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trial Organization.

# The Guild Reporter

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## ANG BECOMES INDUSTRIAL UNION

### Twin Cities Win Accord On 3 Papers

#### Minneapolis Strike Vote Brings City-Wide Work Benefits

MINNEAPOLIS.—The first city-wide agreement with publishers for any effect of the size of Minneapolis was effected in a unilateral commitment posted in the newsrooms of this city's three newspapers on June 9.

A strike, the deadline for which had been set for June 12, was thereby averted. The staffs of the three papers on July 1 will begin working under the new statement of policy which provides for a 40-hour, 5-day week, a 5 per cent general pay increase and minimums ranging up to \$200 a month. Approximately 150 members of the editorial departments of the three papers are affected.

The agreement climaxes more than two years of step-by-step negotiations with the managements of the three newspapers, the Journal and Star, both evening, and the Tribune, morning and evening.

The Twin Cities Guild is named as sole bargaining agent for the news departments of the three papers for one year in a collateral contract signed by both parties.

#### \$30 to \$70-Month Raises

Publishers' estimates of the additional cost of putting the changes into effect placed it in excess of \$100,000. Application of the salary minimum meant many raises of \$30 a month and a few as high as \$70.

Establishment of the shorter work week in Minneapolis also meant that it would become operative in St. Paul and Duluth, where earlier agreements had included provisions that a 5-day week would be granted in both cities as soon as it was set up in Minneapolis.

Negotiations which preceded the settlement extended approximately two months. In earlier bargaining, the Twin Cities Guild had met each of the managements individually and in each case secured some benefits for the staffs involved.

This spring it decided to ask joint negotiations. A contract was drawn with all of the Guild objectives, a meeting arranged with the managements and the demands presented in a skeletonized manner as a basis for discussion.

At a second meeting a week later, the managements countered with statements that they would agree to

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### Elected To New ANG Posts



JONATHAN EDDY BECOMES  
VICTOR PASCHE, Secretary-Treasurer



### Office Guild Old Officers Reaches 1,500 All Returned

#### New York Local Votes for ANG Affiliation

Membership in the Newspaper Office Guild of New York—which has just become eligible for the ANG—has reached nearly 1,500 since its inception a little more than a month ago. Majorities have already been attained in the business offices of all leading dailies but three, it is now reliably estimated. Drives are in progress on the three.

"Immediate amalgamation" with the Newspaper Guild was voted 238 to 7 at the first closed membership meeting of the Office Guild on June 2.

Start of organization on the New York Times was quickly followed

(Continued on page 8)

#### Eddy Takes Higher Post; Canadian Elected

ST. LOUIS.—Heywood Brown, of New York, president of the ANG since its inception, and all other national officers were returned to office in the least exciting election in the Guild's history, held at the final session of the fourth annual Convention on June 11.

Jonathan Eddy, executive secretary, was elected to the newly-created office of executive vice-president and Victor Pasche, treasurer, to the new full-time post of secretary-treasurer. The new Canadian vice-presidency was filled by Harry Farmer of Toronto.

All the other regional vice-presi-

(Continued on page 6)

### Convention Takes In Commercial Staffs, Affiliates With CIO

#### Vote Is 118½-18½—Triple Membership New Organizational Opportunities Predicted As Fruits of Step

ST. LOUIS.—Adoption of a broad industrial union policy for the ANG with jurisdiction covering commercial departments, and allied workers and full affiliation with the Committee for Industrial Organization was decided upon as the first major action at the Guild's fourth annual International Convention, held at the Hotel Statler here from June 7 to 11.

Brought onto the floor early on the second day because of its bearing on most other Convention matters, the issue underwent three hours of debate from various angles in a series of parliamentary motions and emerged with a roll call vote of 118½ to 18½ in favor of the step.

#### Triple Membership Foreseen

The action gives a new perspective to the American Newspaper Guild, tripling or quadrupling the potential membership, assuring swift expansion and enlarged organizational resources, increased cooperation and assistance of the CIO, and ultimately a larger role in the American labor movement.

Greater possibilities for small-city organization and for administrative staffs in the larger Guilds are also foreseen.

Settlement of the jurisdictional issue put at rest a question that had overhung two earlier Conventions—that in Cleveland in 1935, where the delegates decided that the wider organization involved too large a bite then and instead wrote into the Constitution a commitment to the principle of industrial unionism; and that in 1936 in New York, where the question was side-tracked to avoid raising any jurisdictional barriers to our immediate A F of L affiliation.

CIO affiliation, which almost every speaker expressed himself in favor of this year, was put into effect immediately with the sending of a telegram to John L. Lewis by President Heywood Brown and receipt of a cordial reply from the CIO chairman pledging the CIO to "cooperate and assist."

#### 27 Guilds Favor Step

Of the 37 Guilds represented at the meeting, 27 cast solid votes in favor of the step. Five Guilds voted solidly against the proposal. They were Memphis, 3 votes; Madison, 2; Houston, 3; San Antonio, 1; and Toledo, 3.

Four other locals split their votes as follows: Buffalo, 1½ for affiliation, 1½ against; Kansas City, 1 and 1; Twin Cities, 1 and 3; and Pittsburgh, 3 and 1. The Washington Guild, with 6 votes, did not participate in the final balloting, objecting to the taking of a single vote instead of separate ones on jurisdiction and CIO affiliation.

Announcement of the final vote by Jonathan Eddy, executive secre-

(Continued on page 2)

## CHIEF ACTS OF CONVENTION

The 1937 Convention's outstanding acts:

**INDUSTRIAL UNION POLICY**—Broadened the membership base to include workers in commercial departments and allied groups, and affiliated the ANG with the Committee for Industrial Organization. Vote, 118½ to 18½.

**OFFICERS**—Created the new IEB offices of executive vice-president and secretary-treasurer and elected Jonathan Eddy and Victor Pasche, respectively. Re-elected Brown president and all the out-

going vice-presidents. Elected Harry R. Farmer of Toronto as Canadian vice-president.

**COLLECTIVE BARGAINING**—Adopted a collective bargaining program for the guidance of locals and laid down mandatory rules for the protection of the bargaining positions of locals, with automatic suspension of charters of locals violating them. Guild shop and 5-day, 40-hour week made requisites, and arbitration rigidly restricted.

**WIRE SERVICES**—Provided for a series of regional meetings to develop organizational and bargaining programs. Ended the constitutional requirement that one vice-president be elected from a wire service but kept mandatory the appointment of a wire service committee including three IEB members.

**INSTITUTION**—Adopted the revised draft with amendments chiefly on eligibility and collective bargaining.

**FINANCE**—Received treasurer's report showing material improvement during the year. Instructed the IEB to repay the A.F. of L. loan of \$2,000 as soon as possible. Removed constitutional limitation

on number of assessments that may be levied in any one year, and recommended early levies to build up the Defense Fund to its constitutional minimum of \$20,000 in consideration of increased cost of strikes to be expected with the broadened membership.

**POLITICAL ACTION**—Adopted a resolution reaffirming the Guild's conviction that independent political action must be used along with economic action to advance the interests of labor and the farmers, and recommending par-

(Continued on page 3)

### Unit Bans Firings in Merger

Faced with a Guild ultimatum that "a strike vote will be taken" should anyone be fired when the Times Union of Brooklyn was discontinued on June 7, the joint management of the Brooklyn Eagle and Times Union found jobs on the former paper for all T-U employees, although three weeks before it had announced that 47 people would have to be fired. It is believed to be the first time such a "bloodless" consolidation has taken place in editorial departments.

Negotiations for a contract began immediately after the unit's successful action and have already resulted in a promise of a closed shop.

Intensive district coverage provided many jobs for the employees taken over. Other jobs were found in places where the Eagle formerly had been undermanned. Only four people left since the new plan went into effect—two people resigning to take other jobs and two others who had better paying jobs were eased out.

### To Plan Hearst Bargaining

A Midwest conference of Hearst unit delegates for the final formulation of a coordinated collective bargaining program for the chain has been called by the IEB for July 11 in Chicago.

This is to carry out a plan suggested by the Hearst Council meeting held at the St. Louis Convention.

Bargaining between several locals and Hearst papers in their cities had started before the Convention but was held in abeyance pending de-

cisions on a nation-wide policy. Details of the July 11 meeting will be forwarded directly to Hearst units.

This issue of the Reporter covers most of the St. Louis Convention actions and some of the reports and resolutions have had to be held over until the July 1 issue.

The dead line will be June 23.



## GUILD EMBARKS ON ORGANIZATION OF NEW FIELD

### ST. LOUIS ON WITH THE DRIVE!

#### VOTES CIO

#### Industrial Union Plan Adopted At Meeting

(Continued from page 1)

Later, elected to the new executive vice-presidency, brought the Convention to its feet wildly cheering and applauding. Members of Newspaper Office Workers Guild of Cleveland, Philadelphia and New York were immediately seated as fraternal delegates to the Convention as the demonstration continued.

**Text of the Motion**  
Debate started when Carl Randau, president of the New York Guild, introduced a motion authorizing the new step. His motion read:

"The committee on labor relations and jurisdiction is hereby instructed by this Convention to formulate a constitutional provision for widening Guild jurisdiction to business, circulation, advertising and other unorganized newspaper workers, in order that the American Newspaper Guild may make application for formal affiliation with the Committee for Industrial Organization."

In answer to question, President Brown ruled from the chair that the adoption of the motion would constitute a decision that membership in the CIO was to be applied for.

Chief arguments for and against the step were aired in debates on two preliminary motions both presented by Robert M. Buck, president of the Washington Guild. The first motion, to discuss and vote on the questions of jurisdiction and affiliation separately, was defeated by a vote of 81% to 19%. The second, to submit the matter to a national referendum, "to be completed within 30 days," was beaten by a vote of 83% to 17%.

During the discussion, Buck declared the Guild "can go into CIO without retreating one jot on our stand on industrial unionism" but without taking business, advertising and other unorganized workers in at the present time.

