapers," and asking that the papers not deal with any other union as representative of these men.

This position is directly contrary to the wishes of the workers involved, leaders among whom went first to the Seattle Labor Council officials—among whom Beck is a major power—and on being told flatly that they must go into the Teamsters, went to the Guild for advice.

Acting on the wishes of the workers concerned and in the belief that it was vital to have these groups organized in bodies that would make for the mutual strength both of themselves and the Guild, the Seattle local took them under its wing pending the Convention's decision on the ANG's future jurisdiction.

Complete on Two Papers

The new organizations are the Seattle Business Office Guild, the Classified Advertising Guild and the Circulation Department Guild. Organization has proceeded swiftly and already claims nearly 100 per cent of all three departments on two dailies. The Guild has been recognized as the bargaining agency for these departments by the Seattle Star.

This recognition followed same attempted discrimination against the militant new group in the Star office. A minor executive offered raises to two girl employes "because they had sense enough not to join the Guild," and intimated that those who joined "wouldn't get very far," in a voice loud enough to be heard plainly by other employes.

Notified by a Guild committee of his violation of the Wagner Act and affront to the local labor movement, the minor executive promised to "lay off." He openly withdrew his statement and said that any employe could join any organization he wanted without fear of discrimination.

In another case of attempted anti-Guild tactics, an avowed company union was formed among employes of the Post-Intelligencer classified department at about the time the workers started to form a real union.

Bridges Aids Guild

This attempt occurred about the same time as the Guild's "victory banquet" celebrating the winning of the P.-I. strike and the local's entrance into the Seattle labor movement. Guests included Publisher and Mrs. John Boettiger, Harry Bridges, leader of the Coast Longshoremen; Jean Litonius, president of the Typographical local, and others. In the course of the dinner Bridges assured Boettiger that the Longshoremen were behind the Guild 100 per cent.

The next day the Guild met with Boettiger and his labor adviser, presented their facts about the company union attempts on his paper and gave the publisher 24 hours to halt them. The day following, a strongly-worded statement, posted on all bulletin boards throughout the P.-I. building and signed by John Boettiger, publisher, asked that any "threats, intimidation, discrimination or influence" in an effort to bring employes into a company union, be reported. He referred to such acts as "misconduct."

The local Guild is about to meet with the Star management to negotiate a contract for itself and the three new affiliated organizations.

Service Drive

(Continued from page 1)

national officer be present at each conference.

The conferences are expected to get under way as soon after the international Convention as possible. The Convention is expected to make more specific recommendations concerning them.

In voting for the regional or "division point" meetings, the board considered a request of the Washington Guild that a national press association conference be convoked immediately in Washington. The board felt that more value could be gained from the regional meetings, with a possible national conference in New York growing out of them.

The board expects the division conferences to resolve collective bargaining questions, to draw wire service members into participation in Guild activities affecting their economic future, and to promote organizational drives.

IEB Would Enroll Business Staffs

(Continued from page 1)

movement going on under CIO leadership, the IEB report says:

"The AF of L Executive Council has demonstrated its intention to carry local splits as far as it can. The CIO forces, on the other hand, driven together by this opposition from within the ranks of the labor movement, are crystallizing into their own councils. While the AF of L groups become narrower, the CIO groups expand. There is no longer any practical use of talking mutual accommodation. . . . The only basis for unity and therefore the only basis for strength in local situations is on the basis of CIO.

Confronted by the wave of organizing interest in the business offices, the AF of L Council, the report points out, "in characteristically sketchy and disjointed manner, has granted separate federal charters," in contrast to the CIO, which in the recent letter of Director John Brophy, "states flatly that these workers belong in our organization, the American Newspaper Guild." The report continues:

Under the principles to which the AF of L still adheres, these workers, who comprise perhaps 50 per cent of the entire body of employes in the newspaper publishing business, would remain federal locals, apart from other workers in the same industry and without the machinery of a national organization. They would be in a position at least as disadvantageous as the small federal unions, which constituted the only organization of newspaper editorial department workers until the newspapermen themselves came along to establish a national organization on progressive principles. . . .

Guild Left Powerless

Separated from their fellows, without a national of their own, dependent for guidance solely upon the reactionary and hesitant Executive Council of the AF of L, they would be powerless to proceed. . . . For our part, we in turn would in the future as in the past, be deprived of the strength of their support in time of need. . . .

Not belittling the manifold problems presented in our larger Guilds by any absorption of the many thousands of circulation, business office and advertising men who seek organization, these people are going to organize whether we like it or not. If our approach and theirs are intelligent, they will not only benefit themselves, but enormously enhance our strength in the editorial departments.

NEW YORK RESTAURANT

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IEB OFFERS CIO-JURISDICTION RECOMMENDATION

(Continued from page 1)

we should join the American Federation of Labor. In 1935, at Cleveland, we voted to submit the question of affiliation with the AFL to a referendum, a two-thirds vote being required for affiliation. This vote lost by a narrow margin and the Executive Board, in preparation for the next Convention, requested that local Guilds instruct their delegates on the subject so that another referendum would not be required. At the 1936 Convention, in New York, the vote for affiliation was overwhelming, the ratio being approximately 17 to 1.

During this period there was developing within our own ranks a desire for greater emphasis on trade union program, policies and procedure. On the outside, in the general ranks of labor, during the same period, sharp differences were developing as to program, policies and procedure of the entire labor movement. Our affiliation with the American Federation of Labor meant a great step forward to us, but, outside, hundreds of thousands of workers already in that body were forming their battalions for the historical advance of the labor movement and of this country which is now under way, nagely, the movement led by the Committee for Industrial Organization, of which John L. Lewis of the United Mine Workers is the head.

