

The GUILD REPORTER

Official Organ of the American Newspaper Guild, an Affiliate of the C. I. O.

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THE MARCH BACK TO WORK

Union-Made Was This Back-to-Work Movement Witnessed in Brooklyn as Eagle Unit Members Returned to Their Jobs Behind Flying Banners. The Double File of Victorious Strikers Wound Around the Corner to the Strike Headquarters.

Insults Pass In UPT Talks; Attitude on Pay Eased

Imprecations and concessions were hurled at the same time in last week's bargaining with the United Press Associations—the newspaper world's last big holdout on the five-day week.

The management, creeping up on advances at a snail's pace in the two-months-old negotiations, yielded to the Guild's request that there be not more than two wage differentials according to population of cities, and made minor wage concessions.

It continued to maintain that the five-day week was "not applicable" to its business, but increased its severance pay offer from 11 weeks

(Continued on page 5)

Assessment Set By IEB

The IEB Finance Committee announces a 50-cent assessment, payable Jan. 21, in the following statement:

With the victory in Brooklyn, biggest struggle in the ANG's history, the entire Guild membership will naturally concentrate with renewed vigor on all phases of organizational activity. A major part of this activity must be the rebuilding of our finances, strained to the limit by the strike. The highly effective strikes in Seattle and Bayonne must be carried to their successful conclusions. There are heavy debts of the Brooklyn Eagle strike to be paid off.

The International Executive Board at its last meeting levied an assessment of fifty cents, but left the date of its payment to the Finance Committee. This assessment is hereby declared payable Friday, Jan. 21. The long advance notice should make prompt collection a matter of course.

F.D.R. REAFFIRMS BARGAINING STAND

THE WHITE HOUSE
WASHINGTON

December 22, 1937

Dear Mr. Beals:

I have received your letter of December fifteenth and have examined with much interest the copy of The Guild Reporter which you enclosed showing progress made in organizing the Guild throughout the country. I congratulate you upon all you have achieved to vindicate the fundamental right to collective bargaining and trust that your organization will always uphold the highest traditions of a free press so essential to the proper functioning of all of our other democratic institutions.

Very sincerely yours,

Franklin D. Roosevelt

Mr. Clyde Beals,
Editor,
The Guild Reporter,
1560 Broadway,
New York, N. Y.

President Congratulates Us On Progress In Gaining Fundamental Rights

President Roosevelt's congratulations to the Guild for its achievements in vindicating "the fundamental right to collective bargaining," were conveyed in a personal letter from him last week.

The letter was based on the President's reading of the fourth anniversary issue of the GUILD REPORTER, dated Dec. 13. Containing the summary of Guild gains during the first four years, the paper was sent to the President by Clyde Beals, editor.

This was the second honor paid by the President to the Guild within a week. The other was his reading of President Heywood Broun's

Christmas column as his own Christmas message to the nation. While this was a personal honor for Broun, the Guild shares in the pleasure.

The column was that published on Dec. 23, relating a Christmas Eve conversation with a venerable dominie, who said:

"Tomorrow I must go down into chapel and preach a Christmas sermon. And I must speak of peace and good will toward men. I know you think of me as a man too cloistered to be of any use to my community. And I know that our world is one of war and hate and enmity."

Eagle Unit On Job Again; Non-Strikers Discharged

Economies Bring 10 and 20 PC. Pay Cuts To Those Who Stayed In

(Text of the Brooklyn Eagle contract on page 6)

The Brooklyn Eagle strikers were back at work last week under the protection of their contract, while the Grievance Committee established by the contract was busy in conferences with the management seeking to adjust the workers in their restored positions.

Drastic economies, effectuated the day after the strikers' return, brought the dismissal of between 25 and 30 non-strikers. Others

were expected to go this week. Those not dismissed had their pay cut 20 per cent if they received over \$30 a week and 10 per cent if under \$30. It was understood that no indemnity was paid the non-strikers. Forty strikers laid off under the agreement reached in the strike settlement receive 20 weeks' pay.

The Grievance Committee went into action on Wednesday conferring with the publishers on a long list of complaints regarding, in the main, placement of strikers.