He said Lewis had told him the recent letter of John Brophy, CIO director, declaring it to be the CIO policy to favor having the newspaper business offices organized within the ANG, was "an expression of personal opinion."

Supporting his request for a referendum, Buck said he believed such a vote of the international membership would "take us overwhelmingly into CIO" and would give "the rank and file membership" a rest from the tight rein held on them from New York.

In opposing Buck's motion for a referendum, Randau read a quotation from a letter sent by Buck to all Guild presidents a few months earlier. Advocating Guild affiliation with the CIO, Buck's letter said:

"At our Convention only two and half months off it is unnecessary to renew the suggestion for a referendum, for it is time for all members to fight the vacillating character of our International leadership and apply for official membership in the Committee for Industrial Organization."

**Would Force Fireworks**  
Randau also read from the Washington Guild's official paper describing the plans for the Convention, which said the Washington delegates would force the fireworks for immediate affiliation with the CIO.

It would be illogical, Randau added, to be "for the CIO but against the CIO policies."

Mrs. Honore Armstrong of Seattle, widow of Everhardt Armstrong, a leader of the Seattle Post-Intelligencer strike, opposed the referendum. Mrs. Armstrong was a fraternal delegate.

"There isn't time to have a referendum," she said.

### Pointers On Enrolling the New Eligibles

#### Immediate steps to organize employees in the business, circulation, promotion, and allied departments of newspapers, in line with the new Guild jurisdiction, was urged by the convention when it adopted the report of the labor, relations and jurisdiction committee.

The committee counseled that the Guild should "prohibit the division of interests which has worked to the disadvantage of craft unions, and therefore should discourage divisive policies or departmentalized administrative machinery."

Local Guilds and units were advised immediately to appoint special organizational committees to further efforts to enroll the new classifications and that all added members be admitted into existing Guilds and shop units with the full rights enjoyed by present members.

Other recommendations of the committee were:

That as soon as a fair proportion of members within these new classifications have enrolled in a local Guild, additional places shall be created on executive committees for their representation, but that such action shall be taken only in Guilds in which no election is in immediate prospect.

That in drafting and negotiating wage and other demands for these new classifications, such demands in no case should be lower than the standards of other organized workers in similar employment in the community.

That it shall be the policy of all Guilds and units that uniform basic demands on working conditions shall be negotiated, regardless of classification of members, and in no case shall admission of new classifications result in a lowering of existing standards or a relinquishment of national Guild objectives.

That local Guilds in which special situations may arise in the interpretation of this policy be guided by a definite program to be formulated by the IEB on the basis of local Guilds' experience; and the Committee specifically points out that it does not believe it to be the intention of the Convention that new members engaged on a part-time basis, although this may be their only paid employment, should be admitted to Guild membership; and the Committee suggests that the IEB provide for a special study of this and related questions to be reported to the 1938 Convention.

That the international officers of the ANG, the Gurus Rozema, all organizers and officers of international and local Guilds shall immediately initiate and vigorously prosecute an educational campaign designed not only to persuade new classifications of the advantages of Guild membership, but also to acquaint them with their responsibilities, once they have joined to fellow Guild members and the labor movement.

into one big industrial union as a requisite to joining the ranks. Coupling the two issues is like hitching together a dead horse and a live horse."

Heywood Brown, who left the chair to speak on the motion to separate: "To separate affiliation from the question of expanding our base is like ordering corned beef and cabbage but without the corned beef or without the cabbage."

Speaking later against the proposed referendum, Brown said: "During such a vote we can expect little support from the AF of L. We would be an orphan on no doorstep but one with diapers back on again in the middle of the road hoping nothing would run over us."

**Frederick A. F. Suspension**  
James F. Kirby, Cleveland, "AI present it appears we will be thrown out of the AF of L anyway."

Harry R. Farmer, Toronto, Canada later elected a vice-president: "If we elect a vice-president, the workers in the Guild, they will be taken in—in every sense of the word—by the AF of L."

Raymond M. Schneider, Twin Cities: "Our local asks the ANG to make haste slowly. Our principal support is the State Federation of Labor."

Following the final action, Ned Trappell of Memphis, who on instructions voted against affiliation, declared the Memphis local would abide by the majority will of the Convention. "But in Memphis there is prejudice against CIO. We will need your help in putting this thing across."

At one point in the debates, Trappell had charged Brown with not being impartial in his rulings from the chair and asked him to step down and permit someone else to preside. When Brown agreed to do so, delegates throughout the Convention hall shouted their protests. In a viva voce vote, they gave him an overwhelming expression of their confidence that turned into a brief ovation.

**Text of New Rules on Eligibility**  
The ANG is now open to employees in "editorial, business, circulation, promotion or advertising departments" of news publications or agencies, including radio news services and news broadcasting companies. They were made eligible under the broadened eligibility clause adopted in the revised Constitution.

This was the key change made in accordance with the Convention decision to carry out an industrial union policy. Among other changes was the extension of associate membership to teachers of journalism in accredited colleges. The entire Article II dealing with eligibility now reads:

Section 1. Any person gainfully employed in and devoting the major part of his time to an editorial, business, circulation, promotion, or advertising department, or allied groups of employees, of a news publication in the United States of America, its territories, or Canada; or in similar work for a recognized press association, news photo agency, syndicates supplying editorial material to newspapers which pay for the service, news

### Lewis's Telegram Welcoming ANG

#### Here is John L. Lewis's telegram welcoming the ANG into affiliation with the CIO:

Washington, D. C., June 18, 1937.  
HAYWOOD BROWN, President, American Newspaper Guild, Statler Hotel, St. Louis.

In behalf of the Committee for Industrial Organization I am pleased to welcome the American Newspaper Guild into affiliation with the CIO. The Guild's inclusion in the CIO is a step toward the realization of the CIO's objective of organizing all workers in the newspaper and journalistic world. Please convey to the delegates to your Convention my personal and enthusiastic greetings, bearing in mind that it does not believe it to be the intention of the Convention that new members engaged on a part-time basis, although this may be their only paid employment, should be admitted to Guild membership; and the Committee suggests that the IEB provide for a special study of this and related questions to be reported to the 1938 Convention.

JOHN L. LEWIS.

**He Spared the Appellate**

Victor Fasche, ANG secretary-treasurer, who was elected to the new full-time office after serving eight years on the New York Times, telegraphed D. H. Joseph, his city editor, immediately after his election to inquire about the length of notice desired. He received this telegram in reply:

"You need not return. Please return police card. D. H. Joseph."

Cities: "Our local asks the ANG to make haste slowly. Our principal support is the State Federation of Labor."

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**Exposes Coast Trial**

Lee Coe, of the Northern California Newspaper Guild, has written a narrative story of the notorious "King-Ramsey-Conner trial," "The Ship Murder," which has been published in pamphlet form by the King-Ramsey-Conner Defense Committee, 112 Market Street, San Francisco.

**Rules on Unemployed**  
Section 2. The following persons shall be eligible for membership: (a) When a local stands suspended, all its members are suspended whether they had part in the infractions or not, he added. He pointed to "differences in spirit" between this provision and that for trial of charges against international officers. "They have the democratic mantle of the referendum thrown about their shoulders," he said.

I. L. Koenig, Cleveland president and chairman of the Constitution committee, defended the provision, declaring the new proposals actually protected the locals. At present, he pointed out, the IEB may suspend a local and its case cannot be heard until the International Convention, which may be six or nine months away. Under the new setup, action by all the governing bodies can be taken in a relatively short time, he

added.

Section 3. A member who becomes unemployed for reasons of race, religion or political convictions, or because of anything he writes for publication.

Section 4. Eligibility, except under Section 3, shall be determined by the local, subject to appeal to the International Executive Board by the applicant, by any local or by any member.

Section 5. No person whose interests are deemed to lie with the employer as against the employees shall be eligible.

Section 6. No eligible person shall be barred from membership or penalized by reason of sex, race or religious or political convictions, or because of anything he writes for publication.

Section 7. Eligibility, except under Section 3, shall be determined by the local, subject to appeal to the International Executive Board by the applicant, by any local or by any member.

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### SHUT PAPER ON COAST

#### 4 Bellingham Guild Members Strike, Get Wide Aid

Four striking Guildsmen on the staff of the Bellingham (Wash.) Evening News succeeded in forcing suspension of the paper on June 3. Six days later the Central Labor Council, after a tumultuous session in which the AF of L faction booted and left the meeting to the pre-CIO majority, the meeting granted the Guild's request to place the News on the unfair list by a vote of 39 to 6.

The strike was called at the request of the Evening News unit, to which only the managing-city editor does not belong, after the publisher had definitely refused the Guild's wage and hour demands. The publisher also objected to concessions he had previously made and which the Guild had accepted.

Involved in the question of placing the paper on the unfair list was the amendment to the AF of L Constitution adopted at the Tampa Convention prohibiting such action by CLUs until approval has been received from the Executive Council. This amendment was adopted in the light of the Seattle Central Labor Council's action in placing the Hearst Post-Intelligencer on the unfair list during the Guild strike, and it is believed that this incident in Bellingham—only a short distance from Seattle—is possibly the first to arise under it. The AF of L minority at the meeting walked out on this technicality.

The wage increases sought by the Guildsmen amount to \$26 more than is being paid now.

Radio station KVOZ in the city, which broadcasts a "newspaper of the air," and has signed a contract with the Guild, has broadcasted favorable publicity for the strike-bound members.

The local ITU members and pressmen are assisting their strike-bound members.

**Debates were frequent as the Constitution was considered on the Convention floor. The majority vote provision, that for revocation of local charters, removal of the old requirement that one vice-president be elected from a wire service, and the dropping of the limitation on assessments were particularly hotly debated.**

The collective bargaining sections were adopted without discussion on the final morning after Milton Kaufman, New York, announced that the employer relations committee's report on collective bargaining, containing a constitutional provision, a wage draft and recommendations for guidance of local Guilds, represented a middle ground between two schools of thought.

