

Your Dues And Levies Needed!

THE American Newspaper Guild and its locals are today undergoing a broadside attack that, little more than a year ago might well have destroyed them. Today they are taking it in their stride. The reason is that their bone and sinew is an understanding membership who early learned the importance of a disciplined and organized response to the Guild's financial needs.

The fight now shapes up into one of the most savage onslaughts a union has had to face from organized employers. A glance through the GUILD REPORTER of any recent issue, tells the story. There is the Brooklyn front. There is the Seattle front. There may be one in Wilkes-Barre. The ANPA is on the loose, with its shabby bulletin on 15 different excuses for firing reporters. Hearst is on a company union rampage.

The smaller fry smelled the blood, and from California to Connecticut they are firing Guild leaders. Everywhere the Guild is fighting back. In places it is making labor history.

AS IT FIGHTS these struggles the Guild is undergoing another of its lapses in payments of dues and assessments. The General Fund is scraping bottom, the Defense Fund by a rigid holding down of payments is barely keeping in existence. It is necessary again to make the call to all members and particularly to all local officers to start collection machinery up at full speed.

It is a sociological fact that groups so viciously assaulted as the Guild today, react to the stimulation and become fighting machines that come out on top. This was demonstrated earlier in Guild fights.

But there first must be solid organization, real organization. Organizational genuineness is measured by stability of fiscal structure and REGULARITY of income. Let's keep the Guild genuine.

Let's pay our assessments and catch up on the dues. This is no time for lag, seasonal or other kind.

BUILDING: Let's Roll Up Sleeves And Lick This Crisis!

By JONATHAN EDDY

IN the earliest days of the Guild, when the membership was in the hundreds and such a thing as a dues-paying Guild member had not yet appeared on the scene, there began a cycle which has continued up to the present time. Just as each business cycle shakes the economic life of the country, these cycles shake the Guild to its foundation. We are in the midst of one now. We shall continue to experience such crises so long as the Guild is an open shop rather than a union shop organization.

Every time such a crisis arises there are those who feel strongly that we cannot afford to print in our official organ—we cannot afford to disclose to our enemies—the weak position we are in. The decision, based on the theory that the membership is the union, has always been the same: "Take it to the membership." And today we say to the Guild, even within the hearing of its worst enemies: There is a mounting weakness of finances

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The Guild Reporter

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Hearst Anti-Guild Attacks Grow as Bargaining Spreads

The Hearst chain management, first and most open attacker of the Guild, was apparently beginning last week a new and more concerted series of efforts to disrupt the bargaining efforts of ANG locals.

In San Antonio, Texas, a "loyalty" petition suddenly appeared in the advertising department

Strike Again Beats Eagle Law Attack

'Inquisition' Is Out; Labor Mobilizes a Parade of 10,000

New victories on the legal, advertising and circulation fronts were scored by the Brooklyn Daily Eagle strikers during the past week while all CIO and numerous AF of L unions were mobilizing for a huge outdoor demonstration, Brooklyn's second labor parade, arranged for Saturday, Oct. 30.

The attempt of Publisher M. Preston Goodfellow's counsel, Hallam Richardson, to break the seven-week-old strike by a "conspiracy" prosecution in Coney Island Magistrate's Court struck a snag when a halt was called by Magistrate Nicholas H. Pinto on the Guild's motion to end the "fishing expedition."

The victory, the second in a fortnight, was regarded as of major significance since it defeated an attempt to revive in new form the "conspiracy" conception of strikes, abandoned in New York State in the middle of last century.

Attempt at "Inquisition" Showing no evidence other than the existence of picketing and other lawful strike activities, Richardson had obtained subpoenas for some 60 strikers and sympathizers in a case directed against I. Kaufman, strike chairman, and John Deegan, strike committeeman, and by questioning

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EASY FIRING CODE DRAWN BY A.N.P.A.

Here is the code of causes for discharge of newspaper employees which has been recommended to publishers by the American Newspaper Publishers' Association. The code and the introductory paragraph, circulated in a recent ANPA bulletin, were printed on page 38 of the Oct. 23 Editor & Publisher. The bulletin said:

Because of the Supreme Court decisions and Labor Board rulings it is advisable for employers to keep office rules posted and to keep complete and thorough records showing the work habits, work records and competence of all employees. It is also necessary to make a record if an employee infringes upon office rules and receives a warning, whether or not the discharge penalty is immediately inflicted.

Here are the "grounds" for discharge:

1. Gambling in any form while on the premises.
2. Wasting of supplies, water, light or power.
3. Absence from appointed work during working hours.
4. Having wages garnished for non-payment of debts.
5. Failure to protect his situation in case of absence for any reason.
6. Failure to return materials to their proper places in the proper time.
7. Drinking or being intoxicated in the building or bringing in intoxicants.
8. Neglect to immediately report breakage or failure of machinery, furniture or fixtures.
9. Limiting one's output or directly or indirectly encouraging another to cut down production.
10. Failure to fill out time slips or other records in departments where they are required.
11. Failure to observe the ordinary rules of hygiene for

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Cincinnati Hits At Intimidation

NLRB Complaint Is Filed Against Post

CINCINNATI — The Cincinnati Guild has punctuated its drive for organization of the commercial departments of the Cincinnati Post by filing charges of violation of the Wagner Act against the publisher because of intimidation in the classified advertising department.

The charges, now in the hands of Philip G. Phillips, regional director of the NLRB, are directed specifically against Fred W. Geisel, Post business manager, and Henry Manz, classified ad department manager.

The Guild charges that Manz demoted a woman employee of his department because of her activity in the Guild. The Guild has pointed to her 14 years' service with the Post and has presented evidence of her satisfactory work.

Geisel has consistently refused to meet with Rollin Everett, Guild president, in the office of the NLRB director for a discussion of the question.

"It is regrettable," Everett de-

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Wilkes-Barre Stalled Again

Publishers Continue Dodging Tactics

WILKES-BARRE — Strike in Wilkes-Barre seemed inevitable as the local publishers association continued to stall Guild negotiators who have been attempting for months to reach terms for "vertical" contracts on the city's four newspapers.

The latest of a long series of fruitless, wearisome conferences ended on Oct. 23 after the publishers disputed for five hours the Guild's right to represent employees in all departments. Without surrendering right of representation for all groups, the negotiators agreed finally to negotiate on behalf of the editorial employees first. But from this point the negotiators got only as far as discussion on a Guild shop clause. The conference broke up after H. R. Corwin, chief of the Pennsylvania Publishers Association "industrial department," appointed to "decide" for the publishers whether they would sign a Guild shop contract,

(Continued on page 3)

of the Light, with which the Guild has begun bargaining negotiations on behalf of editorial employees, and at the same time that the management was setting a date for a new meeting it was having posted a new code of stringent office rules apparently intended to make firing easy.

In Boston, a strange election was held among staffs on the two Hearst papers, ostensibly to obtain a choice between the AF of L and the CIO, but conducted by three staff members, who belong to neither, while the managing editor "certified" the result.

Rules Are Similar

In New York, the publisher of the Hearst Mirror, who had previously in bargaining with the Guild, refused to recognize it when it sought last week to bargain on behalf of all white collar employees of the paper.

Coming on the heels of what the Los Angeles Guild has called col-

See Editorial, "Guild's Issue of the Year," Page 8.

lusion between the Hearst management and the AF of L to start a company union on the Los Angeles Examiner, the moves seemed part of a carefully worked-out plan. The Hearst papers initiated firing for Guild membership in 1934, and obliged the Guild to defend itself in two big strikes, in Milwaukee and Seattle.

Full details of the posting of the office rules in San Antonio have not been received, but eight of the rules were taken directly from a set recently sent to publishers by the American Newspaper Publishers' Association.

The ANPA bulletin embodying the set (published in part in another

(Continued on page 4)

BULLETINS

BUFFALO — A contract has just been signed by the Courier-Express with the Independent Editorial Federation, which the Guild charges is a company union. The document lists 21 "causes for dismissal," a five-day week for everybody except those for whom the management may want a six-day week, and establishes grade "A" and "B" reporters. Minimum wages for "junior" reporters are \$40 for the fifth year.

YOUNGSTOWN — The Youngstown Guild has been expelled from the United Labor Congress (AF of L) because it declined an offer of assistance to affiliate with the AF of L. The Congress had misconstrued Youngstown's vote against CIO affiliation in the referendum as a desire to quit the ANG. President Wolfe announced the local was abiding by the ANG decision.

UNIT PRESSES AP FOR 'SHOWDOWN'

New York Guildsmen Convinced Board 'Intends to Dodge Bargaining'

A virtual showdown demand that the Associated Press bargain in good faith was adopted unanimously by the AP unit of the New York Guild on Oct. 26. The Guild, in the meantime, had moved to intervene in a National Labor Relations Board action brought by the Commercial Telegraphers' Union to force the AP to disband a company union through which it is trying to break the telegraphers' union.

Replying to a statement by the AP Board of Directors, the New York unit in its demand declared it was now "convinced that the Associated Press intends to resort to every possible dodge in order to avoid collective bargaining."

The statement concluded with the request that the International Executive Board "take immediate steps with the National Labor Relations Board to assure the execution of the Labor Board's order that the Associated Press bargain in good faith with the Guild on behalf of the employees within the bargaining unit in the New York office."

The statement was immediately transmitted to the Board of Directors in order to bring it before a special meeting of the board which was scheduled for Oct. 28. A covering letter from the IEB reiterated the Guild's request that the AP Board immediately agree to negotiate with the Guild representatives with authority to make an agreement.

Demand Good Faith

"In making this request we assume that your negotiators will be prepared to bargain in good faith independently of any commitments made outside of the Associated Press," the IEB letter stated.

Vice-President Morris Watson, chairman of the IEB Wire Service Committee, said that failure of the AP to make satisfactory reply would result in the starting of Labor Board action not later than today.