Bayonne Paper Is 'Wrecked' Publisher Says

BAYONNE, N. J.—The Bayonne Times is a "wreck" and "will never regain its business."

Publisher Herman Lazarus made this statement to a Guild committee late last week in an attempt to persuade them to call off the strike which has reduced the publication to a skeleton.

In a much more conciliatory mood than at a few previous conferences, the meeting was the first at which the publisher did not issue ultimatums and demand that further conferences be conditional upon concessions by the Guild. Each such demand has been promptly rejected by the strikers. Lazarus, however, was unwilling to offer terms as favorable as those to which he agreed on hours and wages prior to the strike.

Coached by his attorney, Lazarus also made technical and legalistic objections to virtually all other Guild demands. Representative Hull was Guild spokesman.

After a day of discussion at which very little was accomplished, the Guild agreed to meet with the Publisher again this week. The strikers met after the conference and unanimously voted to instruct the negotiating committee to in-

(Continued on page 2)

Special Appeal Brought \$700 Aid

Almost \$700 in contributions for the Eagle strike was received from a group of higher paid newspapermen who answered a special appeal for aid.

Mrs. Franklin D. Roosevelt, ANG member-at-large, was one of the early contributors of the 65 persons responding up to the middle of last week. Those signing the appeal included R. L. Duffus and Ralph Thompson, New York Times; Lewis Gannett, Herald Tribune; Reuben Maury, Daily News; and Dorothy Dunbar Bromley, World-Telegram.

1938 CONVENTION SET FOR TORONTO

The American Newspaper Guild's 1938 Convention will be held in Toronto, the second week in June, it has been decided by the International Executive Board. The invitation to Toronto was made by the local Guild to the St. Louis Convention, through ANG Vice President Harry R. Farmer.

NCNG Organizes 9-Union Unity Talk

Committee of Newspaper Craft Leaders Will Meet on Call During the Guild's Negotiations in San Francisco Region to Discuss Problems

SAN FRANCISCO—An important step toward unity, understanding and cooperation among newspaper unions was taken here with the organization by the Guild of a committee representing nine unions. The organization took place during a period when the Guild is in negotiation with practically all newspapers in this region for renewal of agreements, and on behalf of commercial department workers.

The committee's purpose is to discuss problems of mutual interest and exchange information. Unions represented at this initial meeting were the Guild, typographers, stereotypers and electrotypers, news pressmen, mailers, news vendors, circulators and distributors, ink and roller makers. Delegates were elected or appointed by the various unions before Guild speakers appeared before them, inviting cooperation.

The committee, which is without name, will hold meetings on call during the period of negotiations, and it is proposed to make it permanent. It was agreed that prior to the termination of negotiations a meeting will be held and the Guild's bargaining status explained. The proposed contract was explained at the initial meeting by Charles L. Irvine, ANG representative.

AGREEMENT REACHED WITH PEOPLE'S PRESS

CHICAGO. — Agreement has been reached on a "chainwide" Guild shop contract between People's Press, Inc., and the ANG, covering all the paper's employees throughout the country other than those already under other union contracts. The newly covered employees include chiefly editorial, advertising, business office and circulation workers, most of whom are stationed in Chicago and New York.

In a single 45-minute negotiation session, Frank Palmer, head of the concern, agreed to virtually every request of the Guild. The contract will be signed upon membership acceptance and IEB approval.

Included are the Guild shop, 5-day 40-hour week for editorial workers and a 39-hour week for commercial departments; overtime; vacations up to three weeks after three years service; unequal severance indemnity of one week after six months, two after one year, one week additional for each year thereafter without any maximum; a struck work clause and other standard provisions.

Negotiations for increased salaries are to open by April 4.

Guild, AF of L Engineers Join in Radio Station Organization

MINNEAPOLIS—Radio station organization and negotiations have been undertaken by the Twin Cities Guild.

A unit has been organized at WTCN, NBC network station owned by the Minneapolis Tribune and the St. Paul Pioneer Press and Dispatch encompassing news and sports announcers, regular announcers, script writers, production men, stenographers, bookkeepers and switchboard operators. This field was entered by the Guild on advice from ANG headquarters that the ownership of the station established it as a department or branch of the newspapers.