Earlier, Robert M. Buck, Washington president, who led much of the debate on the Constitution, after presenting numerous amendments, moved that provisions of the old Constitution which gave the IEB only supervisory power, be substituted for the committee's new proposals.

The chief of these proposals was that invoking suspension and possible revocation of the charter of a local violating the collective bargaining rules.

Buck objected that "in this proposal there is no provision for an appeal." When a local stands suspended, all its members are suspended whether they had part in the infractions or not, he added. He pointed to "differences in spirit" between this provision and that for trial of charges against international officers.

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## BARGAINING CODE MADE MANDATORY

### New Constitution Sets Up Requirements For Pacts—Majority Vote Maintained

ST. LOUIS.—The ANG Constitution emerged from the Convention debates and committee scrutiny with its old major characteristics preserved and refurbished, but with important new ones.

Two Convention sessions on June 10, lasting four hours each, and a brief evening meeting the same night followed by an open caucus called by the Philadelphia delegates to iron out differences on the collective bargaining provisions preceded adoption of the document at the final session on the morning of June 11.

The new Constitution follows in the main the lines of the draft proposed by the International Constitution Commission (Guild Reporter, May 1 and 15), with some notable additions. Chief features are:

1. Basic requirements in collective bargaining, with a provision that the Guild not living up to them shall become suspended automatically and with certain exceptions the IEB shall be required to submit a motion for revocation of its charter to the newly designated International Council, consisting of the governing bodies of all the locals.

2. Eligibility provisions in accordance with the broadened jurisdiction.

3. An executive vice-president and a secretary-treasurer as elected, full-time officers.

4. Requirement that no more than a majority vote be required for decisions in the ANG—a much debated point particularly with reference to strikes.

5. Stricter provisions about assessments, notably a requirement that assessments must be paid within thirty days and before the following month's dues may be accepted. The old limitation of assessments to 16 in any one year was removed.

Debates were frequent as the Constitution was considered on the Convention floor. The majority vote provision, that for revocation of local charters, removal of the old requirement that one vice-president be elected from a wire service, and the dropping of the limitation on assessments were particularly hotly debated.

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## Brown in the Thick of Convention



The "Chair" Was Re-elected by Acclamation

## NEW SERVICE DRIVE IS MAPPED BY ANG

### Convention Orders Regional Wire Meetings To Discuss Major Agency Problems

ST. LOUIS.—Extension of activities in the wire service field to complete the organization and promote collective bargaining was mapped at the recent ANG Convention. The wire service committee recommended that conferences to discuss problems of wire service employees be called by the IEB in the principal geographic divisions of the major services. One delegate would be elected at each regional conference to a national wire council to convene at a convenient place as soon as possible. The report was presented by Vice President Morris Watson.

The national wire service council, under the plan adopted, will elect a continuing council of five whose membership is to include at least one employee of each of the three major wire services (United Press, Associated Press and Hearst Service).

This council is to report to the Guild membership through the Gurus Rozema, New York, chairman of the Long Island Press unit during the recent strike, was the third.

On the balloting, the count was 114% to 2% against amendment.

**Debate Wire Service Change**  
Fred O. Bailey and Herbert Little, both of Washington, led the discussion in favor of the designation of one vice-president from the wire services.

Bailey charged the wire service organization activities had not received their just share in the ANG budget last year in spite of what he called specific Convention mandates. He pointed to the St. Louis United Press Bureau, where none of nine eligible Guildsmen had ever been approached on joining the Guild.

Little predicted that under the new plan "it is likely no press association man will ever be elected to the IEB again."

Jonathan Eddy replied that the IEB had been extremely active on behalf of the wire services, pointing to successful negotiations for employees on the Hearst services, the Morris Watson trial and the collective bargaining struggle with the United Press before the National Labor Relations Board.

**Watson Favors Change**  
Opposing Bailey's amendment, Morris Watson, who held the vice-presidency for wire services and later was re-elected to the Board without that title, said that since the ANG had affiliated with the CIO it was more than ever essential "not to set up departments that tend to split one group of workers from another."

Bailey's proposal was defeated by a vote of 51 1/6 to 48 5/8.

Lack of a provision limiting the number of assessments per year was

criticized by Buck, who moved restoration of the previous maximum of 16. He was supported by Vilas Boyle of New York.

"The answer is, we might sometime need the seventeenth assessment," replied Don King of San Francisco. On a roll call, Buck's amendment was rejected by a vote of 99% to 1%.

A proposal to move International headquarters to Washington was defeated, after brief discussion, by a vote of 113% to 21%.

On the question of requiring only majority votes, Buck proposed to amend the provision to read "except in authorization of a strike."

In answer to a question, he said he favored a two-thirds vote requirement.

"My amendment represents no assault upon the democracy inherent in the Guild," he said. "However, a strike is different. It is practically impossible to win a strike where only a bare majority favors it."

"How much more efficient and valuable a two-thirds vote would be. A strike is different. It is practically impossible to win a strike where only a bare majority favors it."

## ONE FRONT FOR LABOR

### Independent Political Action Reaffirmed

ST. LOUIS.—The ANG Convention reaffirmed its faith in independent political action "in the fields of labor and agriculture to the end that the interests of labor and the farmers may be advanced." Lengthy debate at the session on the afternoon of June 10 ended with roll-call vote of 101% to 39% in favor of the resolution.

The resolution, submitted to the resolutions committee by New York delegates, said:

"Whereas, the American Newspaper Guild at its conventions in 1935 and 1936 affirmed and reaffirmed its endorsement of independent political action; and

Whereas, the experiences of the Guild in common with the rest of organized labor have brought out more sharply than ever the necessity of combining economic action with independent political action in the struggle for better working conditions and preservation of civil liberties; therefore be it

Resolved, that this fourth annual convention of the American Newspaper Guild reaffirm its declaration of support of independent political action in the fields of labor and agriculture to the end that the interests of labor and the farmers may be advanced; and be it further

Resolved, that the Convention urge local participation by local Guilds in what are deemed to be genuine expressions of the movement for independent political action throughout the nation.

**Minority Report Heard**  
Raymond M. Schneider, Twin Cities, presented a minority report permitting, in effect, independent political action by local Guilds but specifically prohibiting the IEB and the ANG from "making commitments to any political party."

S. P. Anderson, Pittsburgh, William Newton, Columbus, and Vilas Boyle, New York, also signed the minority report. It was defeated by a vote of 84% to 16%.

H. Richard Sells, Seattle, and Gunnar Mickelson, Milwaukee, ANG vice-president and CIO director for Wisconsin, both leaders of strikes against Hearst papers in their respective cities, declared independent political action had been an important part of their strike strategy.

"We would have been wiped off the map in Seattle without such power," Sells said.

"More and more the necessity for concerted political action becomes apparent," Mickelson said. "Labor can never hope to come into a full share of the goodness of this country without having candidates of its own, responsible to labor alone."

J. George Murray of Chicago declared America was sorely in need of a labor party today and said the resolution was a step in that direction.

Speakers for the minority report expressed the opinion that support of any party nationally might impair the Guild's effectiveness.

**Convention Acts**  
(Continued from page 1)  
icipation in genuine local expressions of the movement.

**SPAIN**—Adopted a resolution attacking fascism as an anti-labor force and supporting the people of Spain in their fight against it.

**LEGISLATION**—Backed President Roosevelt's court plan and reaffirmed the ANG's demand for a clarifying amendment to the Federal Constitution. Indorsed the Black-Connery bill for shortening hours and setting wage minimums, and asked an increased appropriation for the National Labor Relations Board.

**UNEMPLOYMENT** and WPA—Condemned the failure of the Administration and Congress to provide adequately for re-employment and called for an immediate appropriation of not less than three billion dollars for continuance and expansion of the Works Progress Administration.



# REASON FOR COMPULSORY BARGAINING RULES

**Unity of Action Essential  
Sub-Standard Pacts Used by Publishers  
To Block Attainment of Guild Aims**

**ANPA Challenges Guild on Closed Shop**  
Hardly had the Guild completed its new program for broadened jurisdiction and more effective bargaining, with their promise of increased strength, than the publishers sounded their cry of alarm. The nationwide summons sent out by the ANPA calling the forthcoming meeting in Chicago is announced just as this issue of the Reporter is going to press.

It voices a challenge to the Guild on one of the most fundamental of the new requirements for contracts laid down at St. Louis, the Guild shop. The article on this page was not written as an answer but it might have been. It is part of the report of the ANPA's experience with collective bargaining made to the Convention by Morgan Hull, International Organizer. Hull, who represented the International during the latter part of the Milwaukee and most of the Seattle strikes, shows some of the reasons why the publishers prefer the open shop.

On page 5 appear the new clauses in the Constitution which make the Guild shop and the five-day, 40-hour week mandatory in contracts and narrowly restricted resort to arbitration; and on this page is the Guild program adopted by the Convention to guide local bargaining.

If collective bargaining has proved nothing else during the past year it has proved conclusively that every concession, every gain, every surrender and every commitment has had its effect for good or evil on other locals and the membership as a whole.

Nowhere was this more evident than in the struggle with Scripps-Howard for genuine trade union contracts containing the Guild shop. To appreciate the importance of the Guild shop, a few comments seem appropriate.

First, it is the Guild, not the publishers or unorganized editorial workers, which is improving wages and working conditions in the industry. The financial burden of this program is large and the revenue from dues and assessments are woefully inadequate to meet the needs for organizational and collective bargaining assistance. Many Guildsmen complain of the burden of assessments and yet cannot see the importance of spreading through the Guild shop, the cost of Guild gains and improvements to all who are benefited.

Secondly, publishers can gradually eliminate Guild members in the guise of economy with the possible result that by the time the Guild agreement terminates the Guild is too weak to conclude another contract. Without the Guild shop we can be fired or arbitrated out of existence.

**Guild Shop as a Guard Against Strikebreaking**  
Furthermore, the Guild shop is necessary for security against strikebreaking. It is necessary that employment in those newspapers which represent the greatest opportunity for employment and advancement be limited to Guild members if we are to exercise union discipline over editorial workers who have already scabbed or are willing to scab during Guild strikes. There are renegade Guild members who have scabbed and are today working in open shops on equal terms with Guild members, enjoying conditions won by the Guild.