The motion to intervene in Labor Board action already brought by the Commercial Telegraphers' Union was filed Oct. 28. The alleged company union, known as the Independent Employees Guild, makes eligible all traffic department employees. Many traffic department employees are members of the Newspaper Guild. The CIOA charged intimidation of employees and fostering of a company union.

Reviewing the history of meetings between the Guild and management representatives, which the AP unit charges "were never in any sense collective bargaining conferences," the unit's statement said:

"Acting on the assertion of the management representatives that they were without authority to conclude an agreement, the Associated Press Unit of the Newspaper Guild of New York submitted through the International Executive Board of the American Newspaper Guild a proposed contract directly to the Board of Directors. The Associated Press Board of Directors rejected the proposed contract and made no effort to submit a counter-proposal.

"Instead, and in a manner which did violence to the spirit and letter of the National Labor Relations Act, the Board of Directors summarily stated these negotiations were 'futile' and therefore 'ended'."

UP Bargaining Set To Begin Nov. 2

Collective bargaining with the United Press for United Press news employees will begin on November 2. The ANG, elected exclusive bargaining agent by a vote of 271 to 84 in a nationwide poll conducted by the National Labor Relations Board, will be represented by Morris Watson, International Vice-President; Kenneth Crawford, of the Washington Guild; and Milton Kaufman, Executive Secretary of the New York Guild.

WATERBURY AFTERMATH

Revenue 'Drops' As Guild Opens New Drive

WATERBURY (Conn.).—Notices have been posted on bulletin boards in the Republican-American plant instructing department heads to reduce expenses because of "a drop in revenue."

They appeared two days after the Guild had mailed invitations to commercial department workers to join and as preparations were being made to negotiate with the Republican management. The invitations cited advantages obtained by the Guild for employees of the Democrat.

Although the notices of J. H. Darcy, business manager, did not reach the bulletin boards until Oct. 25, they were dated Oct. 19. It usually does not take notices so long to travel from the business manager's desk to the boards, and this has created the impression that the notices may have been pre-arranged by factors other than the Guild's extension of membership invitation to commercial employees.

During one of the worst depression years, the Republican-American paid the publisher, William J. Pape, a salary of \$35,000.

Harold E. Senior, Guild president, has organized a crew to go to the public library to measure advertising in the Republican-American for comparisons between this year and last year. There appears little change in the papers.

Stars Join Shoppers League. HOLLYWOOD.—Bette Davis and Miriam Hopkins became active members of the Hollywood branch of the League of Women Shoppers, in support of trade unionism from the consumers' end. The league has supported Guild strikes on the east and west coasts.

Jerome Kurtz and Salvatore Attanasio, both strike veterans of the Newark Ledger, have formed a Newark (N. J.) literary agency called Manuscript Mark. Attanasio will specialize in short stories and novels while Kurtz will handle plays and articles. The new firm will also do translations and publicity.

Hour Guild membership is 100 per cent. The unit voted to ask IEB permission to strike if it fails to obtain satisfactory settlement of the dispute.

HEARST WAS JUST KNOCKED COLD

—So He Couldn't Rescue Lady Free Press From Ravisher

More than 2,000 people watched an unhappy Hearst being knocked out by a stalwart Dean Jennings, and witnessed the foolish antics of an old hag who called herself Freedom of the Press, at New York's Guild benefit for the Eagle strike on Oct. 22, in the Manhattan Opera House. The affair netted over \$2,000.

A skit, directed by Morris Watson, ANG vice-president, showing how publishers look to Guildsmen, was the main feature of the entertainment.

The fight scene, with Tom Cassidy, New York Guild secretary, playing the part of "Willie Hearst (champion of the Non-Collective Bargaining Athletic Association)," was something of a wow. Hearst was knocked completely out by the Guild's Dean Jennings, to the great consternation of the referee. However, Donald Richberg, former NRA chief, saved the day for Hearst by stepping in at the count of thirteen and demanding that the fight be done over again. The second fight had them when Hearst was knocked out again by a Jennings upstart, the Jennings fans went wild.

Richberg saved the day again by bringing in a decision in favor of Hearst, who was pronounced the winner in a good old melodrama style. Simon Guild, with his mustache torn off, proved to be the orchestra pit.

The scene between the old hag Freedom of the Press and Simon Guild, who was seducing her, was done in good old melodrama style. Simon Guild, with his mustache torn off, proved to be the orchestra pit.

CHICAGO MOVING NLRB COMPLAINTS

Membership and Other Drives Also Pushed; 'Liberal' Paper Fears Anti-Labor Expose

CHICAGO.—Two Chicago papers last week fought public issuance of Labor Board charges brought by the Guild as the result of wholesale dismissals, transfers and demotions that came in the wake of last summer's "freedom of the press" convention of the ANPA and other publishers' associations.

Publisher S. E. Thomson of the Chicago Times, which supports the New Deal in some respects, fought strenuously against formal NLRB action, admittedly because the publicity would damage its reputation as a "liberal" organ.

The other paper was the Tribune. Both denied the charges. Action on NLRB hearings is pending.

As the charges were being pressed, ANG Representative Don Stevens went forward with reorganization of Chicago units and the commercial department membership drive. Wide-spread paying up of arrears and strengthening of the Times unit marked the week's activities.

Fifteen hundred copies of an extra edition of the Chicago Guild News, new monthly, four-page printed organ of the CHG, were distributed. Aside from spot news, it featured a compilation of the Times unit travel from the business manager's desk to the boards, and this has created the impression that the notices may have been pre-arranged by factors other than the Guild's extension of membership invitation to commercial employees.

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New Charge

Knoxville Adds to Labor Board Case

KNOXVILLE.—Charging that the Knoxville Journal was acting on a policy of weeding out Guild members, the Knoxville Guild News, a special meeting Oct. 26 ordered its Executive Committee to add the dismissal of Mrs. Lula H. Hubbell, society editor, to the case against the Journal already pending before the Labor Board.

Mrs. Hubbell was fired because of "lack of interest" in her work and given dismissal pay of two weeks. The Guild issued a statement pointing out that Mrs. Hubbell was an active member, and that she was fired just seven weeks after the dismissal of Miss Lucia Brown, assistant society editor. During the seven weeks Mrs. Hubbell almost alone handled all the work previously done by three full-time employees. She was not given help until the Guild filed its charges of intimidation and coercion with the Labor Board.

The local membership formally thanked the Memphis Guild for its "wonderful cooperation" in the Labor Board case.

Rockford Gain

Accord Follows Guild Negotiations

ROCKFORD (Ill.).—Minimum salaries for experienced editorial employees of the Rockford Morning Star and Register Republic are now \$40 a week as a result of Guild negotiations.

Although the management balked at signing a contract containing a Guild shop clause and the Guild refused to sign a contract without one such provision, a memorandum was signed by T. Barney Thompson, editor of the morning and evening papers, and sent to the Guild, placing into effect all other provisions of the contract which had previously been agreed to in negotiations.

With a majority of the members of both news staffs, veterans of many years' experience, the \$40 minimum set up for reporters with five years of experience and the \$45 for sub-editors with two years of experience brought salary increases ranging up to \$11.50 for many.

The memorandum also made official an 8-hour day with equal time off for any overtime worked. It provided that editorial employees shall receive one extra day off every two weeks, making the average working week 44 hours. Dismissal bonuses of one week's pay for every year of service are also provided as are allowances for time off due to illness, and vacations of two weeks each year.

Negotiations for the two units of the Guild were carried on by Ray Small, Herman Nelson, Hal Nelson and Howard Blomberg.

SEATTLE STRIKERS PULL PAPER'S ADS

30 Withdraw From Star in Week's Campaign

SEATTLE.—The Guild's campaign to cut the revenue on the struck Seattle Star last week resulted in 30 advertisers withdrawing completely while ten others lowered their space to a minimum. Of 45 advertisers approached in the week, only five refused to cut their space or cancel ads.

Action by the Guild came in retaliation to a letter sent to Star advertisers by Charles Doyle, secretary of the AP of L's Central Labor Council which is dominated by Dave Beck who is trying to break the Guild strike. Said Doyle: "The Central Labor Council and all its affiliated unions stand squarely behind the Seattle Star, pledging themselves to take the necessary steps to make the Star advertising more valuable to you."

Vigorous exception to Doyle's letter was taken by the Seattle local of the International Association of Machinists, strong AP of L union, which immediately sent a letter to firms patronizing the Star. The machinists, representing 2,500 members, called the Central Labor Council's claim of united support of the Star management "a gross exaggeration."

"We are refusing to patronize the Seattle Star or its advertisers and feel that it is only just that you be informed of this action," said the machinists' letter.

"Many another union, in fact the majority of organized labor in Seattle, takes the same position, and as an American Federation of Labor affiliate, may we suggest that you discontinue your advertising immediately."

Doyle said the letter was "just another piece of Guild propaganda."

Dave (Boss) Beck Revealed In Role of Would-Be Censor

Seattle Teamster Carr (left) Now Has Both Hearst Publisher (Center) and His Mayor in Tow. (See Oct. 25 Reporter.) They Are Shown at Guild Party to Celebrate P.-L. Strike End.

SEATTLE.—Even in the days before Dave Beck, teamster union official, was openly recognized as the boss of all Seattle and of Mayor John F. Dore, he aspired to censorship of the news columns of the ship of the news columns of the Seattle Star, according to an affidavit turned over to the local CIO

council by Charles Daggett, former city editor of the paper. The affidavit said that, during a time when Beck was engaged in one of his many "jurisdictional disputes" with the International Longshoremen's Association, he sent a stogie, Leo Flynn, to the Star office to demand that the longshoremen's statements be suppressed. Flynn, thinking he was talking to Publisher Harry Marshall, issued orders to Daggett, informing him that he was rendering publishers of the city service by preventing newsworthy from organizing.