The organization followed the discharge of Steven Wells, director

MEMBERSHIP DOUBLED IN PHILADELPHIA

PHILADELPHIA. — The membership of the Philadelphia and Camden Guild doubled in the last year, rising from 460 members to 882, it was announced at the Guild's annual meeting and election. About 200 of the new members came from commercial departments of the newspapers, and the remainder from editorial departments.

The Guild, it was announced, won an estimated \$85,000 during the year in wage increases on the Philadelphia Ledger and Record, while it was reported the Bulletin management has passed out \$50,000 in raises in a vain effort to stop organization. Despite these raises, wages on the Bulletin, one of the richest papers in the country, are in many respects under the Guild minimums established on the other papers in the two cities.

The meeting authorized a referendum on increasing dues, recommending the increase, among other reasons, for the purpose of strengthening the Guild to meet increased publisher resistance. A collection was taken for the Brooklyn Eagle strikers, netting \$90. Charles L. Polk (Lederer) was re-elected president; Max Wags (Record) and Alexander Kendrick (Inquirer) were re-elected vice-presidents; while William J. Parson (Inquirer advertising department) and Stewart Hamill (Bulletin) were elected to the remaining two vice-presidential offices. Richard Cornish (Camden Courier-Post) and Robert Reiss (Record) were re-elected secretary and controller.

SHIFT MADE IN STATUS OF ORGANIZERS

International Representative Don Stevens has been transferred to the ANG payroll as a result of an order from the Committee for Industrial Organization to remove an additional member of the organizing staff from the CIO rolls as of Jan. 1.

Through an arrangement with the Chicago Guild, \$50 contributed weekly to the ANG by the local will be earmarked for Stevens' continued operation there. The local had agreed to carry organizing expenses after a recent conference between the Chicago Guild representative assembly and Executive Vice President Eddy, the payment being made conditional upon the presence of an international representative in Chicago.

Under the plan the ANG will pay for Stevens' time and expense when, by arrangement with the Chicago Guild, he is used outside of the city by the ANG.

Fred Myers, former International representative working in New England, has passed up an exceptional newspaper opportunity to continue his Guild work in and around Boston. Bernice Morgan, former International representative in the South, has remained in Chattanooga to assist the Guild negotiations with the News. Representative Nathan L. Goldberg has remained as volunteer assistant editor of the Guild Reporter since the cut in the CIO staff list necessitated his removal from the payroll.

Pay Increases On N. Y. Paper

The Representative Assembly of the New York Guild last week ratified the settlement of the Brooklyn Eagle strike and the renewal of the contract with the Amsterdam News, Negro paper.

Marvel Cole, chairman of the Amsterdam News, reported that the management had agreed to a 10 per cent salary increase.

BUILDING: Big Publishers Stir Up Small Ones to Fight Us

By JONATHAN EDDY

IN the spirit of "Now It Can Be Told," let me say that the Guild had a tough battle with the Brooklyn Eagle. It seems that Mr. Goodfellow had a tougher one, and the Guild won. We don't want to rake over old sores and are determined to get along with Mr. Goodfellow so long as he is willing to get along with us. But it strikes me that for the benefit of certain other publishers—few, we hope and believe—it ought to be pointed out most emphatically that this ruinous strike might very easily have been avoided.

First of all those things which an employer can grant to his employees at small expense to himself is the matter of dealing in good faith. Publishers are simply outsmarting themselves when they make commitments to the Guild with no serious intention of keeping them. I should think that any publisher would have had enough experience with human beings, let alone with unions, to know that he cannot make an agreement one day only to indicate the next day his lack of intention to abide by it.

Too many publishers fall prey to the inexhaustible supply of venom dripping weekly from the pages of Editor & Publisher, and in dealing with the Guild act as if they were actually sitting down with the monster from Mars invented by Editor Robb with the collaboration of the top shots of the ANPA. Who comprises the Guild, anyway?