Finally, there is the very important consideration that our brothers in the mechanical crafts are coming to resent our acceptance of open shop conditions. It would, indeed, be surprising if these workers, after years of closed shop conditions, were to welcome an organization which tolerates the open shop indefinitely.

These are our reasons for wanting the Guild shop. There are still others to be found in the attitude of the publishers. All of us know that most publishers who have the closed shop in the composing room would not willingly go back to open shop conditions. They know that the risks of open shop conditions are worse than the slight extra expense imposed by the closed shops.

**Publishers Hoping For Political Shift**  
Therefore, the desperate fight that the employers are making on the

Guild shop can hardly be construed as anything but determination to lick the Guild sooner or later. Roy Howard looks upon the present agreements as a compromise in the belief that next year or the year after the labor and political situation in the country will have changed enough to permit him again to refuse to deal with the Guild. Without the Guild shop, he thinks, this will not be too difficult.

It is significant that in the ANPA tabulations of Guild agreements, the publishers make no distinction between contracts and office policies. They make only one distinction—open and closed shop. The closed shop they recognize, to use their own words, as "clearly a contract." To them the open shop agreement is no different than a bulletin board announcement. It is further evident that the publishers are wholly insincere in their attack on the Guild shop from the arguments they use. Not even the Supreme Court, which is usually receptive enough to the arguments of employers, could countenance the "freedom of the press" argument. Certainly, Roy Howard, who is fighting President Roosevelt's proposal to enlarge the court, must feel freedom of the press is not a valid argument.

**Howard's Stand On Coercing Employees**

Howard has one other argument: that he doesn't want to coerce his employees. This he repudiated himself. He has no compunction whatever about coercing non-Guild employees into joining the Guild in order to vote against a strike.

Not only did this occur in New York, but in other places Scripps-Howard executives coerced Guild members to pay dues and make themselves eligible to vote for acceptance of agreements which represented less than that toward which the local leadership with the approval of all the active Guild members had been aiming. In other words, Howard demonstrated that he wanted to restrict coercion to his own use and against the Guild. Surely, if Howard cannot advance a single sincere argument against the Guild shop, it is evident that only enmity for the Guild is responsible for his position and therefore we must redouble our efforts to obtain it.

In the course of our battle for the Guild shop, the Scripps-Howard management directed every effort to creating dissension within units and to playing one Guild against another. The Howard strategy worked. Certain locals, either through inexperience or because of the attractiveness of direct and immediate economic benefits, were unwilling to forego these benefits for even a limited time in order that other locals might have additional time in which to strive for the Guild shop.

It should be pointed out that there was never any danger that any of these locals would within a few

## Collective Bargaining Program of the ANG

(Adopted at Fourth Annual Convention)

- FORM.** Parties to any contract to be the local Guild or the ANG, on the one hand, and the publisher or publishers on the other. In no event is a unit to be party to a collective bargaining contract.
- FIVE-DAY, 40-HOUR WEEK.** A maximum of five days of eight hours each to constitute the regular work week.
- OVERTIME.** The minimum compensation for overtime to be on the basis of time and a half in cash, or equal time off. Time off to be liquidated in periods of not less than eight hours, part of which may be added to the annual vacation.
- MINIMUM WAGES.** Minimum wages to be established for all categories of employees covered by the contract, and such that they will not injure the collective bargaining position of another local or of the ANG.
- GUILD SHOP.** All employees to be members of the Guild. Those not members of the Guild at the signing of the contract to become members within 30 days. New employees to become members of the Guild within 30 days of their employment. Guild members must remain in good standing for the duration of their employment.
- SEVERANCE PAY.** Employees to receive, upon termination of employment, severance pay in a lump sum, computed on a graduated scale based on length of service.
- VACATIONS.** Annual vacations of at least two weeks with pay.
- SICK LEAVE.** The employer to grant sick leave with pay.
- GUARANTEES.** No dismissal and no pay cut as the result of the contract. No local shall waive the right to question dismissal.
- DURATION.** Contracts to be limited in duration to one year.
- No contract to provide for compulsory arbitration.**

weeks or months receive less than what they had already won in commitments from local managements. All stood to gain by permitting locals strategically located to continue the fight for the Guild shop.

**Guilds Played Against One Another**

It is generally conceded that Roy Howard could not have won a strike for the Guild shop. But for undisciplined action by a few Guilds we would today have the Guild shop on the Scripps-Howard chain generally and, with that foothold, we would have it in other shops almost as a matter of course.

It should also be noted that the management took full advantage of the interdependence of Guilds. One of the most transparent sell-out proposals which any employer could devise was offered. Guilds were given covering letters by which the management agreed to give the local whatever gains might be won by any other Guild, provided some other Guild had the courage to fight for such gains after being virtually sold out by the Guild which signified its readiness to win whatever it could by this form of panhandling.

Ironically enough, the management, has in a few instances, already virtually repudiated these covering letters. One local which was unwilling to stand by while other Guilds put up a fight in the first instance proposed to go to court when Guilds which held out obtained pay increases. At this first sign that Guild unity might be established, the management gave in.

Two locals which were not stampeded into diving for relatively unsatisfactory management proposals won exceptionally good agreements after the chain bargaining set-up had broken down. These two agreements are those with the Toledo News-Bea and the Cincinnati Standard Post. While both of these Guilds did not have to battle for a number of fundamental rights which were won prior to their negotiations, they achieved far more, not

only in approaching Guild objectives, but in immediate per capita economic benefit than any of the others.

**Two Factors Decide the Issue**

These agreements were won primarily by two factors. First, these Guilds made it evident to the publishers that they were willing to fight to get what they wanted. Secondly, they did not sign agreements just to be quit of the interminable petty arguments and squabbles which seem to be a special talent of Scripps-Howard executives. They declined to be stamped by threats, intimidation and so-called "final offers."

Unquestionably, both of these Guilds could have also won the Guild shop had not the open shop precedent been established by other locals. This interdependence of Guilds is well described in a letter from the president of one local after the majority of the agreements had been signed. He wrote:

"Generally, the course charted by the eight or nine Scripps-Howard Guilds that signed before we obtained a contract largely influenced what we were able to get and what was forced upon us. For example, although we desired to make the 40-hour week apply universally, the management insisted on exempting the city editor and pointed to the fact that all previous agreements so provided. On the other hand, the Guild was able to refer to the previous contracts in its stand for the 40-hour week and to show that nine of the previous agreements provided for a higher number of hours."

Here, as in other similar instances, we have conclusive evidence of the fact that what Guilds either put in or omit from contracts is of tremendous importance to all other Guilds.

**Sub-Standard Pact Used by Publisher**

Another noteworthy instance of this same thing was the use of a certain sub-standard Guild agree-

ment in the course of the arbitration during the Long Island Press strike. The management obtained copies of this agreement in quantity and from this exceptionally bad agreement it produced argument after argument to the arbitration board. The management took the position that if the Guild could approve the wretched wage minimums and other conditions contained therein, it had not the right to strike for demands in excess. This agreement was "handing" to Guild progress and no doubt will continue to be so, in company with a number of others.

There are other Guild standards which have been more or less completely ignored in a number of agreements and it is interesting to note that with them precedent also plays an important role. In one community the Guild has failed to establish the five-day, 40-hour week, with the result that one agreement after another has been entered into without this objective.

It is noteworthy, however, that this same Guild was able to win the five-day week from a local Hearst management simply because other Guilds had refused to accept agreements with Hearst without the five-day week.

In other respects, the rapidity with which we went from a defensive to an offensive position during and after the Seattle strike caught us somewhat unprepared for a successful campaign of collective bargaining. Some of the things we desired to achieve when we suddenly had an opportunity to achieve them we were not properly equipped to make the most of it.

**Greater Control By IEB Needed**

It is obvious that if this organization is to achieve greater benefits, it must prevent itself from becoming entrapped in mistakes. In spite of the fact that education is required to bring about a thorough awareness of these issues and that it is the only ultimate solution, it is apparent that welfare of the majority cannot be indefinitely penalized, pending the education of a minority.

It is also evident that we will never get the Guild shop so long as we continue to sign agreements without it. Therefore, it seems evident that the employer relations committee will find it necessary to formulate some provision for the exercising of greater control by the majority, through the IEB, over Guild agreements.

In urging this greater control, it should be pointed out that what is asked is not a greater centralization of authority in the International Executive Board. It is not suggested that the International be enabled to force a local to accept any controversial policies. It is proposed that in the interests of the majority, the International be given the authority to prevent sub-standard agreements from being signed. This is not a question of depriving locals of autonomy; it is a question of establishing minimum standards. It is not proposed that locals be not allowed to negotiate improvements of conditions which may still be less than these minimum standards; but it is proposed that no local be allowed to dignify these conditions with any kind of agreement.

It should be noted, furthermore, that the establishment of these minimum standards not only will protect the majority of the membership from the handicaps of inferior agreements but it will also give strength and moral backing to locals which are seeking these minimums. Quoting again the Guild president who discussed the relationship of other Scripps-Howard agreements to the demands which they made:

"One very significant point was the respect the management evidenced when the negotiators declared that the American Newspaper Guild would not recognize any contract that did not provide at least the 40-hour week and a \$40 minimum."

We should enable local Guilds to make that statement even more effectively than they can now.

## SPAIN WINS GUILD'S AID

**Fascism Is Attacked As Anti-Labor**

ST. LOUIS.—After vigorous debate a resolution attacking world fascism because of its anti-labor character and pledging support to the people of Spain "who are now offering their lives in defense of organized labor and democracy," was adopted by the Guild Convention by a two-to-one majority.

The first vote came on a minority report from the resolutions committee presented by Vilas Boyle of New York, which recommended that the Guild refrain "from taking sides with or lending support to, any of the outstanding factions in the present war in Spain, or to any groups or individuals engaged in lending aid to those factions." This report was defeated by a roll call vote of 89 to 44.