For Unity, With Democracy

Throughout this troubled, momentous period your International Board has been guided in conducting the affairs and relations of this organization by a firm belief that the strength of labor, both within this union and throughout the labor movement, rests fundamentally upon unity. Nor have we been unaware that unity without democracy is not acceptable, either to our own members or to millions of fellow trade-unionists, and that it never will be.

It was for this reason that we were shocked and indignant when the Executive Council of the American Federation of Labor, in session last summer, at the same time at which our application for a charter came up, took action to deprive one million members of the American Federation of Labor of their right to vote on fundamental policies which were coming up at the Federation Convention in Tampa.

Our entry into the official family of the labor movement thus came at the very time that the Executive Council chose to split that movement. As we knew from many experiences in strikes, our fundamental strength lay in the support on a local basis of local strikes. In other words, unity of the local labor movement, and our position therein as a part of a unified whole, were essential to strike success. And success in those rare instances where Guild strikes have occurred has been necessary to the attainment of our Guild objectives.

When the Guild Entered the A F of L

Because of the outstanding progressive policies pursued by this organization since its inception, there was doubt in the minds of many whether we would be granted a charter in the American Federation of Labor. Over a long period of years other white collar workers, notably the office workers, also groups outside the white collar field, had appealed in vain for such recognition. On the other hand, we had nothing but admiration for the program of the CIO unions. In the past we had had many opportunities to observe that it was these unions, especially the miners and the textile workers, which responded with most alacrity to the needs of their fellow workers in time of stress. Basic to anything we might do was unity within our own ranks, and understanding by the general membership of the direction of our interests and the course we must pursue.

It was with a dilemma, then, that we were confronted, and at the same time we were in the midst of our most important strikes, whose outcome would affect the lives of American journalists for years to come.

As if these were not sufficient problems, we were confronted, also, with a grave internal crisis. Still suffering from the short-sighted financial policies of a young and inexperienced organization we lacked the money to carry our responsibilities. We were broke, in debt, besieged by creditors, and in danger of the nation-wide blow to Guild morale which would have resulted from enforced suspension of our official organ and cessation of organizers' activities. It was a situation calculated to gratify and inspire our worst enemies.

Going Was Hard In Summer of 1936

Your Board did not despair for one moment.

Negotiations looking for assistance from the labor movement to tide us over the financial shoals until our new dues rate should go into effect, for affiliation to the American Federation of Labor, and for nevertheless maintaining cooperative and cordial relations with the Committee for Industrial Organization were entrusted to the Executive Secretary, who, on behalf of the IEB and ANG, made repeated trips to Washington. Conferences were held in Washington and New York over an extended period with leaders in the labor movement.

Complete success was achieved. The charter was negotiated. Jurisdictional differences with the International Association of Theatrical and Stage Employes were ironed out, assistance in the sum of $4,000 from the United Mine Workers and $2,000 plus the salary and expenses of an organizer from the American Federation of Labor were negotiated. Our local Guilds were enjoined to affiliate with the local central bodies and State Federations and thereby to ensure themselves the backing and support necessary for effective collective bargaining. Nor did this prevent us from taking a position directly in support of CIO and opposed to the policies of the Executive Council of the American Federation of Labor.

Our Insistent Demand: Unity on Progressive Basis

In public protest, we stated our position in advance of the Tampa Convention, at the Tampa Convention, and at every Board meeting subsequent to the Tampa Convention. During this period—that is, from the time of the Convention up to the present—developments have followed upon each other with increasing rapidity and impact. Freed at last from the apathy and defeatism of the leadership of the American Federation of Labor, wage earners in all walks of life are organizing, organizing, organizing. Strikes have been waged and victories have been won. With a vast prospect still ahead, organization of the workers is already taking place at a pace never before approached. And, as a revitalized American labor movement marches on to success after success, the role of the American Federation of Labor is becoming increasingly that of an obstructor, even of a tool of the employers, in opposing the efforts toward independent self-organization of the workers.

Until very recently there have been progressive trade-unionists who thought, or who at least have not abandoned hope, that unity might be established on the basis of progressive principles upon the acceptance by the American Federation of Labor of the principle of industrial organization, at least in the mass industries. With this hope we played a temperate role. But, as the policies and successes of the CIO have made more evident the fact that the CIO, rather than the AF of L is the medium by which American workers of today choose to advance, the AF of L itself, through its top leadership, has cut itself off more and more from those workers, and has presumed to speak in their behalf while actually playing the game of the employers.

Council Stoops to Aiding Employer Tactics

This general situation was brought to a head in April by the action of the Executive Council in throwing out of the window the provision for a special Convention, as voted at Tampa on the request of the Executive Council itself. Whereas last Summer, the Executive Council had disfranchised only the CIO unions, it now cut off the federal locals and the state and city central bodies from opportunity even to express their views in determining the future course of American labor, as represented by the AF of L. And during the same period, the AF of L, or branches under its immediate control, entered into conspiracies with the managements of various corporations on the basis that it would protect the interests of the management, as against unions already organized in the plants.

Company-unionism is generally something which is known and open and therefore can be combated for what it is, a machinery whereby the workers are persuaded that they are representing their own interests but which, through employer domination, actually represents the interests of the employer. Domination by the employers in the interests of the employers is only the more dangerous when it is carried on in the name of independent trade unionism. By perversion of the traditions under which the American Federation of Labor was built up, it now becomes a tool of the employers to set workers against workers. The inevitable result is confusion, even bloodshed, and negation of what the trade union movement stands for.