The dispute, involving warehousemen who chose to join the Longshoremen's union, was "not going to be settled in the newspapers," Daggett quoted Flynn as saying. Flynn finally left, without obtaining satisfaction from Daggett. "That evening," Daggett's affidavit said, "I went to the Labor Temple as a delegate from the Newspaper Guild. Flynn was surprised to see me there. During the afternoon he had thought he was talking to the publisher. I am sure he would not have boasted about the 'favors' he had rendered publishers by crucifying the Newsboys' Union if he had known."

CIO Helps Those That Help Themselves. THERE may be some, too, who, because of the generous assistance extended us during the summer by the CIO, are sitting back and thinking that the miners, the textile workers, and automobile workers, etc., are going to carry the load for the newspaper men.

The assistance extended by the CIO is based on its principle of "Organize the Unorganized!" The reason that such assistance is extended through the Guild is that the Guild has shown its ability to perform this specific task. We know how to organize the unorganized, but this does not imply that the routine and defense necessities of ANG are to be carried by the miners, needle workers, auto workers, etc. We are the agency through which this money (\$5,000 a month from other unions) is spent on the theory that we have learned to stand on our own feet in matters of routine administration and defense. It is true that the administration of the campaign made possible through the ten CIO organizers adds heavily to routine administration and defense expenses. However, it is still the old story—it does and assessments were paid up, or even paid up to the average rate in an open shop union, we should have nothing to worry about at the present time. Indeed, we could take over from the CIO some of the burden which it is now carrying on our behalf, and strike any other publisher, no matter how big, who takes the attitude of Goodfellow of the Eagle.

Another fact about our cynical critics: We always emerge from them twice as strong and effective as when we entered them. Today we have the Seattle Star and the Brooklyn Eagle linked to a frazzle, and soon or later the publishers' association will have to admit it or button up. But we must get down to brass tacks in order to reach that point.

BECK, DORE AND BOETTIGER GET TOGETHER

'CLASS WAR' CRY RAISED BY HANSON

ANPA Attorney Trols Out New Defense In NLRB Case

ALBANY.—Claim that the Guild "is not a labor union" under the meaning of the Wagner Act" appeared as a new publisher defense here at the opening of the Labor Board hearing of the Tri-City Guild's charges against the Press Co., and the Gannett Co.

Elisabeth M. Hanson, attorney for the American Newspaper Publishers' Association who is serving as special counsel for the Press Company raised this point, declaring that the Guild, instead of being engaged in "class war," as evidenced by resolutions it passed. He promised to present "proof" on this point later. In the meantime, he asked for dismissal of the complaint on this ground, and on the further grounds that freedom of the press was violated, that contractual rights were being violated, and that the NLRB had no jurisdiction. Trial Examiner George Bokst denied the motions.

Both Hanson and T. C. Nixon of Rochester, attorney for the Gannett Company denied the Gannett Company has any control over the Press Company, publisher of the Albany Evening News and The Knickerbocker Press, which were merged July 1 into the Knickerbocker News.

A. J. Isserman, ANG counsel in the case, charged both companies with raising the question of constitutionality and inter-state commerce to hide their violations of the Wagner Act.

These violations, the Guild claims, included intimidation and coercion of Guild members, discriminatory demotions and discrimination in dismissals at the time of the merger.

Over company objections, NLRB attorney Lester Levin amended the complaint to extend the period of intimidation back to 1935, to strike the name of Frank Mohan from the list of six Guild officers whose reinstatement was demanded and to add the names of Jo Leonard and Ray Mowers to the reinstatement list.

Mrs. Leonard and Mowers, who both resigned recently, were forced to leave because of demotions, the Guild contends. Mohan went back to work at the Press Company Monday.

The others whose reinstatement is asked are Austin Scannell, John Wanhope, Henry Christman, John Andrews and Richard Jackson.

Gannett attorneys threatened to withdraw from the hearing if the NLRB attempted to "snoop into editorial policies." Levin stated he would limit his questions temporarily to business management, reserving the right to continue questions later on editorial control and orders.

After two days' devoted chiefly to arguments on jurisdiction, the hearing was adjourned until November 10.

NEW YORK RESTAURANT

PIROLLE now at 111 W. 45th —Famous for French specialties. Lunch 55c. Parisian dinner \$1. Wines and liquors. Tel. BRy. 9-6816.

SPEEDGUNS

REWIRE RESYNCHRONIZED \$3

Worn or outmoded parts completely replaced and your Speedgun made good as new except for plating... Send 50 stamp for FREE photoflash exposure slide scale.

S. MENDELSON 202 E. 44th ST., NEW YORK

Wilkes-Barre

Publishers Continue Dodging Tactics

(Continued from page 1) decided that he couldn't decide after all.

The publishers, it was said, were afraid that their readers would not "like" the idea. This statement was made despite the fact that the Wyoming Valley in which the papers circulate is 85 per cent unionized. In the area the words "union shop" are understood by children before they come of school age.

John Kmetz, international board member of the United Mine Workers, is chairman of the Guild negotiating committee. The ANG is represented by Morris Hubert.

The biennial convention of District 1 of the United Mine Workers condemned all four publishers at its sessions at Scranton recently and pledged full support to the Wilkes-Barre Guild, whose membership has authorized a strike on any of the papers.

WPA Jobs Demanded

NEW YORK (FP).—Reinstatement of dismissed relief workers will be demanded of Congress by a bus-load of discharged WPA workers who will arrive in Washington as the legislators open their special session on Nov. 15. On the same day local demonstrations will demand the ousting of Lt.-Col. Bronson B. Somervell, New York City administrator. Supervisors in the four arts projects are also demanding the removal of their administrators, whom they charge with sabotage, demotions and layoffs, contrary to promises.

NLRB Business Drops. WASHINGTON (FP).—Business before the National Labor Relations Board went into a slump during September as compared to business of the month previous. During September 991 new cases arose, involving 180,465 workers, while in August there were 1,122 new cases presented involving 308,006 workers.

YOUR WATCH NEEDS FIXIN'

Take it to the jeweler whom newspapermen recommend. Charges and prices that will please you. Established 21 years. Located a short distance from World-Telegram and Post.

KRASNOW & SONS

80 Vesey Street, New York City. COntinent 7-4978

UNITS HIT BY HEARST

Chain Is Pressing Disruptive Moves in Four Cities

(Continued from page 1)

column) stressed that Supreme Court decisions and the Labor Board rulings had made it advisable for employers to keep "completing and thorough records showing the work habits and competence of all employees," and offered the 18 stringent office rules, infractions of which would serve as grounds for firing.

The bulletin followed closely the veiled advice given the publishers at their annual convention in April by Elsie Hanson, ANPA attorney, who in discussing the Supreme Court decision in the Watson case said:

In the event that a complaint is filed against any one of you on the ground that you have discharged a news or editorial employee because of his Guild activities, it is imperative that you submit evidence to justify your act of discharge on whatever ground it was taken.

The San Antonio Light skipped ANPA rules numbers 2, 5, 6, 8, 9, 10, 11 and 14 and added two of its own.

Guild Replies with Drive

The so-called loyalty petition in San Antonio was circulated among advertising employees of the Light. Resentment against it flared so high that although the Guild advised its members to sign to avoid reprisals, several refused.

Immediate answer was given by the Guild in the form of an intensive organization campaign in the commercial departments. The Guild is now conducting a direct mail campaign among more than 100 commercial department workers on all three San Antonio papers.

Publisher W. W. McIntosh of the Light notified the Guild he would meet the Guild negotiators today to continue contract negotiations. ANG International Representative Douglas Jacobs is in San Antonio to assist with the bargaining and membership campaign.

That Boston Fell

The Boston attack against the Guild consisted of an "advisory poll" conducted on the Record and American on Oct. 24, 25, 26, in which the managing editor co-operated by "certifying" the results.

ANG International headquarters, on the basis of information supplied from Boston, branded the election fraudulent and only one more attempt by the Hearst management to frustrate collective bargaining on Hearst papers. The statement, issued by Vice President Morris Watson, continued:

A simple recital of the facts of the Boston "election" reveals its phoniness. It was conducted by three men who belong to no union whatsoever. The form of the ballot was: "I choose the AP of L or the CIO to represent me." Neither the American Newspaper Guild nor any other trade union with facilities to represent participated in any way. The results were certified by the managing editor of the Boston American, whose very participation makes the whole thing illegal under the Wagner Act. The election was conducted on company time and on company property, making the company per se guilty of an unfair labor practice under the Labor Act. The ballot box was unguarded and unlocked. No trade unionists were present for supervision. It was a company-run election for the purpose of getting a company-desired result.

Because of the absence of any trade union supervision or any opportunity for voters to express themselves on the ANG, Boston Guild advised its members not to vote.

The result was "certified" by Managing Editor James Murphy as being 98 to 50 in favor of the AP of L.

The Guild bargained for both the

So Out Come Theatre Ads

Eagle Pickets in Evening Dress Tell Broadway of the Strike



units involved last March and obtained substantial improvements.

N. Y. Publisher Balks

Refusal to recognize the New York Guild as the bargaining agent for the editorial and commercial departments of the Hearst Daily Mirror was announced by the publisher in the first Guild conference looking toward the negotiation of a contract covering all the white collar employees of this paper.

Posed on technical grounds, the refusal was evidently an attempt by Publisher Charles McCabe, acting under suggestions of the general Hearst management, to stall for time.

Wants Proof

With respect to the commercial group he said he required proof of the Guild's representation, but failed to indicate what form such proof should take. He rejected the idea of a notarized statement by the Guild certifying its membership in the commercial division.

The publisher, when pressed, agreed that he recognized the negotiators as the representatives of his employees in the editorial department, and that he knew them as officers of the Guild. He declined, specifically, to recognize the Guild itself as the representative of his editorial employees, although he engaged in long negotiations last year terminating in a unilateral statement of policy by the management.