The majority resolution, which was adopted, was submitted by Tom Cassidy of New York, who was chairman of the resolutions committee. It read:

Whereas, the forces of world fascism, having wiped out the trade unions in their own lands, are now attacking the organized workers and defenseless people of Spain and have already executed all known trade-union democracy in Rebel-held territory;

Therefore, Be It Resolved, That the American Newspaper Guild, realizing that fascism must be defeated in Spain to halt the anti-labor forces in their lawless attacks on freedom and democracy, hereby registers its vigorous protest against these anti-labor, anti-democratic forces to prevent their ascendancy here; and extends its support and encouragement to the heroic people of Spain, who are now offering their lives in defense of organized labor and democracy.

**Pleds for Neutrality**

Bernard Mulhally, of New York, opened the discussion with a plea against the ANG "getting off the ground of immediate Guild activity." William Mangold, also of New York, replied "the forces mentioned in the resolution are world forces on a campaign of aggression. There is no reason to believe they will stop in Germany, Italy and Spain, for they are already using the same tactics in South America and Mexico."

Mangold quoted from a report of the British owned Rio Tinto mines in Spain which mentioned that "labor trouble" had ended since General Franco seized control of the territory in which their mines were located, adding that the military had shot the labor leaders.

Heywood Brown, speaking for the majority report, declared:

"I have heard some talk here that we should stay in our own house. I agree. But the house we are in becomes increasingly large and we should take advantage of that enlargement. We should take a stand against fascism for our own selves; if you like, for our own selfish interests, because we have seen what it does to the labor movement."

While admitting such a resolution would have "no effect on General Franco," Brown declared it might "help build up an intelligent and useful opinion in the American labor movement."

Other comments during the debate came from Edward Levinson, New York: "The concentration camps of Germany are full of newspaper men who would not bow to the will of the Nazi regime. Independent newspaper men had to flee from the Fascist curbs in Italy. Those two countries show what happens to a free press under fascism."

James B. Kirby, Cleveland: "It is a faithful conception of unionism to say that what happens in Spain is no concern of ours."

Proponents of the minority report urged the Guild to solve its problems at home before worrying about those abroad. Boyle pointed out the minority report would be equally binding upon sympathizers with "their side."

## They Help Run the Works in Their Locals



Women Guild officers who had a part in ANG Convention activities were, left to right: Barbara Lincoff, executive secretary, Boston; Janet Scott, Secretary, Albany-Schenectady-Troy (N. Y.); Mrs. Richard Sells, wife of Seattle (Wash.) Guild president; Zoe R. Fales, president, Albany-Schenectady-Troy; Agnes Fahy, treasurer, Newark; and Fritz Swanson, secretary, Seattle.

## ST. LOUIS SIDELIGHTS

**117 Attended—It Wasn't All Work**

ST. LOUIS.—A total of 117 delegates and alternates attended the Convention, representing 46 local Guilds with 143 votes.

At the opening session Thomas B. Sherman, president of the St. Louis Newspaper Guild, and William Sentner, chairman of the CIO Joint Council of St. Louis, gave addresses of welcome.

Sherman in his welcoming address pointed to the significance of St. Louis as the Convention city, mentioning that it had once been a "seat of disaffection," in the ANG but that "whatever differences may have existed have been ironed out."

Two beer parties, a dinner dance, a cocktail party and visits to several river-front taverns—St. Louis "spots"—helped to lighten the load for delegates wearied by long sessions and longer committee meetings.

Most of the conversation at the cocktail party Sunday night, before the Convention had officially opened, was already about "going over to the CIO" and about "broadering the

base." Heywood Brown, referring to himself as "that fat old Brown" in talking with several Easterners about organizing business workers.

**MRS. HONORE ARMSTRONG**



Widow of Seattle Guildsman who spoke at the Convention and is now visiting Guilds in the East.

was interrupted by a young St. Louis girl who told him she had just finished reading an article of his. "I think you have a wonderful sense of humor," she cooed. Brown thanked her.

The Rev. James Dowling, a Jesuit and a member of the Guild by virtue of his connection with The Queen's Work, a Catholic publication, drank beer with the boys, many of whom he formerly knew in St. Louis as a reporter for the Globe-Democrat. A brother employed by International News Service was with him.

More than 300 persons attended the dinner dance on Wednesday evening, high point of the entertainment program. Late comers had to wait while extra tables were set up. An orchestra played during the dinner, the accordion player sitting almost on the laps of some guests. Child entertainers tap danced and sang. Toastmaster Thomas B. Sherman, St. Louis president, introduced Mayor Bernard F. Dickman, and former Milwaukee and Seattle strikers. President George Mann described the "17 Below Zero Club," formed by the former Milwaukee strikers in memory of their picketing in 17-below-zero weather. Mrs. Honore Armstrong, widow of Everhard Armstrong, dramatic critic of the Seattle Post-Intelligencer, whose dismissal in part led to the strike there, received a warm greeting from the diners.

Merrill's letter said: Please extend to the Convention fraternal greetings of the newest CIO affiliate, United Office and Professional Workers of America. The organization of white collar workers promises to be of tremendous significance and to reach unprecedented heights within the next few months. The best assurance for the successful organization of these many thousands of workers is to join with all other progressive unions under the banner of the CIO.

It has just been brought to our attention that your convention will consider the question of broadening your jurisdiction to include all those employed in business offices in the newspaper field. We have done a great deal of work in this field and it is our experience that the workers in the business office want the Guild. We are convinced from practical experience that the acceptance of responsibility by the Guild can immediately lead to tremendous organizational gains.

The welfare of these workers in our opinion, demands that the American Newspaper Guild broaden its jurisdiction and we welcome such a step as a healthy and progressive development. We stand prepared to turn over to you immediately all our organized workers, many of whom are under signed contract at this time.

Many opportunities for joint cooperation will doubtless present themselves in the future, as they have in the past. I am sure that we will continue to apply the only criterion which progressives in the labor movement can acknowledge—that is what is good for the workers and what do the workers want. I am sure that such cooperation will become even more effective under the CIO banner.

John L. Lewis has approved this new international.

## NO COUNTER CLAIM HERE

**CIO Office Workers Put Principle Into Practice**

ST. LOUIS.—Close cooperation with the Guild in its drive to unionize business office employees was pledged in a letter to Heywood Brown, ANG president, read at the Convention, from Lewis Merrill, president of the United Office and Professional Workers of America, who, at a convention over Memorial Day week-end in Philadelphia formed a nationwide union under the banner of the CIO. Some 10,000 workers in AF of L federal locals and independent unions were represented, and the convention unanimously resolved to affiliate.

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## Bargaining Clauses in New Code

Collective bargaining rules as provided in Article XVIII of revised ANG constitution:

Section 1. Collective bargaining on behalf of any membership group shall be guided by the Collective Bargaining Program of the Convention.

Section 2. In contracts the Guild shall be represented by a local or the ANG, but in no event by a unit. Section 3. Not fewer than three persons shall participate in any collective bargaining on behalf of the ANG. The negotiators shall not be members of the unit involved, but the unit shall be entitled to choose observers from its members.

Section 4. The right to bargain collectively for the whole membership of a local or any division thereof, shall lie solely with the executive committee of the local and the results of its negotiations shall be subject to ratification by the unit or units immediately concerned, and by any additional Guild body as provided for by the local.

Section 5. The right to bargain collectively for members of the ANG who are employees of press associations, feature syndicates or news photo agencies of national scope shall be vested in the IEB in cooperation with the Constitution and Collective Bargaining Program.

A final copy of the contract, signed by the Guild and the publisher, shall be sent to the office of the ANG.

The IEB shall permit a local to bargain for press association and feature syndicate members whose bargaining problems are shown to be of a local nature.

Section 6. If units of a chain of papers agree, through their locals, to enter a collective bargaining program under the IEB, such a program shall be binding on those locals until the negotiations are declared concluded by the IEB. All other locals having units of that chain shall not bargain for those units during the period of negotiations without permission of the IEB.

Section 7. All draft contracts shall be submitted in duplicate to the IEB at least 15 days in advance of submission to the employer, and any proposed changes developing during the period of negotiations shall be submitted as they arise. The IEB shall promptly advise the local when these terms are in conflict with the ANG Constitution or the Collective Bargaining Program, and shall, if necessary, designate a representative to investigate such existing conflicts.

Before signature, the IEB shall be allowed ten days in which to examine the final draft of a contract and advise the local as to its conformity with the Constitution and Collective Bargaining Program.

A final copy of the contract, signed by the Guild and the publisher, shall be sent to the office of the ANG.



## URGE FIGHT FOR WPA

### Unemployment Commission Is Recommended

Appointment by the IEB of a committee of three to represent the unemployed and WPA members of the Guild was recommended in a report by the committee on unemployment, and WPA at the St. Louis convention. The committee also urged that the Guild demand of the Administration and of Congress an immediate appropriation of not less than \$3,000,000,000 for continuance and expansion of the WPA.

The committee recommended that the Guild take a livelier interest in and assume the leadership in demanding a WPA job at prevailing union wages and hours for every able-bodied unemployed worker in the country and that the Guild fight measures proposed to deny employment to deserving and capable workers.

The three-man committee, according to the proposal, would be known as the Unemployment Commission and would have the authority to make immediate and aggressive protests against any curtailment of the WPA program.

In a resolution recommending the appropriation of adequate funds, the committee assailed the Administration and Congress for failing to keep campaign pledges and stated that the \$500,000 WPA workers facing unemployment will become a reservoir for the use of employers who seek to depress wage standards and lengthen working hours.

As a long-range policy, the committee recommended that the ANG work for a permanent department or academy of arts whose purpose would be to provide employment for all unemployed professional and white-collar workers in a nationwide cultural program.

The committee further recommended that the IEB be instructed to establish a National Re-employment Service, the aim of which will be to provide jobs for unemployed Guild members.