Letter to Green States ANG Position

The attitude of your Board was expressed in a letter addressed to President William Green on the eve of this Conference in Cincinnati. Our letter was as follows:

May 13, 1937.

"The Executive Council,
"American Federation of Labor,
"Attention: President Wm. Green.
"Gentlemen:

"Since last summer this organization has been urging the Executive Council of the American Federation of Labor to return to the principles of autonomy and democracy, to restore to those organizations which launched the greatest and most successful drive in the history of the American labor movement their voting rights in the American Federation of Labor, and to cease obstructing that great historical movement.

"The Tampa Convention, on the recommendation of the Executive Council, and in a vote from which these unions were excluded, we need hardly remind you, provided for a special Convention of the American Federation of Labor to handle further action concerning the Committee for Industrial Organization.

"In a statement in your official weekly news service, dated April 24, however, there appears a call for a conference of officers and representatives of affiliated national and international unions to meet with the Executive Council in Cincinnati, Ohio, on May 18, a date changed to May 24 in your letter of April 30 to Executive Secretary Jonathan Eddy.

"The Executive Board of ANG has considered this invitation and wishes unanimously to advise you that the American Newspaper Guild will not send a representative to this meeting.

Council Conniving To Defeat Unions

"Again and again we have called for unity on the basis of democracy, and we do not now believe it is going to be achieved on the basis of still further departure therefrom. We find it difficult to regard this conference as bona fide inasmuch as it makes no provision for the representatives of 2,000,000 organized American workers. We are indignant that you should now go even further, and exclude from a voice in the proceedings the state federations and the central labor bodies, constituting as they do the very backbone of the labor movement. In addition, you exclude the federal locals which up to the present have provided basic financial support on which the very group which calls this conference has proceeded.

"Nor is this ever more open departure from democracy our only consideration in refusing to condone the proceedings by participating in them. With amazement, we note evidence that the Executive Council now permits connivance with employers for the purpose of defeating the workers in their efforts to bargain collectively. We do not see how any organization which purports to speak for the workers can hope to avoid the charge of conspiracy when it enrolls company unionists and mobsters as was done in Kansas in order to smash a genuine union with pick-handles and gas bombs supplied by the employers. We are equally at a loss to understand the position of the Executive Council in the incitement of riots in order to break up genuine collective bargaining in Cleveland, or the deal with the Edison Company in New York whereby tens of thousands of employes who had built themselves a union over a long period of time would be cheated in their efforts to bargain collectively with their employers, through coercion conducted jointly by the AFL and the company, as charged by the National Labor Relations Board. If the American Federation of Labor is to be an agency for preventing free and independent association of wage earners, we will not be a party to such a betrayal.

"In calling this conference in Cincinnati, the Executive Council states that its purpose is to 'develop plans for carrying on a definite and coordinated campaign of organization.' But the real purpose, as indicated in the very announcement, seems to be to obstruct and defeat the splendid forward march led by the CIO. Frankly, we fear that any organization work now undertaken by the Executive Council will be for the purpose of confusing and obstructing the CIO drive. Therefore, it is impossible for us to cooperate, and we shall not be present.

"Sincerely,
"HEYWOOD BROUN,
President.
"JONATHAN EDDY,
Executive Secretary.
"VICTOR PASCHE,
Treasurer.
"MORRIS WATSON,
Vice-President.
"W. ERLE HOMAN,
Vice-President.
"GARLAND ASHCRAFT,
Vice-President.
"JULIUS KLYMAN,
Vice-President.
"GUNNAR MICKELSEN,
Vice-President.
"BETTY BALLANTINE,
Vice-President."

Our Own Policy Now Awaits Decision

It it is possible for some unions to lose sight of the fact that the present controversy stems from basic differences in principle of trade unionism and organization, it is not possible for us to do so. The Committee for Industrial Organization, through its director, has expressed officially to the Guild most clearly and emphatically its views as to what industrial unionism means, in present perspective, in this industry. Whereas the American Federation of Labor, in characteristically sketchy and disjointed manner, has granted separate federal charters for organization of office workers in the newspaper industry, the Committee for Industrial Organization states flatly that these workers belong in our own organization, the American Newspaper Guild. On May 4, 1937, Director Brophy of CIO wrote as follows:

"Washington, D. C.
"Mr. Jonathan Eddy, Executive Secretary,
American Newspaper Guild.

"Dear Sir and Brother:

"This is to reply to your letter of May 4 in which you state that a number of groups of white collar employes in the business office, circulation and advertising departments of newspapers have sought admittance to the American Newspaper Guild.

"You state that no national or international union admits these people and that the Constitution of the American Newspaper Guild likewise does not provide for their admittance.

"In line with the general organizing policies advocated by the Committee for Industrial Organization, it is my judgment that such groups belong in the American Newspaper Guild.

"Your Constitution states that it is the purpose of the American Newspaper Guild 'to promote industrial unionism in the newspaper industry' and it would therefore seem to me that it would be consistent to change your Constitution to admit these white collar groups which work in the same office as your members.

"This at any rate is the CIO policy in relation to this matter.

"Until you have made this change, which I think is imperative, we could admit these groups into CIO local industrial unions on a temporary basis.

"Fraternally yours,
"JOHN BROPHY,
"Director."

Which Road—Isolation or Integration?