Chicago Parleys On

CHICAGO—Conferences with the Hearst American and Herald-Examiner managements were to be held on Oct. 27 and Nov. 1, respectively, following Guild rejection of management counter-proposals to contract demands.

Conditional strike votes were discussed in both units, but action was held in abeyance pending further clarification of the management attitude. Guild inquiries as to support in event of a showdown against the management's demand for open shop, compulsory arbitration, unreviewable firing power and other negotiations of security, brought continued affirmations of backing by printing trades union officials and members.

Ralph E. Fischer, president of Typographical Union 16, repeated previous verbal assurances by stating in a letter:

So far as going through picket-

bar of the Union. Personally, I have been a member of the International Typographical Union for over 30 years and have never walked through a picketline; nor would I as president, ask any member of No. 16 to risk personal injury by passing through a picketline. I am interested in seeing the unorganized organized. A strong, union-minded Guild would benefit all the organized groups of the printing trades industry.

After an off-the-record conference with the full executive board of No. 16, Guild leaders indicated satisfaction as to the support which might be expected from printers if necessary, without formal commitments in advance.

Talks in Pittsburgh

PITTSBURGH—Guild negotiators were to confer on Oct. 23 with Publisher Wilmer M. Jacoby of Hearst's Sun-Telegraph, when he was expected to present a set of counter proposals to a proposed Guild contract. His contract—as expected to embody many of the features in the Press and Post-Gazette contracts signed here last Spring.

At an initial meeting on Oct. 26, Jacoby said that the management would not agree to a Guild shop clause. He indicated that he was not

in hopeless disagreement with the Guild's other clauses. The chief reason for the unit's rejection of a contract offered by Jacoby last Spring was that it lacked a Guild shop provision. The unit had since remained steadfast in its demand for the clause.

Jacoby's reasons for rejecting the Guild shop was the usual freedom-of-the-press one.

During negotiations, the Sun-Telegraph printed a "Freedom of the Press" editorial without mentioning the Guild. The Guild, however, is preparing itself to answer through other public media if the paper launches an anti-Guild campaign.

Near End in Los Angeles

LOS ANGELES—Negotiations with the Hearst-owned Herald-Express were nearing conclusion with wage minimums, dismissal indemnity rates and the Guild shop the remaining points of difference between the Guild and management.

Negotiations have gone forward rapidly since the management discovered that the tactics used to create a company union on the other Hearst paper, the Examiner, succeeded only in strengthening the Herald-Express unit in its determination to win its objectives.

Attempts of the Eagle to reopen branch circulation offices closed by the striking circulation men were made during the past week. Pickets arrived. The offices were closed again, and the management is once more resorting to street corner "offices."

The press run of the Eagle is again reported to have been cut more than 50,000—while the strikers claim that as much more goes unsold on newsstands and is undelivered by the 400 carrier boys who refuse to handle the paper during the strike.

EAGLE SET BACK AGAIN

Court Ends Effort At 'Inquisition,' 10,000 Parade

(Continued from page 1)

In the dual role of both prosecutor and company attorney was seeking to have the court subpoena the strikers' records for public examination.

On the motion of Julius Bagley and A. J. Iscrum, Guild counsel, who argued that the case amounted to an inquisition against the strikers, the hearing was indefinitely adjourned and decision reserved.

The steady stream of advertising leaving the paper is graphically displayed in official advertising reports in Media Records. They show that during the first 25 days of October as compared against the same 25 days a year ago, the Eagle has lost 124,000 adage lines. All other metropolitan dailies were having a decided increase, which the Eagle also was enjoying until the strike was called on Sept. 12.

Ads Run Anyway

The admitted loss, amounting to five full pages, was only a partial indication of the real loss. A number of advertisements were run despite cancellations, it was revealed, when strikers who had pulled ads questioned the advertisers.

Pickets entered two new fields in spectacular manner by putting a "full dress" line on Broadway to demand that legitimate theatres pull their ads, and by picketing a large firm of morticians to insist that it put its advertising in the strikers' dead list.

The undertaker pickets traveled from Brooklyn to the Bronx to place their line in front of the main office of the city-wide business. They had to picket for only three minutes. The undertakers wired strike headquarters: "Pull your pickets and we'll pull our ad."

Just as effective was the Broadway picket line when strikers at night in evening dress and carrying signs informed theatregoers of the anti-labor stand of the advertisers. Four theatres were picketed in one night. Seven theatres pulled their ads in one day shortly after. At this writing the Eagle has only two of the 20 Broadway productions. They are "Susan and God" at the Plymouth Theatre and The Abbey Players at the Ambassador.

Parade of 10,000

Plans for the labor parade were completed at a conference of representatives of all participating unions on Thursday night. They expressed confidence that more than 10,000 trade unionists would be in the line and take part in the mass meeting.

Allan Haywood, CIO regional director for New York, will lead the parade with officials of 17 international unions. Bernard Mulready, City Hall reporter of the City News Association will be grand marshal. His aides will be Ernest Moore, ANG International Representative, and Frank J. Costello, striker.

"Thousands of members of Committee for Industrial Organization unions, like myself," said Director Haywood, "will be in the line of march. And we will sing, with members of unions of the American Federation of Labor, the theme song of labor in the struggle against Publisher Goodfellow—Solidarity."

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The Life of a Guild Striker—Brooklyn Style

There Are No Union Hours On the Picket Line, and Scab Before Breakfast Is Hard to Take—but Jim Takes It

THE day of a Brooklyn Eagle striker is hard and long. It takes a good head and good feet, and plenty of backbone. Union hours are not for him—not yet, until this story is over.

His day lasts from 7 a.m. to 8 or 9 or midnight. There is weariness and despair and humiliation and fear in his day, as well as excitement and confidence and that warm feeling of solidarity with his fellows.

Take the day of Jim, a young reporter. Jim has a wife and child and a cheap apartment an hour's ride away. He is proud of being a reporter, and ambitious to be a better one, but he thinks his job ought to pay enough so he wouldn't have to borrow from his relatives all the time. That's why he joined the Guild. He has never known much about trade unions; this is his first strike.

Jim comes yawning up the stairs to strike headquarters at 7 a.m. The girl at the registration desk yawns back sociably. The janitor is sweeping up.

He goes whistling down to the picket line. He needs to whistle, because the dawn patrol is not so gay. It is grey and cold outdoors and the strikers' faces look grim. They always hope there will be a lot of outside help for the early line—it could start the day with a bang—but there never is. Sometimes they feel isolated and deserted.

They watch the scabs go to work, some coming boldly into the main entrance, most of them sneaking along Scab Alley close to the wall. They shout at them and feel better; but before breakfast the looks of a scab are hard to take. The strikers sing a little, but they're way off key.

Over the coffee, after the picket line, Jim hears J. Kaufman, strike chairman, telling the writer about the strike. There are two kinds of Guild strikes—the kind that ends quickly because the printers won't go through the picket line and the paper can't come out, and the other kind where you have to hammer away at the paper's source of revenue. This is the other kind.

It's Harder Because Brooklyn Is So Big

This strike, "TV" says, is harder than most strikes because Brooklyn is such a vast, variegated, uncentralized area—Flatbush, Park Slope, Gravesend Bay, Coney Island, and scores more—with hours of subways and surface cars and buses and footwork in between.

The bright spots, says "TV," are the striking circulation and advertising people who know how to pull out ads and big chunks of circulation, and the great trades union field from which to draw support.

"TV" goes off to his trial for conspiracy by Coney Island court. "We criminals," he says, "can't sit around all day."

Jim goes back to headquarters. The office is humming now. The "office squad" is on the job—secretaries, bookkeepers, registration clerks, typewriters are going. Out in the backroom somebody is nailing

picket signs on sticks, and somebody sneezes peacefully on the cot.

Pickets come and go. There are 225 active pickets, organized into 12 squads, each putting in two hours a day besides the mass picketing at 7 a.m. and 7 p.m.—11 squads hourly during the day and one at night. Constant picketing goes on at the three main entrances to the Eagle, at Abraham & Straus' department store, head of the back-passing line of Brooklyn department stores that say "I'll pull out my advertising if So-and-So will."

"Tell squads," something new in strike technique, boys with good strong voices and lots of brass, are sent out. One goes to the Bronx, to picket in front of a big funeral concern; then to L.E.T. car barns at Lenox Ave. and 160th and 147th Sts., where it's pay day and Mike Quill (president of the Transport Workers) has given them letters permitting a collection; another to Brownsville to tour A. & P. stores, then back to A. & S., then to a big furniture store, and back to A. & S.; a third to the small classified "recalcitrant advertisers," such as real estate men in Flatbush, where Eagle circulation is heavy.

Moth-Eaten Monkey Draws 9 Police Cars

Two crews of circulation men go off to two apartment houses, homes of scabs, to picket and to distribute letters "Your neighbor is a scab," and to distribute strike papers.

The advertising committee, strikers and newspaper men's wives, sets out to visit the telephone, to pull out the ads they once pulled in.

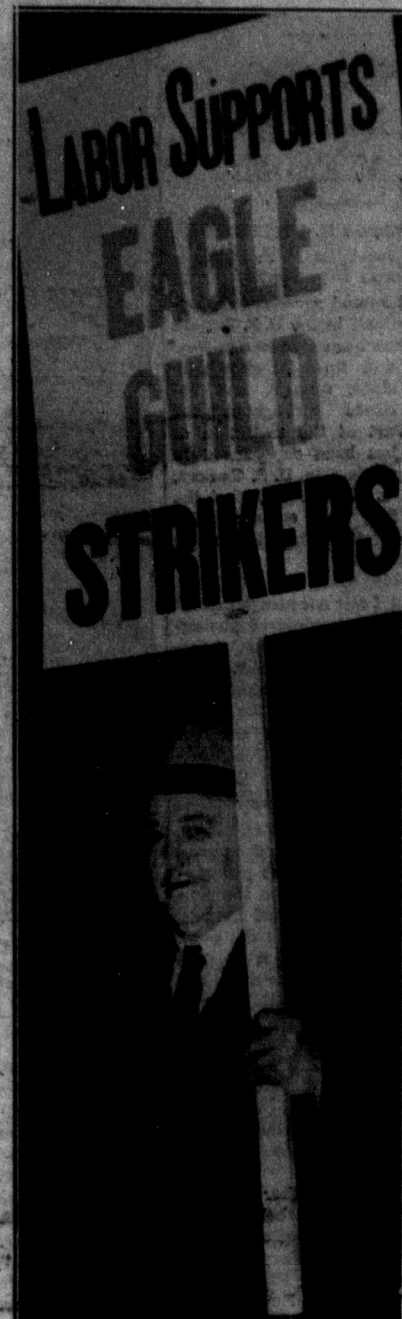
Helen Worth goes with her attorney to see the postmaster, to protest that the Eagle still takes her mail, and then to the court to swear out a summons.