The IEB meeting at the close of the convention appointed Paul Conely French of Philadelphia and Ted Poston of New York to a committee to which one member will be added to take up the present WPA crisis with the authorities in Washington and advise with the Re-employment Commission.

## Pact Is Upset

### Trick Provisions Bar Milwaukee Accord

MILWAUKEE, Wis.—Negotiations for a contract on the Black Sentinel were completely upset on the eve of the International Convention by the management's inclusion in a final draft of the contract of numerous "trick" provisions hitherto undisclosed in bargaining conferences.

The Sentinel unit, called together in the expectation the contract could be ratified, flatly rejected it, and specified that negotiations should be resumed after the Convention and insisted that an agreement making new salary brackets retroactive to the middle of May be continued in effect until a contract is signed.

The breakdown was followed by an attempt of individuals who had closely identified themselves with management attitudes to organize an "independent" group of editorial employees. The purpose of the group was not clear to Guild officials in view of the fact the Milwaukee Newspaper Guild holds exclusive collective bargaining rights on the Sentinel through a labor board poll.

## STUDENTS OFFER IDEAS

### Seek More Associate Guilds

Full co-operation of the ANG in a campaign to enroll students and teachers of recognized schools of journalism as associate Guild members was decided upon by the St. Louis convention as the result, in no small measure, of activities of Kansas University student members. One person in the national Guild office, the Convention urged, should be assigned to handle the business of associated units.

Four Kansas University associate members, President—Bill Turner, John Barnett, Joe Cochran and "Tug" Mitchell, attended the education committee meetings and offered a specific program, which was largely incorporated into the committee's report.

Under the revised Constitution "students of accredited colleges enrolled in Schools of Journalism, or associated with college news publications" are eligible as before for associate membership, and eligibility was extended to teachers of journalism in such colleges.

Associate student units will apply for their charters through the local Guild and will be associated with them following the Kansas University lead. Dues for associate members remain five cents a month, plus an annual, paid-in-advance subscription to the Guild Reporter.

The Kansas University unit offered to draft a set of rules, to be submitted to International headquarters, concerning organization and membership of associate groups, restricting them to recognized schools and departments of journalism which are members of the

American Association of Schools and Departments of Journalism and to juniors and seniors with ten hours' journalistic credit, and to the staffs of the same schools.

The first student Guild group also offered to co-operate with ANG headquarters in informing and organizing other associate groups. By the start of the Fall term it will have ready a pamphlet to be mailed to all eligible schools and departments of journalism. The group expressed its hope of making the associate Guild units a "definite and vital part of the ANG."

The education committee recommended that the national office set up a list of the associate members, to be mailed to ANG locals so that wherever and whenever possible, employment can be given to those listed and that the ANG consider some sort of solution for the apprenticeship problem in order to control the influx of journalism students during the Summer and at the end of school terms.

Associate members, under the committee's plan, will, as before, have the right to attend open meetings of the local Guild, but not the right to vote. The report urges local Guilds to co-operate in an advisory capacity when requested by the associate unit.

The education committee recommended that while, for the present, an ANG employee should be assigned to take charge of the associate Guild administration, a plan should be set up so that as the associate chapters increase their membership, this administration could be made self-supporting.

## Reelect All

### Farmer Fills Post For Canada

(Continued from page 1)

Farmer was reelected: Morris Watson, New York, First Region; W. E. Homan, Reading, Pa. Second; Garland Ashcraft, Cleveland, Third; Julius Klyman, St. Louis, Fourth; Gunnar Mikkelsen, Milwaukee, Fifth; and Betty Ballantine, San Francisco, Sixth.

Brown, who was elected by acclamation, was put in nomination by Morris Watson.

"This Convention has been one of the most progressive held by any trade union I know of," Watson declared. "Every action has been progressive. Therefore, we must elect a progressive president."

Pointing out that under Brown's leadership the Guild had grown from "nothing to more than 11,000 members" and citing his "great status in the whole labor movement," Watson prophesied that under his continued leadership the ANG would double or quadruple its membership.

Eddy, who was also unopposed, received the votes of all except the Washington, D.C. and Twin Cities Guilds, which asked to be recorded as "present."

Contests developed in the election of two of the regional vice-presidents. In the Fifth Region, J. J. Bidson, Twin Cities president, opposing Mikkelsen, State CIO organizer in Wisconsin, received 23 votes against 97 for Mikkelsen. In the First Region, Zoe B. Fales, Tri-Cities Guild president, received 7 votes to 114 for Watson. Following the balloting, she asked that the Convention vote be made unanimous for Watson.

Under the revised provisions for the IEB, the old requisite that one vice-president be a wire service man was dropped. Watson, who formerly filled this position is now on WPA. The IEB has elected him chairman of its wire service committee.

Prior to the election, the Convention fixed the salaries for the newly-created offices as follows: \$100 per week for executive vice-president, and \$75 per week for the secretary.

Delegates also recommended the

IEB give primary consideration to either Chicago or Toronto, Canada, in selecting the place for next year's ANG Convention. In inviting the Guild to Toronto, Farmer stated he believed it would be good strategy and create a favorable atmosphere for Guild organization in Canada.

## WE GET A "GOOD PRESS"

### St. Louis Editorials Friendly to Aims

The ANG received a "good press" from St. Louis newspapers during its five-day convention. Both with friendly editorials and with prominent news stories the papers set a mark that drew favorable comments from many delegates.

On the opening day the Post-Dispatch devoted its second lead story to the activities at the Convention. The story on the second day announcing the Guild's vote to affiliate with the CIO carried a top head on the front page.

Front-page stories were also run by the Star-Times and Globe-Democrat. Both the Post-Dispatch and the Star-Times carried editorials that presented the Guild as a recognized force in current life. That in the Post-Dispatch, written before the vote on CIO affiliation, said:

"If the Guild takes this step, the decision will be understandable. When the Guild affiliated with the AF of L there was no CIO. A split over the horizontal-vertical union issue was in the air, but the Guild preferred to cast its lot temporarily with the AF of L and await developments. These developments have come with a rush."

"Today the public mind identifies the CIO with vigor and vitality and a remarkable record of accomplishment for labor in fields which have long been closed to the organizer. It would be strange, indeed, if a union of the Guild's character should remain a part of an outmoded crafts organization."

As for the Guild itself, there can be no question as to its usefulness, both in the world of newspaper manufacturing and as a force in American life. Wage scales, which were shockingly low on all too many newspapers that could afford

## Arbiter Rules Firing Condoned

### On Harlem Paper

In a short, cryptic decision, Dr. Louis T. Wright, "impartial" arbiter in the Amsterdam News case in New York City, has upheld the two dismissals involved.

Despite the fact that unit observers and witnesses felt satisfied that charges of inefficiency, inordination and lack of cooperation against the two men were disproved beyond a shadow of doubt during two hearings, Dr. Wright ruled that "it is my considered judgment that the dismissal of both was justified."

Obviously encouraged by this decision, the publishers indicated an intention to continue their ruthless policy of liquidating the unit. On May 17, just three days after the decision, they dismissed Arthur Curjel, columnist, stating they were "doing away" with his department during the summer months.

The Guild contract signed after the successful strike a year and a half ago contained a clause providing for the arbitration of disputed dismissals. With the firing of McCollum and Otley, only four of the original 15 men and women who signed the contract remain. Rumors are already spreading in Harlem that two more of the most active members of the unit are slated to go.

A previous arbitrator had held that the publishers could fire without cause, so long as it was not for Guild activity. In the face of a recent strike threat, after the firing of McCollum and Otley, the publishers agreed to the insertion of a clause stipulating that no employee shall be discharged "except for just cause."

BE IT FURTHER RESOLVED, That while this step is important in itself, the Convention reaffirms its demand for a broad clarifying amendment to the Constitution putting these rights beyond the reach of judicial quibble.

In urging support of the Black-Connelly bill the committee recommended strengthening of the clauses on labor spies and strike-breakers which "are at present inadequate."

They also called for the development and institution of the 3-day 40-hour week. Some publishers were bitter in their opposition, and there are still those who regard the Guild as a menace to freedom of the press. But there can be no doubt as to the trend of the times here, as elsewhere. The Guild's most strenuous strikes were conducted against the Seattle and Milwaukee papers; yet today the Guild has working relations with the management of 10 Harlem papers.

The Star-Times took occasion editorially to trumpet on the ANPA's favorite bogey. It said:

One of the best indications that the American Newspaper Publishers' Association was "seeing things" when it fought organization of the American Newspaper Guild is being offered in St. Louis right at this moment, during the Guild's annual Convention.

The ANPA and individual publishers hoped that the Guild said that if new writers organized and affiliated with the American Federation of Labor, they would color news with a pro-labor bias. The newspaper publisher would not be able to present news objectively, without favoring either side in a labor dispute.

The news reports that are being written of the American Newspaper Guild Convention are written almost entirely, if not entirely, by Guild members, but not a line in their writing reflects that fact. The Guild members report their own proceedings as impersonal as if they were reporting a medical or political convention.

## TO SUPPORT LABORLAWS

### Black-Connelly Bill Endorsed; Court Reform Urged

ST. LOUIS.—Support of President Roosevelt's court reform plan, and all legislation affecting the maintenance of civil liberties.

It also urged local Guilds to exercise alertness in keeping abreast of all legislation that would effect the interests of Guild members and to support or initiate movements for state or provincial labor relations acts that would outlaw labor spies and strike-breaking detective agencies, and to work for measures patently after the Norris-LaGuardia anti-injunction act. It also cautioned them to guard against attempts to pass legislation requiring unions to incorporate or otherwise subject unions to regulation of their membership rolls.

For Court Reform The resolution on Court reform and the Constitutional amendment was:

RESOLVED, That this Convention of the American Newspaper Guild go on record as endorsing the court reform plan of President Roosevelt, recognizing such a move as a vital step toward preservation of basic rights and that a failure by Congress to adopt it would be a betrayal of the popular mandate of the last election; and

BE IT FURTHER RESOLVED, That while this step is important in itself, the Convention reaffirms its demand for a broad clarifying amendment to the Constitution putting these rights beyond the reach of judicial quibble.