Thus, in considering the differences between the Executive Council of the American Federation of Labor and the Committee for Industrial Organization, we are brought face to face, not only with their outward and theoretical manifestations, but with their actual content for us, today, at this minute, in this industry. Under the principles to which the American Federation of Labor still adheres, these workers, which comprise perhaps 50 percent of the entire body of employes in the newspaper publishing business, would remain federal locals, apart from other workers in the same industry, and without the machinery of a national organization. They would be in a position at least as disadvantageous as the small federal unions which constituted the only organization of newspaper editorial department workers until the newspapermen themselves came along to establish a national organization on progressive principles, our Newspaper Guild. Separated from their fellows, without a national organization of their own, dependent for guidance solely upon the reactionary and hesitant Executive Council of the American Federation of Labor, they would be powerless to proceed. They would be as isolated and desolate as were the federal locals of newswriters unions. For our part, we in turn would in the future, as in the past, be deprived of the strength of their support in time of need.

In short, if we are to concur in John L. Lewis' statement to the ILGWU Convention that the AF of L has not departed one jot from its principle position as of 1935, that it is useless to talk of mutual accommodation when the basic principles are opposed—and in this your Board does concur, unanimously—then we are confronted not only with a fresh decision as to the avenue of our affiliations with the rest of the labor movement, but also with a decision as to the immediate and practical application of those principles in our own industry and in our own union.

We have supported the Committee for Industrial Organization. Shall we now join it?

We have supported the principle of industrial unionism. Shall we now set out and accept the responsibility placed at our door by the CIO?

Immediate and Distant Interests at Stake

These questions press upon ANG, upon this Convention, upon all our local organizations, the gravest considerations. Unquestionably, the course which we have followed during the past year in the controversy between the CIO and AF of L has been of enormous benefit to our local Guilds in cementing their relations with local labor movements and in obtaining satisfactory agreements, with that backing. Granted that the Executive Council is acting in a way inimical to the best interests of the labor movement, nevertheless in what direction will lie the best interests of our local Guilds in local situations? Granted that industrial unionism is the best form for today, even that it is the form best suited for our own industry, what will be the effect of our action in our local Guilds in their relations with the great crafts unions of typographers, pressmen, stereotypers, electrotypers, photo-engravers? Would not forthright and clear-cut action at this Convention jeopardize our standing in local central labor bodies, jeopardize our ability to deal with our publishers? Would not any step in the direction

(Continued on page 7)

I.E.B. WIRE REPORT

Urges Set-Up That Will Keep Service Staffs Unified With Local Guilds

(Continued from page 6)

actual industrial unionism, even though it does not disturb in any way the jurisdictional boundaries of the printing crafts, jeopardize our relations with them on an international and on a local scale? Would we not be deprived of important support?

Your International Board recognizes these problems with which it has been in immediate contact in one form or another throughout the past year. It realizes that they are indeed problems, and grave ones. It believes, however, both from the point of view of fundamental principle, and from the practical consideration of immediate enhancement of strength, that our answer is clear.

Year Has Shown Where Real Strength Lies

The AF of L Executive Council has demonstrated its intention to carry local splits as far as it can. The CIO forces, on the other hand, driven together by this opposition from within the ranks of the labor movement, are crystallizing into their own councils. While the AF of L groups become narrower, the CIO groups expand. There is no longer any practical use of talking mutual accommodation. The workers themselves in the mass industries have made it clear that they want nothing of the AF of L, that they want to organize, that they want progress. The only basis for unity and therefore the only basis for strength in local situations is on the basis of CIO; for that matter, throughout the past year the unions that have furnished money and real support for strikes when we were stranded, the pickets, the moral backing, have been the CIO unions or the progressive industrial unions that have either endorsed the CIO or are sympathetic to it. The AF of L Executive Council, as for instance, in the notorious proceedings in connection with the Post-Intelligencer strike last Fall in Washington, has functioned too often as a strike-breaking agency, even though formal unity existed.

The principle of industrial unionism was written into the Constitution of the ANG at the Cleveland Convention. Throughout its existence this organization has applied that principle within the newspaper department in which it was established by insisting upon inclusion of all members of the department without distinction, and opposing any suggestion of limiting membership to the writing craft or of dividing up the editorial room. Now that the will to organize is spreading among the heretofore unorganized members of the commercial departments of the industry, to include them within our fold will be no more than the continued application of the principle enunciated in 1935.

Not belittling the manifold problems presented in our larger Guilds by any absorption of the many thousands of circulation, business office and advertising men who seek organization, these people are going to organize whether we like it or not. If our approach and theirs are intelligent, they will not only benefit themselves, but enormously enhance our strength in the editorial departments. Therefore, the IEB would pose the question, not as: how difficult will it be to overcome the problem of absorbing these members; but — how soon can we overcome these difficulties? Industrial unionism is on its way. It is at our door. Let us not attempt to stem the tide, but rather, let us ride it.

The IEB recommends to the Convention adoption of the stated policy of the CIO for the newspaper industry by amendment of our constitution to embrace advertising, business office and circulation employes as requested in the communication addressed to us by CIO on May 4. A natural and appropriate corollary will be a vote by the Convention formally affiliating the American Newspaper Guild to the Committee for Industrial Organization.

LEGISLATION

It is apparent that the Guild, in common with other labor organizations must expect to devote an increasing amount of attention to legislation. The rapid development of the labor movement in recent months on the one hand has increased labor's power to obtain positive improvements, and on the other hand, has caused the opposing interests to mobilize their forces to influence local, state and national legislative bodies to put on the statute books laws aimed striking at organized labor. The Guild must join in meeting this challenge, and, taking advantage of the new opportunities, press for legislation that will be of service in protecting the basic rights of the working population.