Volunteers come up—every sort—news-paper men's wives, clubwomen, housewives, a few men—and go to work sticking stamps, folding strike papers, typing letters. Reporters in sloth hats and circulation men in derby hats mill around.

Toward noon a grulla shuffles out of the backroom. On his back a sign says "I don't buy my coconuts at A. & S. because they advertise in the Eagle." His brown yarn costume and ferocious face frighten women shoppers at A. & S., but here everyone ignores him. Yesterday women's shrieks at A. & S., as the gorilla ran up and down the escalators, brought a police call and nine radio cars, but store employees shooed the gorilla out a back door and hushed the police.

Downstairs a billgoat, a cute fellow, whose sign says "I'm a goat, but I don't eat coconuts," stands hitched to a wagon full of strike papers.

The sound truck comes along to pick up speakers. Pickets, yell squads, sound truck, gorilla and billgoat—all are headed for the big noon push at A. & S., where even the sky pours the pickets march "just to



Regional CIO Director in New York Joins the Line: Allan Haywood.

keep the franchise."

A carrier boy, back from a district where he has been distributing strike papers, comes to tell Jim how a scab tried to get him back to work. "I gave him this," said the carrier boy, pulling out a mimeographed quotation—Jack London's definition of a scab. "A scab is a two-legged animal with a corker soul, a water-logged brain, and a combination backbone made of jelly and glue...."

Someone comes running upstairs and calls to Jim and others, "Metcalfe's down in the bar, let's serenade him." Metcalfe, chairman of the ITU chapel at the Eagle, makes

'Conspiracy' Charges, Shambling 'Gorillas' Are in Routine

the printers walk through the picket line. If he did not, strikers estimate half the day-side and 85 per cent of the night-side printers would refuse to go to work. Metcalfe had Goodfellow to dinner the other night.

Metcalfe has been drinking heavily since the strike began, but his drinking is not peaceful. Today, as before, a group of strikers goes down to the bar and buys a beer. Pretty quick Jim says to the other boys, "I smell something." He sniffs about. "It smells awful." "It's a rat," says another. "A rat, where's the rat?...Over there in the blue shirt." They sing "The Boss's Man." Metcalfe disappears out a back entrance.

Jim goes to lunch on a 10-cent sandwich and coffee, goes to a stint of picketing at the A. & S., comes back to bat for the picketing captain.

Jim's Wife Joins The Work Crew

Late afternoon finds headquarters buzzing with business—all the committees going strong—advertising, labor, house, citizens, women's, picket, party, transportation, doctors', legal, finances, distribution. Jim's wife comes in, folds papers for a while, goes to dinner with Jim and returns with him to the strike meeting. She comes down every night. Her sister is helping the strike by staying with the baby.

"Who's coming picketing tonight?" she asks. Every night since Monday a different union sends help. Sunday night Jim recalls, the boys and girls were very low. Monday night a lot of strangers began to come in to strike meeting; they filled the stairs and overflowed into the street. Two of them stepped up to the platform and unrolled a great blue banner that read "United Paper Workers Local 292." You could have heard the strikers' cheers for blocks.

This was the high spot of the strike for Jim, but tonight comes another one. Shortly after 6 a lot of big brawny fellows in pea-jackets and dungarees start coming up the stairs. About 100 of them come. Joseph Cullen, general organizer of the National Maritime Workers' Federation, instructed them before they left, "Listen, you lugs, this is a peaceful strike. Behave yourselves, boys. Don't go around turning up trucks over."

The seamen are wonderful pickets. They have fighorn voices. Their favorite songs are "Solidarity" and the strikers' "For He's a Lousy Goodfellow." They start a chant, "Don't set scab copy," low and slow at first, working up and up until the canyon of grey buildings rings and echoes.

Jim and Mrs. Jim turn toward at 9 o'clock. They are hoarse from singing with the seamen. They are tired.

"I know one thing," says Jim, who never knew much about a labor union up until now, "if a union ever asks us for help we've got to go in a body, if they need money we've got to give it to them down to the last red cent."

Canada's Labor Movement Builds Under Heavy Odds

By T. H. HARRIS

THE work of pioneers, as is the work of the rest of the labor movement.

A striking example of that fact was cited in these columns in the description of Quebec's new Act Respecting Workmen's Wages (Guild Reporter of Oct. 19). Other conditions only add to the complications.

Canada nearly had a body of "New Deal" legislation. It was carried through Parliament by the former conservative prime minister, R. B. Bennett, and would have braced labor's foothold. But Canada has its British North America Act of 1867 which is the counterpart of the United States Constitution, and the Privy Council at London has the final say on whether new laws are "ultra vires"—unconstitutional. Canada's "New Deal" was thrown out in all but minor details.

Moreover, the British North America Act can only be amended upon joint address of each of the nine provinces to the Parliament at Westminster. Such unanimity is all but impossible. Just now a Royal Commission is embarking upon an investigation

of the B.N.A. Act, but it is safe to assume that their recommendations will be mild and that they will be further emasculated before presentation for approval in London.

With the exception of railways, mines and certain public utilities (covered by a special act, the validity of which has been upheld), jurisdiction over labor problems is today in Canada purely a matter of provincial competence. So we have nine bodies of law governing labor relations. They are similar in some respects, they vary widely in others, but all have in common the fact that they offer little, if any help to the employee, that they offer a high degree of "protection" for the employer. (In there are also intermixture troubles (which touch us both directly and indirectly), and politics.

Premier Duplessis, deny it as often as he will, is definitely pro-fascist in sentiment and, as far as he feels he can get away with it, in action. He came into power partly on his promise to "bust the trusts" and to help labor. He has befriended the "trusts" and ignored and alienated labor.

To the board set up to administer The

Fair Wage Act (an act designed to establish minima for non-unionized employees) he has appointed: (1) A police magistrate of the City of Quebec as chairman, (2) a member of a National Catholic Syndicate (discussed below), (3) a self-styled labor-leader who turns out to be nothing but a political stooge (ward-heeler in America), (4) a manufacturers' agent, formerly executive in a local advertising agency. Real labor does not enter into the picture at all, and could have no place on any board appointed by Mr. Duplessis. A fifth membership remains open. Representatives of the Trades and Labor Council of Montreal and representatives from Three Rivers and Quebec City are trying to persuade Duplessis that the fifth member should be appointed from labor's ranks. We shall see.

Intermixture difficulties in Quebec are by far more complicated than the CIO-AF of L trouble in the United States.

In addition to those complications we have the National Catholic Syndicates. To these may belong (in Quebec), Roman Catholics who are British subjects and over eighteen years of age. A direct connection with the Church is established through the appoint-

ment of a chaplain to each syndicate. The strike weapon is not entirely condemned, but is deplored. Internationalism is, of course, eschewed and international unions are looked upon by the Syndicate leaders as "subversive of good order." The Syndicates are "stick in estate"; in actual fact, they are perpetually broke.

They were, until very recently, and still are, to a degree, well-liked by employers because employers were able to mould the individual syndicates into what amounted to company unions. More recently, the Syndicates have been getting their backs up. Ten thousand members of the Catholic Textile Syndicate recently went on strike in this province.

Well over half the members of the Internationals in the Province of Quebec are of the Roman Catholic faith. They are good, church-going Catholics, yet when members of Catholic Syndicates strike, their co-religionists in the Internationals wish them defeat. They frankly believe this is the only hope of developing strong unionism among them.

Chaos and confusion! But strength grows from oppression.

POST SIGNS NEW PACT

Improved Contract Stimulates Office Workers' Drive

With a new editorial department contract providing incentive, organization of commercial department employees of the New York Post has been renewed with redoubled activity.

More than fifty business office workers who had permitted their dues to lag during the referendum period, have paid up since the drive began two weeks ago. Several who had never before been members of the ANG, or of the Newspaper Office Guild, have joined up.

An organization committee of twenty-five from editorial and ten from the commercial departments, is heading the drive, with assistance from Guildmen in all departments.

George L. Cassidy, unit vice chairman, is chairman of the committee. Unit members consider the new contract to be one of the best yet signed. It has the most liberal severance pay in Guild history. It further provides that there shall be no loss of pay due to illness, and an "act of God" clause in the two previous contracts was dropped. This clause would have enabled the publisher, under certain conditions, to have dropped large numbers of employees without having to pay dismissal indemnities.

Minimums under the new contract run from \$25 a week for beginning reporters to \$50 for reporters of three or more years' experience and \$65 for copy readers, news makeup men and review men.

Librarians and tabulators get \$35 tops, clerks, typists and secretaries \$33. The top minimum for copy boys went from \$18 to \$20.

Individual raises under the new minimums, in many cases, amount to \$15 a week. The new severance pay is scaled from two weeks after six months of service to twenty-eight weeks after ten and a half years. It averages more than two weeks a year all along the line. New in this year's contract is a provision that severance pay must be given in a lump sum on dismissal. In previous contracts the publisher had the option of pay or notice.

Under a revised system of overtime pay, employees may take cash at time and a half instead of extra time for any overtime in excess of two weeks. This provision is subject to agreement between the employee and his department head.