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## New Pact Puts El Paso Among All-Guild Cities

The second paper in El Paso, Texas, the Times, signed a contract on June 15 with the El Paso Newspaper Guild identical to that signed recently with the Scripps-Howard Herald-Post. First city in Texas with a Guild contract, El Paso is now in the vanguard of cities with Guild pacts on all papers.

The contracts provide a five-day 40-hour week and a minimum wage scale running up to \$40 per week for five years' experience.

## Minneapolis Pact Signed

### Strike Vote Wins City-Wide Agreement

(Continued from page 1)

a 40-hour week, but not a 5-day week. Other requests were discussed and the management took a strong position that revenue was too limited to stand any increase in operating cost. Fencing continued at subsequent conferences and progress was meager.

Stevens Steps Into Picture Finally assistance was asked of ANG headquarters and on June 2 Don Stevens, international organizer, accompanied the negotiating committee to a meeting with the publishers. Most of the requests were taken up again and the managements were asked if their answer still was "as far as you will go." Their reply was "yes."

That challenge caused staff members a few hours later to call an immediate strike vote by secret ballot. The tabulation showed 91% voting "aye."

The strike resolution set a deadline of 8 p.m., June 12.

On June 4, the publishers were notified and given until 3 p.m., June 8, to advise the Guild officers whether or not they would alter their position.

A strategy committee began functioning. Arrangements were made to set up a strike headquarters and necessary equipment was obtained. From all sides came offers of support. A committee of state and city labor leaders advised the managements they would stand behind the Guild.

Before noon of June 8 a message to John J. Biddison, vice-president of the Twin Cities Guild, asked a meeting. The negotiating committee, including Biddison and Stevens, met with the managements' representatives at 1 p.m. and received compromise offers which included 5-day week and monetary increases.

Unilateral Agreement Although there is a virtual Guild shop in the three papers, the publishers still opposed writing it into a contract and the Guild committee decided not to press the issue. A unilateral agreement was then effected.

The graduated minimum salaries (on monthly basis) run from \$43 for office boys to \$75 in third year, up to a scale of \$100 per month for departmental editors, writers, reporters, copy readers, photographers and art department managers with less than one year's experience and \$200 after more than four.

More for Night Work A differential of six percent upward was provided for night workers, affecting principally the 23 men on the Tribune morning edition. Dismissal indemnities, beginning with two weeks' pay after one and two years and increasing one week annually to 10, are provided, together with a stipulation providing for payment of a similar amount to the employee's relatives in event of death. Vacations, sick leave with pay, mileage rate of seven cents in Minneapolis and five cents outside, preference for office boys in filling beginners' vacancies and payment to employees for matter sold outside of the paper, are other provisions.

The Statement was signed for the management by G. B. Bickelhaupt, George W. Ronald and John Thompson, business managers of the Tribune, Journal and Star, respectively.

The contract covering collective bargaining reads:

It is mutually agreed by and between the Journal Printing Company, the Minneapolis Tribune Company, the Minneapolis Star Company and the Newspaper Guild of the Twin Cities of Minneapolis and St. Paul that for one year to date, June 8, 1937, the Guild shall be the exclusive collective bargaining agency for the employees of the news, editorial, photographic, art, library and other departments of the publishers having to do immediately with the editorial construction of newspapers produced by said publishers.

Regardless of the action of our "representatives" at St. Louis, it is the duty of honest and intelligent Guildmen to stand together to resist the rapine and terrorism to which we have been ordered to submit.

CHARLES L. MARKMANN. (Card No. 3-7061).

## Aid Teamsters Philadelphia Votes

### \$100 For Strikers

PHILADELPHIA.—The Philadelphia and Camden newspaper Guild has contributed \$100 for the support of an AF of L teamsters local that went on strike at the Evening Bulletin on June 14.

The strike was called when the Bulletin, which recently signed a wage and hour agreement with teamsters locals, but refused a closed shop, allowed a rival group of workers to attempt to organize the garage men.

The Bulletin has utilized its first page to announce that it is the innocent sufferer in a fight for control on the paper between the AF of L local and the CIO. The Philadelphia CIO office has emphatically repudiated the Bulletin's statement, declaring it is the national policy of the CIO to stay out of the locking field, and even going so far as to offer to throw a picket line around the Bulletin to aid the AF of L local.

Charles G. Poore, of the New York Times unit, has written the first full-length biography of Goya to appear since 1924. He has made two trips to Spain for material, spent three years actively writing the book and almost ten years collecting the data on which the biography is based. It will be published in October.

Merio J. Pusey, editorial writer on the Washington Post, is the author of a little book called "The Supreme Court Crisis" which Macmillan is publishing. Senator Burke has written the foreword and several other senators who are leading the fight against the President's court plan have endorsed the book.

W. E. Oliver, dramatic critic for the Los Angeles Evening Herald Express, and member of the Los Angeles Guild, and Richard Lockridge,

This was the first Guild to form in Maine and was formed at the time of the St. Louis convention. On June 14, 10 days after organization started, the Guild had near 100 per cent membership, and collective bargaining plans were being rushed.

The Portland Evening News, the only other paper in Portland is being organized.

Laurence Paul Crowley, Press Herald City Hall reporter was elected president.

Fears of firing reprisals during the organization week brought an immediate phone call from Jonathan Eddy in St. Louis, pledging fullest ANG support.

## Charges Stampeding At Convention

New York.

Editor, The Guild Reporter: Today's New York Times' story on Guild CIO affiliation says of the defeated motion for a referendum: "Opponents contended delay occasioned by such an election would be prejudicial and detrimental to Guild activities."

Does the ruling roost seriously expect anyone to believe that the Guild would be hampered in its functioning as a newspapermen's union by thirty days' delay?

The stampeding of this action without real opportunity for the national membership to express itself indicates the fear in the hearts of the tin kins of the Guild that the boys who pay their salaries and/or expenses on Guild business might not turn out on their side in sufficient numbers to put across their messianic dream.

Regardless of the action of our "representatives" at St. Louis, it is the duty of honest and intelligent Guildmen to stand together to resist the rapine and terrorism to which we have been ordered to submit.

CHARLES L. MARKMANN. (Card No. 3-7061).

## Side Lines

By CAROLYN MARK

R. L. Duffus, of the New York Sun, has a new novel, "Night Between the Rivers," coming out on June 28. It tells the story of 18 tensely exciting hours in New York City when a general strike assumes revolutionary proportions and is mercilessly suppressed by martial law. Duffus was at one time an editorial writer for the San Francisco Bulletin, the San Francisco Call and the New York Globe. He is now a staff contributor to the Sunday edition of the New York Times.

Robert S. Allen, of the Washington Post, contributed an article, "Hughes Checkmates the President," to the May 29 issue of the Nation.

Mary Knight, woman's editor of the Literary Digest, describes her adventures as a woman reporter in a book called "On My Own," to be published early in September. Miss Knight was the only woman contributor to the recently issued collection of newspaper stories, "We Cover the News."

Charles G. Poore, of the New York Times unit, has written the first full-length biography of Goya to appear since 1924. He has made two trips to Spain for material, spent three years actively writing the book and almost ten years collecting the data on which the biography is based. It will be published in October.

Merio J. Pusey, editorial writer on the Washington Post, is the author of a little book called "The Supreme Court Crisis" which Macmillan is publishing. Senator Burke has written the foreword and several other senators who are leading the fight against the President's court plan have endorsed the book.

W. E. Oliver, dramatic critic for the Los Angeles Evening Herald Express, and member of the Los Angeles Guild, and Richard Lockridge,

Please send notes about the outside writing of your fellow Guildmen for this column. Address contributions to the Guild Reporter.

## That Schenectady Episode

### Negotiations Checked by Unit Weakness

Schenectady, N. Y.

Editor, The Guild Reporter: The story in the June 1 issue relating mainly to the Schenectady Gazette agreement was incorrect in giving the reason why negotiations for an agreement with the Union-Star were not being continued.

The impression conveyed was first, that the entire staff of the Union-Star had joined the Guild at the "suggestion of the publisher," and, second, that they thereupon intended to withdraw the demands for an agreement. The first point is at least greatly exaggerated and the second is entirely untrue.

After negotiations with the Union-Star were begun four persons who had not previously been members joined The Union-Star unit. The total membership being then 17, their votes were sufficient to affect subsequent decisions. All joined after word had come that the publisher "wanted everyone to join, so he would know the Guild spoke" for the editorial staff.

So much for the idea that the publisher packed the unit. When negotiations ceased on the refusal of the publisher to acknowledge that an agreement would result, the negotiating committee asked the unit to restate its demands and give an expression of support for the next action. The unit instead decided to revise the demands. This was done and they have since been approved by the unit twice.

The reason negotiations have not been resumed is that the negotiating committee contends the unit is too weak in support of its demands. This is not without reason, as the majority in the most recent poll was only 9 to 8.

I write this in justification of the

ZOE B. FALES, President, Tri-City Newspaper Guild.

JANET SCOTT, Secretary-Treasurer.

## Hound Scabs Without End!

### Keep Them Out of The Guild, Urges Former Striker

New York.

Editor, The Guild Reporter: If there is anything that is crying for correction, that thing, in my mind, is the Guild's failure to take proper measures to punish scabs, spies and other enemies.

As one who went through the recent Long Island Press-New York Sun strike, I am confident that I speak for every single one of our former strikers—that the thought that the scabs, as things now stand, can slip into new jobs and even into the Guild is extremely galling.

It is up to us, it seems to me, to make the penalty for betraying the Guild severe. None of these 3200 does and bless you, either. What I have in mind is the distribution to every Guildman from coast to coast of a circular containing the pictures and descriptions of every scab, spy and stooge.

Then, if a Long Island Press scab turned up under another moniker in a distant city, he would be instantly recognized. The next step, of course, would be for the unit to demand his discharge. And, in this connection, I should say that the unit, if it has any strength at all, ought not to take NO for an answer—even if it were found necessary to invoke stern measures.