During the past year a start has been made in drawing up specific legislative recommendations to carry out the mandates of the Convention. The IEB appointed the International Legislative Committee representative of all parts of the country, and, acting on its proposals, made a group of recommendations concerning pending measures. In view of the existing situation the IEB suggests that the Convention take steps to improve this work. Coordination of legislative activities, particularly, is essential, and the IEB believes that much is to be gained by energetic backing of this work by the local Guilds.

WIRE SERVICE ORGANIZATION

(Draft report by Wire Service Committee)

The general Guild growth in enrollment and in collective bargaining activity has been sharply reflected during the past year in the major wire services. Since the last Convention we have established comfortable majorities despite the handicap inherent in the wide diffusion of press association employes and the circumstance that the number of units large enough to afford leadership is small.

The fact that wire service enrollments and activities have gone ahead at this time we believe to be accountable to the vigilance exercised since the inception of the Guild to guard against separation of the groups employed on newspapers from those employed by wire services. Thus the fruit of advances of ANG as a whole has been promptly reflected in the wire services.

While ANG and its locals have always approved and fostered special machinery for dealing with the problems of special groups, in all spheres except that of wire services, there has been complete absence of functional separation.

Up to the present the ANG has separated wire services to the extent of providing for special officership and special constitutional machinery, something not done for any other group, such as the chain papers, radio news workers, or small city workers. The IEB believes that this separatism already written into our Constitution is somewhat responsible for the often-noted fact that wire service men have, as a group, not joined commensuratelv with their numbers in general Guild activities, that in some Guilds they rarely attend general meetings, and that their attitude towards the Guild as a union, using union methods, is sharply different from that of the average Guild member.

Separatism Bar To Best Interests

In other words, the separatism already written into our Constitution has tended to divide wire service men off from the rest of us, and thus has led to further separatism. It is in the belief that the best interests of the wire service men will be advanced by cleancut opposition to separatism, rather than by fostering and widening the separatism already in the Constitution, that the IEB during the past year has opposed efforts to carry functional separation of the wire service members beyond what has been written into the Constitution.

The Constitution has carefully avoided segregation of organizational funds as between various groups, it having been the belief that to segregate funds would be to build up factions about these funds. Thus, although the greatest group activity on a national scale during the past year has been in connection with chain problems, there has been no segregation of funds received from chain employes, and the latter members function as an integral part of the whole. The policy of the Guild, faithfully carried out by the IEB, has also been to oppose delegation of specific functionaries to specific groups of members, systems of voting whereby specific groups would vote in Guild matters as members of such and such a group rather than as members of the Guild, or any other machinery which would tend to set up groups struggling against other groups or against the Guild as a whole on a basis of craft, occupation, or geographical location.

Advocates Removal Of Dividing Barriers

The board submits the clarification of this policy for the consideration of the Convention. It endorses a view expressed by the present wire service vice president that a specific officer for a specific group tends to promote separation between that group and the Guild as a whole, and in line with this recommends that such a system, with reference to wire services or any other group, be discontinued; and that any separatist constitutional machinery also be discontinued.

The board believes that the spirit of separatism which may have grown up as a result of the present machinery has already isolated to a certain extent the wire service men from the general membership, and that not only should the machinery be corrected, but that a special campaign should be conducted to overcome this isolation. It recommends specifically that a nationwide series of division joint conferences be conducted in conjunction with the regular work of Guild organization, at which the best qualified representatives of International and local organizations shall take up the special Guild problems of wire service men. It proposes that such conferences begin as soon as possible after the Convention.

The position of the wire service men can be improved not only by combating present separatism within the Guild, the board believes, but by seeking to overcome present craft separatism within the wire services themselves. To this end, the IEB would recommend conferences to be initiated between representatives of ANG, the American Radio Telegraphists Association, and the Commercial Telegraphers Union, looking for joint approach to common problems by all employes of the wire services, acting as a unit.

SIDE LINES

By CAROLYN MARX

Kenneth Horan, literary editor of the Chicago Journal of Commerce, has written a book of family reminiscences called "Remember the Day." Doubleday Doran published it on May 28.

* * *

Herbert Clyde Lewis, rewrite man on the New York American, has just published his first book, a novel called "Gentleman Overboard." In his early newspaper days Lewis was on the staffs of the Philippine Free Press, China Press and North China Star. He belongs to the New York Guild.

* * *

C. B. Allen, aviation editor Herald Tribune and member of this unit, had an article in the May 19 issue of the New Republic—"Why Do Airliners Crash?"

* * *

William Chelmow of the New York Guild has sold a cartoon to the Saturday Evening Post. He is a cartoonist on the Journal.

* * *

H. Gordon Garbedian of the New York Times is working on a biography of Albert Einstein and has signed a contract for its publication. Garbedian is a member of the unit council and a deputy controller at the Times.

* * *

Don Tracy of Trans-Radio News had his first story in the Saturday Evening Post recently.

* * *

Fletcher Knebel of the Washington Bureau of the Cleveland Plain Dealer writes on "The Pontificial Press" in the June issue of Esquire.

* * *

Robert H. Blickenderfer, the New York Post unit, has something new in the art line—a hemispherical shell of papier-mache, thirty six inches in diamater, mounted on an adjustable metal stand. He paints pictures on the inner surface that have an amazing reality.

* * *

William Sharp, of the New York Guild, has a series of drawings of court room scenes in the June issue of Scribners.