News-week

Bargaining Snags On Recognition Stall

Contract negotiations opened by the New York Guild with the management of News-week, "Magazine of News Significance," were stalled Oct. 28 by management hair-splitting over the question of recognition.

James Kieran, Guild spokesman, said he would submit a notarized statement giving the status of the Guild in the News-week editorial staff.

Representatives present for the Guild—Kieran and Marc Rosenblum; for the Unit, Jack Balchiff, Jack McDonnell and John Pfeiffer; for the management, Malcolm Muir, president and publisher; T. F. Mueller, and Judge William L. Ransom, former president of the American Bar Association.

The first, a supposedly routine question, became the issue. It was: "Do you agree to meet with the Guild as representing a majority of the News-week editorial staff?" Muir and Judge Ransom asserted they knew nothing of the Guild's status at News-week.

Photographs of 'Life As It Is Lived' Feature Third Annual Camera Show

800 Prints to Go On the Road After N. Y. Exhibit

By EMMA H. LITTLE
Picture Specialist, N. Y. Times
Sunday Parade

The third annual parade of photographers enlisted in the U. S. Camera Salon has just been on view in New York and will soon be shown in museums, clubs, schools, and department stores throughout the country. Part of the collection of 800 prints has been reproduced in the annual publication, U. S. Camera, 1937. It is to be regretted that the annual can't be large enough to include more of the prints that shine in the exhibition.

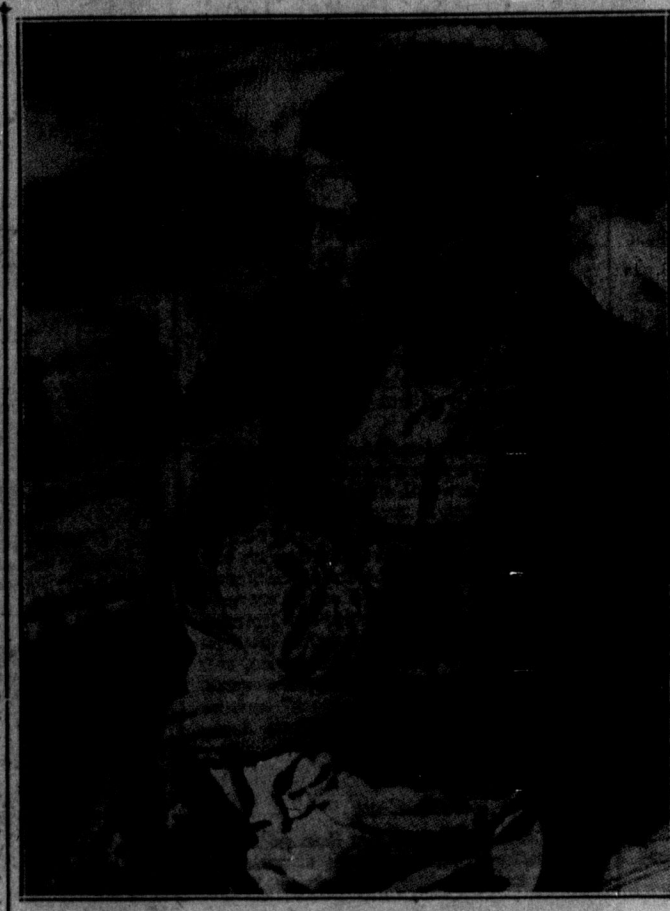
After looking over the 800 prints on the walls, I felt encouraged about the scope of the interest of photographers and convinced that fewer of them are hiding their heads under black drapery while seeking out their subjects. Many of the prints show life as it is lived and not imagined in vague subjective interpretations.

Babies Go On Parade
There is the usual quota of babies. Pretty girls showing off pretty clothes or figures are still pet subjects, both in repose and in the execution of athletic leaps and bounds. These girls have as a rule the point and summoned expressions of professional models but there are other girls looking naturally at what is in their lot in life, in whose faces and poses are recorded large chapters of events and character. The EYE, the enlarged pores on the NOSE, the unmade CHEEK, and magnified TEETH are still with us but seem to be in a justified decline of popularity.

I don't know whether Charles Krutch made TVA or whether TVA made Charles Krutch but one of the best sections in the gallery is given over to his dramatic Norris Dam photographs. Arthur Rothstein of the Resettlement Administration has made an unexcelled photographic record of Americans who have lived in dust storms, drought, and poverty. His much-discussed photograph of the steer's skull casting a foreboding shadow on parched and cracked ground remains as effective as before the storm broke over its authenticity.

Ben Glasha of PWA, shows a well-patterned study of the Bonneville Dam while Theodore Jung of the Resettlement Administration contributes a print that is a pictorial biography of a solitary old man sitting by his battered stove in a primitive cabin. There are records of worth for future historians.

Karger has done two unusually good sequence studies of dancers, one taken in the Savoy Ballroom in



IN CAMERA EXHIBITION: "Flood Refugees," the work of James H. Keen, formerly of the Associated Press, was submitted by the service and included in "U. S. Camera, 1937." Keen is now working on assignment with Time, Inc.

Harlem and one of the Radio City Music Hall Ballet. William Brittain has a notable football shot, taken with an exposure of 1/1000 second which gives the effect of a freeze of four players in suspended action and the ball in midair. The picture has the clarity of a time exposure.

Shark Fishermen Shown
Color photography has an important part in the show. In this group one finds the study by Steichen of a well-modeled blond girl crowned with an enormous heap of tiger lilies. In contrast is the portrait of an elderly, ruddy planter in a blue shirt, by Paul Outerbridge. Pavelle-Jacobs, a team of active experimenters did a large color study of Florida shark fishermen at work on the shore. These prints give a true record of that grisly occupation down south.

The news, scientific, and aerial sections attract enough interest and comment to warrant a larger inclusion of such photographs in next year's show. The morbid love life of the Black Widow spider is told in 22 pictures by George Elwood Jenks and I noted gratefully that the pictures of this venomous heroine were taken as far away as California.

Another life and death story of a

POLL ASKED IN BOSTON

Industrial Pact on Herald-Traveler Is Sought

BOSTON.—Stalled by the publisher's refusal to acknowledge the Guild as bargaining agent for non-editorial employees on the Herald-Traveler, the Boston Guild has filed an election petition with the National Labor Relations Board.

The Guild's editorial department contract with the paper—the first signed in New England—expires December 31. It is now seeking an industrial contract to include the Guild shop, 37½-hour week, and wage minimums for 20 classifications of workers in the editorial, advertising and credit bookkeeping, commercial art, display desk and dispatch departments, and all telephone operators, messengers, janitors, elevator operators, cleaning women, watchmen and composing and press-room helpers.

In conferences that began Oct. 19, Publisher E. W. Preston, reaffirmed his recognition of the Guild as editorial room agent, but declined to state his position on its authority to bargain for other employees. The Guild, claiming to represent 80 per cent of the workers, offered a consent election, group by group. Preston countered with the offer of a plant election, to include even the mechanical department, over which the established printing trades unions have jurisdiction. This the Guild declined.

Preston delayed making his decision on recognition from Oct. 19 to Oct. 21, and then to Nov. 8. President Donald M. Sullivan on Oct. 25 wrote the publisher that the Guild was "glad to grant a reasonable time" for consideration of contract terms, but in view of the question raised as to Guild authority to represent employees an election petition may be filed "in the nature of routine Guild policy." The petition was filed on Oct. 25, Sullivan pointing out that if, in the meantime, the Herald-Traveler recognizes the Guild, it would be withdrawn.

The negotiating committee is composed of Sullivan, Donald Willard, Anna Howe, and C. R. Owens. Unit observers are Edward Allen, M. J. Rosenau, John O'Brien, and Jack Farren.

Negotiations with the Boston Transcript meantime have reached the stage of a tentative counter-proposal from the management.

Negotiating this contract are Sullivan, Allen, ANG Representative Fred Myers, and Barbara Lincoln, executive secretary of the Boston Guild. Moses Smith, unit chairman, acted as observer.

Pittsburgh Stores Unionize
PITTSBURGH (FP).—The United Retail Employees of America, scheduled to meet here Nov. 29 to Dec. 1 in national convention, will assemble in a city where retailing is being band up in the union column in a big way. One of the biggest department stores already is under contract, while negotiations are under way at two others.

A week on the Appleton, Wisconsin, Daily Crescent.

"So when I get a letter from you, full of minimum wages for newspaper men, I know that the millennium—whatever it is—is due on the next train."

A third note was from another writer, Marian Spitzer Thompson of Beverly Hills, Calif. Mrs. Thompson's first newspaper job was on the Brooklyn Times under a city editor named M. Preston Goodfellow.

"As I recall working conditions at the time, a Newspaper Guild would have been very handy to have around," Mrs. Thompson wrote. She sent \$10.

Gene Fowler, Edna Ferber Add to Eagle Strike Fund

Among the former newspaper workers who have contributed to the Brooklyn Eagle Strike fund are Gene Fowler and Edna Ferber, novelists.

Fowler, a former managing editor of the New York American, wrote to President Brown that he knew M. Preston Goodfellow, Eagle publisher. He said:

"The gentlemen—I knew his snug face of old—has the genuine heart of a Frigidair and moves with the spiritual foresight of a gelded mule. 'Already I have sent \$25 to your fund. Enclosed find another \$25. These small sums will be materially increased when I shall have resumed my stance on the Hollywood slave-block in November....

"These Guildmen are my own

people. I can't get excited about the 'struggle' of Hollywood writers. They are fighting for cake and the newsmen are fighting for bread. What a hell of a difference! More power to the Eagle boys! I hope I don't seem maudlin when I say they are my 'brothers.'"

Mrs. Ferber sees the millennium is arriving on the next train.

"I am enclosing a little check (\$50) for the Eagle strike fund," she said in a letter to Brown.