Most of us are inclined to be charitable, but a strike is like war; and only a lunatic is chicken-hearted when it comes to dealing with traitors during a war.

If anybody thinks that editorial scabs quit the business after their strike engagements, let me say that I personally know of at least two cases of scabs getting good editorial jobs after strikes and sneaking quietly into the Guild. And a case was cited recently of a Newark Ledger scab who had obtained an excellent position in the New York Evening Journal, and quietly joined the Guild.

The Guild, unlike most unions, does not employ rogues to "entertain" scabs and similar rodents. In this policy I concur. It does us credit. But if we don't use slingers we have only one way of chastising the rats—systematic persecution.

If we adopt this policy the ranks of the scabs will thin out, making the waging of successful strikes in the future much easier.

BERNARD TASSLER.

## Says the Publisher Was Maligned

YOUNGSTOWN, Ohio.

Editor, The Guild Reporter: In fairness to William F. Maag, Jr., publisher of the Youngstown Vindicator, and without his knowledge, the Youngstown Guild wishes to correct any misconception a recent article in the GUNS ROROXYA regarding a contract with Mr. Maag conveyed.

At no time during the negotiations did Mr. Maag oppose a contract. The Guild did not succeed in securing the insertion of a clause providing for the payment of expenses incurred in company work. Instead Mr. Maag volunteered this clause.

Mr. Maag, too, felt that the so-called "freedom of the press clause" were unnecessary in a contract.

As to cutting the time limit for the five-day week to take effect (from 90 to 60 days), the Guild did not obtain this reduction, since 90 days had elapsed from the time negotiations started until they were completed. Incidentally, the five-day week is taking effect June 14, exactly two weeks sooner than the contract allows.

In parting, Mr. Maag has been friendly to the Guild from the beginning and adequately deserves this explanation.

STANLEY E. WOLFE (President, Youngstown Guild)



## 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 Annual Convention of the American Newspaper Guild, and that he confine the editorial policy of THE GUILD REPORTER to that specific program."

—Resolution of the 1936 Convention.

Editor: Clyde Beale  
Assistant Editor: Leon Svirsky  
New York World-Telegram  
Staff for This Issue: Elwood Thompson, John S. Edwards (St. Louis), Selwyn Pepper (St. Louis), Victor Weingarten, Adrienne Weil, Arthur McManus.

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

### International Officers of the ANG

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

Vol. IV, No. 13

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June 20, 1937

## BRING IN THE REINFORCEMENTS!

No step taken by newspaper workers in the last four thrilling years seems to us to have opened up so hopeful a prospect as the decisive move toward industrial unionism just made by the ANG. The future is bright for the power and prestige of the Guild, and for higher standards of pay and security for all its members.

Of course admission of commercial workers to eligibility in the Guild establishes no new principle, for we have already united diverse groups in the editorial department. To realize how sound a policy this is, one has only to think of how much weaker the position of editorial workers would have been if reporters, desk men, library workers, tabulators and other groups had each been compelled to bargain separately. Just as employers have played the unions in mechanical departments against each other, they would have had a field day with several unions in the editorial department. Unspeakable chaos would be the result if in addition there were several unions in the commercial departments, separating circulation, advertising, business and promotion workers. The commercial workers were bound to organize in any event; it is better to have them working with us than in some uncertain relation.

The Guild realized from the beginning the basic truth of collective bargaining, that all those working for the same employer, whatever the nature of their work, have a common problem and can bargain on a basis of full equality with their employer only if they are fully united. What it has done now is to extend the application of this principle on a big scale and in a fashion to make industrial unionism the dominant structure of the newspaper industry. Well over one-half of the newspaper industry's workers will be members of the Guild, and that will speed the day of unified action by all departments.

This means that, instead of one department being used to depress the pay of another, as happens when they are separated, each department will back up the others' demands. Right there is the strength of industrial unionism in a nutshell. Editorial workers will gain as much from the support of commercial workers as vice versa. In the light of the Guild's experience, it is no longer possible to argue that the higher brackets suffer. Salary differentials according to types and quality of work have always existed and always will exist as long as employers are interested in maintaining the staff morale which is essential to success of their enterprise.

The new problems that face the enlarged Guild are welcome problems because they contain the material for solution of the bigger task. That is essentially to bring about cooperation among all newspaper workers. It is silly to think of the CIO plan, as some have done, in terms of one department outvoting another. That is like saying that commercial department workers will work to reduce the salaries of editorial department workers. Of course they will not; one group can gain only by supporting the demands of all. On some points, such as hours, restoration of blanket pay cuts, dismissal indemnity, etc., these demands will be uniform for all departments. The formulation of minimum wage schedules for the various classifications is a problem of organizational leadership which Guilds have been meeting successfully and can meet in the future.

The Guild also needs the interest of all newspaper workers in its ambition to improve journalistic standards. Such groups as the advertising men undoubtedly have their own ethical hopes for which they would like the editorial workers' support. And if the editorial staff cannot convince other newspaper employees of the validity of its standards, and enlist their support, how can it expect to convince the wider public? An industrialized Guild multiplies the power we can put behind every valid demand, whether economic or professional.

## So We're Romanticists Again

Its mourning for the lost "chivalry" of newspapermen having worn a little thin, Editor & Publisher, the newspaper publishers' mouthpiece, now flays the leadership of the Guild for excessive devotion to principle.

Acknowledging that the Guild is affiliating with the CIO because it believes this to be the soundest method of organizing newspaper workers, E. & P. complains that the Guild is "guided by the same kind of emotion that sends young men off to the wars to end war. Call it noble and magnificent if you will, but remember that the young men seldom live to enjoy the fruits of their adventure."

"To the Guild," concludes the publishers' organ, "most publishers are crass materialists, but it does seem that newspapers, ownership and employees alike, would be the gainers if the Guild leadership developed a similar enlightened self-interest as a substitute for self-sacrificing fanaticism."

That almost sounds like an offer. It must, indeed, be disconcerting to newspaper ownership that Guild leaders have not developed the "enlightened self-interest" that has made some venal labor officials easy for employers to deal with.

As for the members of the Guild, they have no reason to regard themselves as martyrs nor do they feel the pinch of self-sacrifice. Their "fanaticism" is paying them pretty good dividends in their pay envelopes.

It must be chagrin at this unanswerable fact that is responsible for some of Editor & Publisher's remarkable inconsistencies over the Guild's latest step forward. On the one hand it declaims, oblivious to its past denunciations of our economic aims, that "if the American Newspaper Guild has any mission in the newspaper field, it ought to be the improvement of its members' economic condition." And when it next catches breath, it trumpets again for a "professional organization." Whatever we are, Editor & Publisher doesn't like us.

## 1,500 Signed

### Office Guild Spreads To Big Dailies

(Continued from page 1)  
by the announcement of the 5-day week, to start on July 11.

The first "difficulties" of the new union have been encountered on the Hearst Journal-American and on the Post, the latter of which has a contract with the Newspaper Guild. Negotiations on both cases are in progress.

The day following the first combined Journal-American unit meeting on May 27, at which it was announced that the composing-room "galley boys" were the first group to achieve 100 percent organization, their "leader" and ten others were summarily dismissed for "lack of work." A conference with the management resulted in the men's list of vacation and holidays, which had also been "thrown out" at the same time, were restored. A second meeting with Harvey Kelly, Hearst labor counsel, is scheduled for June 16 for further discussion of the matter. The Journal-American Office Guild unit has already authorized "immediate action" should this conference fail of complete reinstatement of the "printer's devils."

On the Post, twenty-five girls in the book and contest department were suddenly dismissed without explanation, and their places taken by other girls who had been hired the week previously and trained by the girls they replaced. The dismissals occurred shortly before the formation of the Office Guild and ten of those fired joined the new union, asking its executive committee to seek their reinstatement. Conferences with J. Omansky, business manager, brought about re-employment of seven. A recent meeting with J. David Stern, publisher, resulted in a promise by him to investigate why the remaining three, including the two "leaders," have not yet been restored to their jobs.

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## FLUSHING HAS PEACE

### Strike of Seven Months Ends On Journal

The strike against the North Shore Daily Journal of Flushing, L. I., was settled on June 11 when Publisher T. Harold Forbes signed agreements with four unions, including the Newspaper Guild, including better wages and improved working conditions throughout the mechanical and editorial departments.

The three other unions involved were Typographical Union No. 6, New York Printing Pressmen's Union, New York Stereotypers Union. It was the first time in the history of the industry that all four unions had participated in a strike against a newspaper.

### Immediate Pay Rise

The agreements run for two years. That with the Guild calls for an immediate pay increase of 20 percent and an additional 20 percent at the end of a year, Guild shop, severance pay running up to 14 weeks after 10 years' service, a minimum wage scale ranging from \$22.50 for inexperienced news men to \$40 after three years, vacations, sick leave, grievance committee and reinstatement of all the strikers.

Better wages and improved working conditions also were won by the Typographical Union, the Stereotypers and the Pressmen. All of their men were reinstated.

The strike, which began November 23, was directed by a Joint Strikers' Committee composed of representatives of the four unions. It was agreed that none of the unions would return to work until satisfactory settlements were effected by all four.

### Firing Starts Strike

The strike started when a printer was discharged and the publisher refused to confer with Typographical Union negotiators. The printers were joined almost immediately by the pressmen and stereotypers who at that time were not organized.

Two weeks later, after further efforts to obtain a conference with the publisher had failed, the Guild unit of eleven members refused to walk through the printers' picket line or to hand their copy to strike-breakers.

After six weeks Forbes served notice he would reinstate only half of the Guild members. The Guild then called a strike and the joint committee was set up.

Negotiators for the Guild were Carl Randau, Milton Kaufman and Morris Iushewitz.

When THE LITERARY DIGEST says that

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"considers Morris Ernst's *The Ultimate Power* is one of his reading 'musts' it reflects the feeling of liberal readers and thinkers everywhere."

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