* * *

A new $2,000 prize competition open to American newspaper and periodical writers for the best manuscript for book publication received before March 1, 1938, is announced by Dodd, Mead & Co., 449 Fourth Ave., New York City. There is no restriction as to subject matter or style, except that juveniles and poetry are definitely excluded. Judges for the contest are Herbert Agar of the Louisville Courier-Journal and Stanley Walker of the New York Herald Tribune.

* * *

Fred J. Ringel, staff member of the WPA Federal Writers Project of New York City, is the author of "Gilbert Wilson: Mural Painter" in the May issue of Scribner's.

* * *

Lucien Zacharoff of the New York Guild has been doing much writing on aeronautical developments abroad. He has just completed a series in Aero Digest on German military aircraft and on Soviet aviation today; he contributed a paper on civil aviation in the Soviet Union to the Research Bulletin of the American Russian Institute; an article "Wings Over Russia," to the Sportsman Pilot; another one, "So You Want To Be an Aviator?" to the Champion of Youth; still others to the Air Review of London and other European periodicals; and beginning with the June issue he will do a monthly survey of foreign trends for Aviation magazine.

* * *

Edmund Duffy, the Baltimore Sun's political cartoonist, illustrated "Tom Jeff and the Court," a piece by Joseph Alsop, Jr., of the Washington Guild, and Turner Catledge in a recent issue of the Saturday Evening Post.

* * *

B. H. Haggin's "A Book of the Symphony," just published by the Oxford University Press, has been bought for publication in England by Methuen. Haggin was music critic of the Brooklyn Daily Eagle for three years, where he was a member of the Eagle unit. He is now phonograph record critic of The Nation.

'Nation' Signs

Contract Regarded As Model In Field

The Nation, weekly journal of news comment, signed a Guild-shop contract with the New York Guild, on May 19, which will probably serve as a model, in many respects, for contracts in the news magazine field.

The agreement provides for the full Guild shop, including 30-day clause, the five-day, 40-hour week, equal time off for overtime, and minimum wages in four classifications: Associate editors, $70; assistants, after two years' experience, $45; secretarial, $35; proofreaders, $53.50 and temporary clerical workers, $25.

Vacations are set at two weeks after six months' service, three weeks' after two years' service and a month's vacation annually after five years' service. Severance pay is based on one week's pay for each six months of service up to a maximum of six months' pay.

A simple grievance committee, sick leave and a no-strikebreaking clause are also included.

Milton Kaufman, executive secretary; Leo Margolin, *Herald Tribune* and Harold Keller, *American*, negotiated for the Guild. Freda Kirchway, vice-president, and Hugo Van Arx, treasurer, signed for the publisher.

Defends Tribute To Leider

Catholic Denies Issue Is Religious

The Cleveland Guild executive board has forwarded the following letter to the Reporter.

Cleveland, May 14.

I. L. Kenen, President,
Cleveland Newspaper Guild.

I was unable to attend the last general meeting. However, I understand that my fellow unit member, Gene Kelley, raised a question at that time which I am peculiarly fitted to answer.

Before raising a point with Gene on a matter of principle, though, let me hasten to assure you and every member of the Guild that my personal regard for Kelley is of the highest and that I consider it a privilege to number him among my friends.

But to the point. Kelley objected to the ANG honoring a deceased member who lost his life fighting with the Spanish loyalists. He feels, if I understand him correctly, that the Spanish situation constitutes a religious war in which his fellow religionists are being persecuted. I dispute that end.

I am a member of the same church as Kelley. My ancestors have espoused that faith through countless generations and I value my Catholic heritage beyond any human measure.

I am also an American and a citizen of the United States and as such possess the privilege of living in a democracy. That boon of republicanism has come to me through generations of ancestors who fought for it in other lands and found its fruition in the United States. That heritage I also consider priceless.

The Basques of Spain are analagous to me. They are republicans and Catholics. No threat has been made against their faith but their privilege of living as free men under a democratic government, which by their votes they had a share in electing, has been threatened.

The threat has taken the active form of revolt against the legal government led by a man subsidized by reactionary interests. He has proclaimed to the world that if he is successful he will abolish free government and establish a fascist state.

As a believer in democracy I must endorse the action of the Basques and other Spaniards in resisting by force of arms this fascist uprising. As a loyal American citizen, and thus, a believer in democracy, I have no other choice.

As a Catholic I can find no issue that concerns me. My fellow religionists in Spain who are at the same time republicans, are fighting others of my fellow religionists who for some reason which must remain obscure to me have espoused fascism.

My interest in the matter is purely political. I favor democracy as against fascism. So does the Guild.

I contend the ANG is entirely within its rights in honoring a member who felt impelled to go to Spain and actively fight for and lose his life in defense of the same political principles it upholds.

J. M. GRAHAM,
M. A. L. Unit.

BUT IS IT SECURITY?

Act Just Held Constitutional Attacked By Experts for Serious Weaknesses

By IRA HENRY FREEMAN

The Supreme Court has just ruled the Social Security Act was constitutional, but that does not mean that we now have social security. It does not even mean that a good foundation for protection of all against old age, unemployment and the other unavoidable hazards of life has yet been laid.

The Court held that the Government has the right to tax for the general welfare, Justice Cardozo, who wrote the majority decision, commenting: "The hope behind this statute is to save men and women from the rigors of the poorhouse." Under the present Security Act, the mass of those in need of such salvation would be better cared for in a poorhouse, with all its "rigors."