"I am one of those old time newspaper girls who worked on the Milwaukee Journal for fifteen dollars a week, lived on it, and sent money home. I thought I was in heaven—probably because it was three dol-

Other Labor Fronts

'Mutiny' Just a Word to Hobble Growing Maritime Union

The effort to deprive seamen of the right to strike is given a salty flavor by labeling their struggles mutinous. This has been done before, but it still retains the new tang, and sounds a trifle different from the law-and-order wheeze.

At the moment, it is being used to keep fourteen men in a Baltimore jail, while four others are being sought by federal authorities on charges of conspiracy to deprive the captain of the S. S. Algic of control over the ship when it was at Montevideo. This was the same mutiny charge government agencies unsuccessfully attempted to pin on the crew of the S. S. California when it struck at San Pedro, Cal., several years ago.

In the ugly Algic case developments, sailors claim to see an alliance between the "liberal" Joseph P. Kennedy, chairman of the Federal Maritime Commission, and ship owners in a drive for legislation by the next Congress to hamstring the militant and growing National Maritime Union.

What they will seek, it is said, is a compulsory arbitration law similar to the Railway Labor Act. The door being readily would likely be contained in some bill offered in Congress to make easier the hard lot of the sailor, to "protect" him and his rights.

Drips with Drama
The build-up is clear, and it drips with drama that gives the story an easy-to-take coating for the public.

The Algic crew, which refused to work at Montevideo because of a strikebreaking stevedore crew in danger, was ordered placed in irons by Kennedy in a dictum that was "glad to grant a reasonable time" for consideration of contract terms, but in view of the question raised as to Guild authority to represent employees an election petition may be filed "in the nature of routine Guild policy." The petition was filed on Oct. 25, Sullivan pointing out that if, in the meantime, the Herald-Traveler recognizes the Guild, it would be withdrawn.

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WIELDS TRICK GAVEL

A F of L Leader Snags Labor. Slate

DETROIT (FP).—Brightening prospects of success for Judge O'Brien and the labor slate in the Detroit mayor-council election Nov. 2 were somewhat dimmed Oct. 20 when President Frank X. Martel of the Detroit & Wayne County Federation of Labor (AF of L) gavelled through an endorsement of Richard Reading for mayor, fellow victor with O'Brien in the October 5 city primaries. Reading is an old guard Republican.

Martel's action was immediately repudiated by many AF of L local union leaders who called a meeting to endorse O'Brien and the labor slate. It has been seized on, however, by the papers, especially the Detroit News, to make the voters believe that AF of L workers are against the labor slate. The News did this by recording the Martel endorsement in a streamer headline without mentioning how it was railroaded through or the great opposition within the federation meeting to Martel's steamroller move.

While it may lose labor the control of the city just when it seemed within its grasp, the further effects are likely to be disastrous to Martel's labor influence in the city. He began last summer with keen willingness to run on the labor slate for council together with the four United Auto Worker candidates and others. Returning from Europe while rumors from Washington stated that he would lose his local AF of L leadership, he withdrew from the labor tentative slate, took a 20% salary raise and made his peace with AF of L headquarters at Washington. At Denver he voted with the green administration against his own typographical union delegation.

Guild Protests

In S. S. Algic Case

The Guild has joined in the general protest over the Maritime Commission's handling of the S. S. Algic case, in which fourteen seamen are charged with mutiny because of the Montevideo incident. Executive Vice-President Eddy has sent the following telegram to President Roosevelt:

"We join with other unions in protest of Maritime Commission in Algic case and urge the dismissal of officials responsible, including Chairman Kennedy."

The International Executive Board at its last meeting went on record to the same effect.

His philosophy was put into practice in San Francisco, where the Beck Teamster organization attempted to wean unions away from the CIO. The Teamster organizers established the Garage Employees Union as an AF of L affiliate, and then signed its members to partnership contracts for 416 years, during which the employee partner pays \$1 a month in dues and gets nothing in return. Here is one of the contracts signed by C. W. Renshaw, an employee of the Redford Service Station in San Francisco:

To whom it may concern: "I, George Redford, sell and transfer to C. W. Renshaw (one quarter) 25 per cent of ownership in the Redford Super Service, Fell & Broderick-Wal, 1933—a going concern for the consideration of five thousand dollars, \$5,000, in American coin or its equivalent—terms, \$1, one dollar each month for 4999 months. (Four thousand nine hundred and ninety-nine months.)

"Signed—George Redford and C. W. Renshaw."

Chicago Library Workers
Get CIO Charter
Employees of the Chicago public library have been granted a charter by the State, County and Municipal Workers, Abram Flaxer, the union's executive vice-president announced. This is the first local of its kind to join the CIO union.

Several weeks ago employees of the Chicago Relief Administration and the Cook County Bureau of Public Welfare were taken into the SCMW as Local 38. Formerly affiliated to the AF of L, the local, which now has a membership of nearly 500, voted overwhelmingly to transfer to the CIO.

Mayor Helps Strikers;
Bosses Open Fire
Mayor C. R. Bergholtz of Duluth, Minn., the first chief executive in the city's history to make any gesture of aid to a group of strikers, is charged with "inefficiency" in releasing being circulated by a group of Duluth businessmen. Mayor Bergholtz has promised the leaders of 4,000 striking timberworkers that adequate relief arrangements would be made for them in state camps. The men are striking for minimum pay of \$52.25 a month.

Lumber Workers
Appeal for Funds
The International Woodworkers' Union, Pacific northwest lumbermen's organization which has been bearing the brunt of the AF of L's attack upon CIO unions on the West Coast, has appealed to CIO locals and internationals for financial aid in their fight. The union, which broke away from William Hutcheson's AF of L Carpenters' International because it was given no rights or benefits, is fighting an AF of L engendered "jurisdictional dispute" in which it is opposed by state civil and military authorities as well as the AF of L. The ANG has contributed \$25 toward its fight.

The Free Press

Just a Bit of Wistful Wishing By A F of L—Hearst Stooze

LOS ANGELES.—When an AF of L leader taken to the Hearst boom as a stooze for the organization of newspaper company unions issues a fake statement it becomes the duty of no less a personage than the managing editor to write the story.

So it was the M.E. himself who wrote the two-column spread piece in the Los Angeles Herald-Express, Oct. 22, around the statement by J. W. Buzzell, secretary of the Los Angeles Central Labor Council, that AF of L charters had been issued to "newspaper writers" and reporters' unions in Seattle, St. Louis, Chicago, and Albany. Buzzell said he was quoting William Green, who had given him the good news by telephone from Coshocton, Ohio, the Green home. More good news handed out by Buzzell was that Green had been "petitioned" for charters by groups in Washington and New York.

The story was rewritten from the Examiner, Hearst morning sheet, which carried a cut of Buzzell and a two-column head with the story. The papers said Buzzell was prepared to lead a "relentless, determined" drive on the CIO on the West Coast, and an especially relentless and determined one against the Guild.

Once Buzzell was a parish to the Los Angeles papers, but now...

Papers Disregard News
in Advertiser's Strike
CINCINNATI.—A strike of clerks and warehousemen at the May-Stern Company, retail furniture firm in the downtown district, apparently is considered "news not fit to print" by the city's three dailies, the Scripps-Howard Post, McLean's Enquirer and Taff's Times-Star, judging from the fact that not a line has been printed about the strike.

It is the first instance of complete suppression of news of a strike here in a long time. The May-Stern Co. is a large advertiser in all three papers.

The Labor Chronicle, publication of the AF of L's Central Labor Council, featured the story of the strike on page 1 and carried the following editorial comment:

No mention has been made of

"The American took no sides—of course, it is impossible not to take sides in a thing like that, but we wrote both sides of the story as best we could. We have always been friendly with the Chicago Police Department and we still are. They are a fine force and they did an outstanding job down there in Gary. As it turned out, those who were injured were only professional organizers, anyway, and not the poor Illinois workmen trying to protect their jobs and families as they would like to you think."

'SPEED' WINDSOR

Bedaux 'System' for Duke's U. S. Visit

WASHINGTON (FP).—Chances that the Duke of Windsor will learn something about how the other half lives when he tours this country were held to be extremely slim when it was noted that his companion and instructor will be Charles E. Bedaux.

Bedaux is the originator of the infamous Bedaux system, cursed by workers on two continents, designed to increase the profits, "cut labor costs," speed up production and turn the industrial worker into even more of a robot than he is today.

Owner of a chateau in Monte, France, Bedaux and his wife have been close friends of the Duke and his wife. It is Bedaux who will manage the Duke's forthcoming jaunt across the United States "to study housing and working conditions."

The Bedaux System, most popular of the "scientific management" systems, was introduced to industry in the period between 1915 and 1925. Its use nets Bedaux a royalty.

In 1925, the British Trades Union Congress, faced with the intolerable speed-up which came with the Bedaux system, instituted an investigation of the process. It found that the system produced an increase of 50% in production with only a 20% increase in earnings and a 20% decrease in unit costs.

By 1925 the Bedaux speed-up spread so rapidly in the United

States that the American Federation of Labor undertook a study of the method and published the results of its inquiry in the September, 1935, issue of The Federalist, its official organ.

According to the AF of L the essence of the system is the introduction of time study men into the plant who, by using stop watches and charts, determine the normal speed at which a worker should proceed. This normal speed is then translated into a term, "60 B's," and workers producing above this rate are paid a premium. Foremen and supervisors are also paid a premium, which comes out of the premiums earned by the workers.

"Stripped of its pseudo-technical verbiage," the federation says, the system "is nothing more or less than a method for forcing the last ounce of effort out of the worker at the smallest possible cost in wages."

Bedaux engineers claim there is no speed-up in the system inasmuch as workers are paid a base-rate and need not earn premiums. The federation gives that foremen are paid premiums from the premiums earned by the workers in their department and therefore exert every possible pressure to secure faster work. Furthermore, standards are set extremely high and workers must strain every nerve to keep up.