There is virtually no expert who has not discovered serious faults in the law. A detailed list of objections by authorities and legislators would be enormous. Indeed, the law is frequently referred to by bitter social workers as the "Social Obscurity Act."

The act affects 26,000,000 workers and 2,700,000 employers. Federal grants to the states for relief of the destitute aged, blind, dependent children and others are provided. Old-age insurance and a tax-credit system for unemployment insurance set up by the law are both financed by taxes on payrolls paid in equal share by employer and employe.

Weaknesses In Insurance

The outright grant features of the measure are regarded by many experts as sound in principle and require only an increase in the grants to humane standards. The insurance features, however, have been attacked as seriously incompetent in social philosophy as well as structure.

In the first place, the act needs amendment to include the 12,900,000 workers in agriculture, domestic service, civil service, non-profit making concerns, casual laborers and seamen, as well as the milions of present unemployed, who are now excluded from the law.

Further amendment is necessary to provide benefits for sickness, disabilities outside those covered by workmen's compensation, and for protection of survivors. James Rorty, author, reminded those at the National Conference on Social Security last April that "wage increases and gains in conditions of labor are quickly dissipated unless workers are protected against the hazards of illness. Both the leadership and the rank and file of labor must be made to understand this."

Costs Should Be Distributed

Thirdly, the act should distribute the insurance costs among all elements of society instead of putting the burden entirely upon wage-earners and consumers. Dr. Abraham Epstein, executive secretary of the American Association for Social Security, declares the "regressive payroll taxes merely oblige the poor to share their poverty to sustain the impoverished. . . . Moreover, the heavy direct withdrawals from workers' wages and the taxes on employer payrolls—which will be passed on to workers as consumers in the form of increased prices—can only tend to reduce further the present inadequate purchasing power." He adds that wage taxes may intensify sudden introduction of labor-saving machinery.

Dr. Epstein advises guarantees of government annuities of say $35 a month to all insured persons by 1942, the funds to be provided by progressive taxation or borrowing. The payroll taxes, which under the present plan will total 6 per cent by 1949, should not exceed 4 per cent and should take forty years to reach that peak. This change would eliminate the huge and unnecessary reserve—amounting to $47,000,000,000 by 1980—that the present law would build up.

That entails contributions by the Government to the fund, something the Administration has desired to avoid. Mrs. Margaret Grant Schneider, member of the social security committee of the Social Science Research Council, found after an extended study in Europe that it was impossible "to finance pensions even approaching adequacy on the basis of employer and employe contributions; a government subsidy has become an indispensable part of every compulsory contributory pension scheme covering wage-earners."

The worst of it is that the provisions of the act mock the title "security." Dr. Epstein believes only a few of the future unemployed will get $15 a week for more than ten weeks, while for the next twenty years most aged workers will draw pensions of less than $20 a month. "Few men or women working today," he predicts, "will live to receive the maximum pension of $85 monthly, attainable only by those who earn $3,000 every single year for forty-three years."

Students of the subject are emphatic in saying that the present unemployment benefit plan based on one Federal tax system and forty-eight other state systems badly coordinated with the central one should be replaced by a single, uniform scheme throughout the country. To achieve this, a Federal subsidy to states is essential.

To Lift Burden on Youth

The improvements being proposed would bring the date for beginning the benefit payments closer to hand, would relieve the young workers of the crushing burden of the security system cost they now are sentenced to bear, would make the whole administrative machinery simpler and more economical, would prevent the separate states from setting up onerous qualifications for participation by workers and from discriminating against Negroes or other minorities.

The whole system should be augmented by a more thorough and efficient system of relief for the present jobless.

Already, on the heels of the Supreme Court's decision upholding the act, amendments have been called to the attention of Congress for action this session. The most important of these seeks the extension of the act to another 2,500,000 workers. The fundamental weaknesses of the law, however, probably will not be corrected this year.

News Office Guild Reports Big Gains

(Continued from page 1)

the Akron Newspaper Guild in gaining a contract with an exclusive bargaining provision in that city and its increasingly successful efforts to unionize the 10,000 office workers there, Heywood stressed the importance his organization attaches to bringing newsroom and other white-collar employes "into the fold." He held that they are of great importance in "organizing America," warning that "if we fail to organize America by the time of the next Presidential election, the reactionaries will take over again and labor's gains will be largely nullified."

He expressed the hope that the AF of L leaders meeting in Cincinnati would once and for all expel the CIO unions so that new city and state labor bodies could be formed at once.

The temporary officers of the Office Guild are: Leonard H. Goldsmith, Times, president, who officiated at both open meetings; Julian Becker, Eagle-Times, vice-president; Jane Schwartz, Times, secretary; and Arthur Milton, American, treasurer.

The Guild Reporter

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"Resolved, that the editor of THE GUILD REPORTER *be instructed to so edit* THE GUILD REPORTER *that it shall promote in every legitimate way the recommendations and mandates of the Third Annual Convention of the American Newspaper Guild, and that he confine the editorial policy of* THE GUILD REPORTER *to that specific program."*—Resolution of the 1936 Convention.

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CODE WITH TEETH

British Union, Battling Indecency, to Back Members Refusing Unethical Assignments

A strong stand against indecent invasion of private affairs and a promise of the fullest possible support to members who refuse assignments which they believe incompatible with the "dignity of the profession or with the Union's Code of Conduct" has been voted by the delegates to the thirtieth annual meeting of the British National Union of Journalists, just held in Torquay.

A resolution was also adopted to concentrate at once on a campaign for the closed shop with special emphasis on the fact that the "attainment of 100 per cent membership of the NUJ does not automatically close the shop." Other points upon which action was taken included world peace; protection of British journalists in Spanish territory under General Franco's rule; and the extension of the eligibility requirements to include members of trade publications and periodicals.

The resolution on journalistic decency read:

That this annual delegate meeting views with alarm and disgust the increasing tendency of newspapers to require their staffs to pry into matters concerning private lives, the unwarranted intrusion at times of grief and bereavement, and the publication of details of domestic matters arising out of court proceedings. It regards the practice as one which, in its further development, will provoke legislative intervention, and as such, will be inimical to the interests of journalists and a menace to the freedom of the press. It instructs the NEC (National Executive Committee) to give the fullest support, financial and otherwise, to members who refuse to undertake such commissions which are not compatible with the dignity of the profession or with the Union's Code of Conduct.

The delegates went on record to demand of General Franco the release to neutral territory of a British journalist, Arthur Koestler, correspondent of the London News-Chronicle in Malaga, who had been arrested, and to protest the "unjustifiable discrimination" against the Daily Worker by the Spanish Government's refusal to permit its correspondent, Claud Cockburn, to return to his journalistic duties in that country.

[illegible] went to press word was received in New York that Koestler had been released on May 14 in Gibraltar, with a warning not to make any statement until he reached London and that any indiscretion on his part might complicate negotiations for the exchange of other prisoners.)

A resolution was also adopted recommending that the International Federation of Journalists be presented with a plan whereby the branches of its affiliated unions throughout the world will be asked to form committees to investigate how best the members in their own areas "within the limits of their duty to their employers" can fulfill the responsibility of maintaining world peace.

* * *

Journalists' Part In Warding Off Fascism

Journalists, while not challenging the right of publishers to determine their editorial policies, must protect their right "to refuse to write or handle copy which they know to be false," if they are to help ward off Fascism, a sub-committee of the British National Union of Journalists appointed to inquire into the question of "Fascism and the Press" declared in a recent report sent to the branches of the union.

"Evidence continues to accumulate from countries under fascist regimes that the profession of journalism and the livelihood of working journalists is worse as a result of Fascism," the report declared.

Here are other highlights of the report:

"Complacence at our present position would be mistaken. It should be remembered that the highly organized German journalists' movement was equally skeptical of any marked Fascist success in 1932."

Exercise of the right to refuse to handle copy known to be false assumes added importance in relation to reports on Fascism itself, the Committee points out. "The treatment of the Spanish news, for example, has provided instances of grossly distorted news-presentation, which might have been checked had the Union spirit and organization in the offices concerned been strong enough to protest."

Immediate steps proposed by the sub-committee include greater stress on operation of the union "Code of Professional Conduct," vigilance on the part of Union members for any attempts by national or local authorities to exert "any form of pressure or control over the press," cooperation with organizations devoted to anti-Fascist activities, and affiliation with the "National Council of Civil Liberties."

Bargaining Questions:

Low-Pay Pacts Haunt Future Efforts

QUESTION: Our whole problem has been to answer the question: "Why should we go over the minimums which you agreed upon with the richest newspaper in town?" We have used every argument we could think up, but both the other papers insist on sticking to the framework to which we are committed on that paper. Can you suggest any arguments?

ANSWER: With reference to the management's argument that they should not be required to establish higher minimums than those provided by the agreement, I must urge you, first, to acquaint the entire Guild membership with this argument (and all the ramifications of it such as standardization of labor costs, etc., which were undoubtedly employed) as an educational measure.

The point, of course, is to illustrate and emphasize the fact that when a unit votes approval of any agreement it is assuming responsibility for more than its own membership and that hence a unit should constantly keep in mind the effect of its decisions on other units. This is not meant in criticism of the unit, but as a suggestion that the matter be presented in the light of the manner in which employers will try to use one unit against another.

As to the argument, itself, it has a certain validity, at least superficially. For our own protection, as time goes on, we shall undoubtedly pay more attention to the problem of approximating uniformity of wage minimums but this we shall never do at the expense of the general principle of striving at all times and under all conditions to obtain the best possible wages and conditions for our membership.

In the meantime that principle is in operation. If we are strong enough to get more we should not hesitate to let the management know in one way or another, that we insist upon more and are willing to employ that strength to obtain it. Undoubtedly there are various local aspects of this problem, such as comparative earnings, circulation, linage, etc., which can be employed. If the paper paid more for editorial services than the other before either shop was organized, why should it now say it should not continue to pay more?

* * *

Are Publishers Really Humanitarians?

QUESTION: The publisher, in brief, told us at the first meeting that he believed it would be impossible to provide minimum salaries because of the differences in the ability of the various staff members. He said some were just being "carried along" for sentimental reasons; that some were going backward instead of forward; that some do not deserve what they are getting, and that others were worth more than what they are getting but their wages are held down because of the load of the others. There must be a good answer to that line.

ANSWER: Employers, no matter what they say, are not in business as charitable institutions, and persos who are just being "carried along" are actually performing duties that are necessary on the paper. In some instances they may not work so fruitfully as in others, but nevertheless they are performing jobs meriting a minimum scale for that type of work.

We often have encountered publishers who attempted to argue that collective bargaining was a justification for dismissal of a portion of the staff. The fact is that collective bargaining, especially in the Guild field, reduces the number of hours work and that there is actually a need for more, not fewer, employes. The publisher has met the situation in his mechanical departments and it is the business of the Guild to see to it that he gives his editorial workers an equally square deal.