The Guild Reporter

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ington).

"... It shall be the duty of the GUILD REPORTER, under the supervision of the IEB, to promote in every legitimate way the policies of the ANG as established in Convention, and to confine its editorial policies to that specific program. All notices printed in the REPORTER shall constitute notices to the entire membership." — From Art. XX, Sec. 1, ANG Constitution.

GUILD REPORTER deadlines: For letters and feature material, Tuesdays; for news, Wednesdays, and bulletins on Thursdays.

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The Peace Parleys

The peace offer submitted by the AF of L representatives in the conference with the CIO at Washington is worse than should have been expected, even as a basis for haggling. Presumably it was seriously made. If so, it is a shocking revelation of utter moral and mental bankruptcy. Here are the two proposals in full:

CIO OFFER

1. The AF of L shall declare as one of its basic policies that the organization of the workers in the mass production, marine, public utilities, service and basic fabricating industries shall be effectuated only on an industrial basis.

2. There shall be created within the AF of L a department to be known as the CIO. All of the national and international unions and local industrial unions, now affiliated with the CIO, shall be affiliated with such new department. This department shall be completely autonomous, operating under its own departmental constitution, and shall be directed by its own properly designated officers.

This department shall have the complete and sole jurisdiction in regard to (a) the organization of the workers in the industries described in point 1 above, and also (b) any matters affecting its affiliated organizations and their members.

3. There shall be called at such time and at such place as may be agreed upon between the AF of L and the CIO a national convention which shall be attended by all of the national and international unions and local industrial unions affiliated with the CIO and the AF of L. This convention shall be called for the purpose of approving the foregoing agreement and for working out the necessary rules and regulations to effectuate the same and to guarantee the fulfillment of the program.

AF of L OFFER

1. All national and international unions chartered by the American Federation of Labor now holding membership in the Committee for Industrial Organization are to return and resume active affiliation with the American Federation of Labor. Immediately upon resumption of such affiliation with the American Federation of Labor these organizations will be accorded all rights and privileges enjoyed by them prior to the formation of the Committee for Industrial Organization and as is provided in the constitution and laws of the American Federation of Labor.

2. In respect to other organizations affiliated with the Committee for Industrial Organization: Conferences shall be held immediately between representatives of organizations chartered by the American Federation of Labor and organizations chartered by the Committee for Industrial Organization with each other, for the purpose of bringing about an adjustment to bring the membership into the American Federation of Labor upon terms and conditions mutually agreeable.

3. Organization and administrative policies not mutually agreed to shall be referred to the next convention of the American Federation of Labor for final decision. In the meantime an aggressive organizing campaign shall be continued and carried forward among the unorganized workers along both industrial and craft lines as conditions and circumstances may warrant.

4. The foregoing contemplates the establishment of one united, solidified labor movement in America and the termination of division and discord now

GUILD'S ISSUE OF THE YEAR

ON Page 1 of the GUILD REPORTER of Nov. 15, 1935, appeared these news heads: "LONG WORK WEEK HITS MORE CITIES; GUILDS PROTESTING"... "CHARGES FILED AGAINST AP IN WATSON FIRING." In top center of the page was this: "THE FIVE-DAY WEEK IS THREATENED! A STATEMENT BY THE NEB."

What memories are invoked by the then unconsciously prophetic mention, in a "bank" about the returning 6-day week, of this among other locals: "MILWAUKEE." It was months before the Milwaukee strike and Seattle wasn't even organized. The publishers were trying to back us into a corner then; they thought they could take away what was then our greatest gain.

THAT "Statement by the NEB" significantly ended with these words:

"What shall we do to save the five-day week? is the question being debated in city rooms and Guild meetings throughout the country today. Build, expand, solidify the Guild! Yes, that is the long range answer. But in the immediate circumstances, we seem to hear a more resounding reply: Guildsmen today will stand by to support as never before, morally and financially, that Unit and that Guild which, after due consideration, decide to join the issue in a real fight for all of us. And on this crucial principle of the five-day week, the voice not only of the ANG, but of all organized labor will be heard."

Just two years ago. Facing enormous odds. Not half the 4,000 nominal membership yet trained to pay dues regularly. The ANG heavily in debt. The referendum for affiliation with the labor movement defeated by a hair's breadth under a two-thirds rule. Convention-voted policies—especially in finance—under attack by a membership minority. The publishers' assault on the five-day week, the Guild's greatest gain, sweeping the nation and already roaring at the very gates of our strongest local, New York City.

It was in this situation that the embattled ANG leadership defined the issue in its Page 1 statement, sounded its call for the counter-attack, threw into the breach financial reinforcements from those progressive industrial unions which already had proved to be our surest friends, halted the 5-day-week plunderers at the Hudson River, rallied the slim national membership, led the organization on the march of financial regularity, of majority-rule democracy, of resounding entrance into the American labor movement, of strike and strike again—to victory throughout the land for not only that basic five-day week, but many another boon and for frank union recognition. Those gains went far toward revolutionizing the newspaper work of a nation.

existing within the ranks of labor. Therefore, the Committee for Industrial Organization shall be immediately dissolved.

The CIO proposal to become an autonomous department grows directly out of the AF of L craft record of frustration of organizing efforts. Despite the magnificent demonstration of a superior formula the AF of L offers not one solitary concession to allow the progress to continue. It merely invites the CIO to divide itself up and be dealt with piecemeal by the present AF of L machine. The auto workers of 1934 and the steel workers of 1919 were sacrificed in just such a way.

The labor movement under CIO leadership offers greater promise to the American people than any other known force. The CIO must continue its work, whether with the AF of L or in spite of it.

The Axe Is Nicked

Because of increases in the price of newsprint—and perhaps also because of publishers' recent loss in the stock market—"table talk" at publishers' meetings these days, according to Editor & Publisher, is preoccupied with "the necessity for retrenchment."

A few years ago that would have sounded ominous. We can still remember what it meant: Pay cuts in the editorial and commercial departments. Those sectors in the newspaper budget were where retrenchment could be made with the least resistance. It's different now. No more eloquent testimonial to the effectiveness of the Guild has been given than Editor & Publisher's eavesdropping observation that this time "pay reductions are not on the program."

What is on the program? Various ways to meet the emergency were suggested by publishers at a recent meeting of the Inland Daily Press Association. One man, Edward A. Chappell, of the Chillicothe (Ohio) Scioto Gazette, came up with two ideas:

The parallel of 1935 and 1937, November, is startling.

In November, 1935, the American Newspaper Guild had just come out of a crucial convention which made it a trade union. It was confronting the supreme test of survival and growth as an organization, a test of its power to (1) finance itself regularly, (2) unify further its membership after a referendum and internal differences on policy, (3) expand in the face of increased publisher hostility and the needs of herculean educational efforts among the unorganized, (4) stop and reverse an attack on the 5-day week, (5) achieve union recognition.

In November, 1937, again the American Newspaper Guild has just come out of a crucial Convention, which made it this time an industrial union. Still it confronts the test of its power to finance itself regularly. Again it must unify further its membership after a referendum and internal differences on policies. Still it must expand and though the unorganized today know more about the advantages of unionism, the opposition of the publishers is better organized. And—

Again they are trying to back us into a corner, this time by concerted firings in a score of cities—under the cover of their ballyhoo about the Guild shop.

WHAT—beyond finance, beyond unity, beyond organizing the unorganized—is the American Newspaper Guild's supreme test of this hour? What is the challenge that confronts it on the basis of its own membership-pronounced adjectives, of its own rising strength, of the forward sweep of the labor movement, of the nation-wide employer attacks on the very vitals of employee organization? What is that issue, that organic element of our structure that must—before all others—be won? What is the final, rock-bottom, never-to-be-lost-sight-of slogan of the American Newspaper Guild in the Battle of 1937-38?

The publishers themselves have written it through their firings. The Battle of 1937-38 is for:

GENUINE JOB AND ORGANIZATIONAL SECURITY WITH AND THROUGH THE GUILD SHOP!

In the words of the old NEB's call of 1935, it is time again to say: "And on this crucial principle the voice not only of the ANG but of all organized labor must be heard!"

For we shall not well survive, let alone expand or greatly further benefit our membership, as a union come-of-age in the American labor movement, unless we demonstrate now up to the hilt our power to establish and enforce the right of our membership to the job.

As our success to date led us inexorably to this test, our success tomorrow depends on how we meet it.

There is no other answer but the Guild shop!

(1) "We are going to need smarter editorial workers than ever before"; (2) publishers present were asked to raise their hands if they gave free copies of their paper to their employees. It developed that 10 percent of the publishers were charging employees for it, and they reported it worked satisfactorily.

The theme that recurs most frequently is a tighter ("tenser") paper and elimination of some features. In other words, less editorial content for the readers and fewer jobs for employees.

Will W. Loomis, president of the National Editorial Association, sounded a note of alarm at the Inland meeting about "Erosion in the Newspaper Field," counting as one of the forces of erosion the unionization of workers in the ANG. He was evidently thinking of erosion of publishers' profits. The Guild is concerned about a different kind of erosion, more menacing to the industry and the people who work in it. That is the erosion of both the quality of papers and workers' opportunities for a livelihood by profit-mad publishers.

This new retrenchment drive is very potent reason for strengthening the Guild. Publishers will keep their axes sheathed only so long as Guild units remain strong and militant.

This time they won't retrench on us!

The manner in which local (CIO) unions have been dissociated from state and central (AF of L) bodies furnishes further evidence of President Green's distorted views as to democratic procedure. The question of unseating delegates from proscribed unions is not submitted to the delegates for a vote. Delegates from local unions whose internationals are under the ban are disqualified and removed by mandate. Mr. Mussolini developed this method of ridding himself of troublesome opponents some years ago. The success of a convenient autocracy has now been substituted for democratic methods which governed the Federation for fifty years.—Charles P. Howard in the Typographical Journal.