Big Shots Egg On Little Ones. It is all to the interest of the top shots in the ANPA, representing the heaviest advertising sources of Editor & Publisher, to kid their fellow-publishers into taking an "I won't stand for it" attitude towards us. Mr. Howard is probably the greatest of the adepts at stirring up weaker (refrain from saying "weak-minded") publishers to pull his chestnuts out of the fire by inflicting them to take a less calculated attitude towards the Guild than himself. Mr. Hearst worked up not only others but himself to the point where he got needlessly into expensive conflicts (Seattle P-I and Milwaukee News) but lately seems content to leave it to the suckers to be absolutely intransigent as he was in those cities.

Of course, all of them, big and little, will make full use of the asserted tricks in the bag of the standing committee of ANPA, the loyalty petitions, the known stories they send into the Guild, the "impartial news columns" of Editor & Publisher, the hot-house factional situations that can be worked up in a raw union over the first collective bargaining attempt. But, by and large, the picture today is one of the biggest publishers attempting to incite the smaller ones, whom they do regard as suckers, into pulling the big fellows' chestnuts out of the fire as a matter of "principle."

He Who Takes the Rap. NOTHING in the world was too good for Mr. Goodfellow so far as the New York City publishers were concerned when he decided to fight the Guild, but it was Mr. Goodfellow who took the rap. And look at Mr. Lazarus of Bayonne, N. J.; he believes what he reads in the papers across the river, especially in Editor & Publisher, and while he carries on the publisher's good fight, the Manhattan big shots sit back and rake in his circulation and good-will. No publisher who has ever tried to get along with the Guild has failed, and it is not the publishers who bargain collectively but those who have refused to do so that have gone broke. Any publisher who wants to get along with us and thinks he can't stand it financially is just another sucker for the big shots.

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Waterbury Gains Due In 2-Paper Statement

WATERBURY, Conn.—The American and Republican will post bulletin board statements within a few days giving editorial department employees advantages resulting from Guild negotiations. Employees of the morning paper will have a five-day week every other week, working six days the other week. Minimums will give reporters and desk men \$40 after the fourth year. Society and obituary editors are covered at \$27 a week after the second year.

Employees of the American, afternoon paper, will work a five and a half day week. Employees of both papers will receive overtime compensation, either in cash or time off, for work over eight hours a day. Long hours have been the rule on the Republican and the new schedules will mean a distinct gain.

Guild Rejects Contract. The management wanted a mutual agreement with the Guild, running for a year, but the Guild refused because the conditions offered were sub-standard. The Guild is now free to resume negotiations when the time seems right.

The management of the Democrat has been asked to meet a Guild committee representing circulation department employees. Representatives of the CIO Mine, Mill and Smelter Workers' Union will serve on the new negotiating committee.

BAYONNE PAPER IS 'WRECKED' PUBLISHER SAYS

(Continued from page 1)

form the publisher at that time that they have no intentions of accepting his proposals and are prepared to extend strike activities. The strikers believed that Lazarus was merely attempting to create the impression in the community that the strike was being settled inasmuch as advertisers reported that Times advertising salesmen attempted to give them the impression that the negotiations were tantamount to a settlement. They also suspected that the publisher is relying upon a favorable verdict in the recent hearing of a contempt of court citation in which strikers were accused of violating the terms of the notorious anti-strike injunction.

Both articles show that big business has at last, in Tide's words, "gotten on the ball," and is out to claim, as Walker and Sklar say, "what business men believe to be its rightful place in the national polity." There is still much to be told about the processes.

The Association's latest enterprise was summed up graphically in the chart recently reproduced in many labor and other papers (GUILD REPORTER, December 29) showing its plan for a "Community Program to Create Better Understanding of Local Industry." This may have been in part responsible for the decision of the LaFollette Civil Liberties Committee to inquire into its activities.

Sneaking In on Radio 'Family Life' Program

The propaganda does not concern itself much with what might be thought of as problems of manufacturing. When millions of Americans tune in on its biggest venture, that right-minded program, "The American Family Robinson," they hear Labor Robinson, editor of the Centerville newspaper, discussing "commonplace matters" with his family. He ranges over such subjects as "racketeering labor unions," lower taxes and less laws to "hamper business."

The voice is the voice of Luke, but the words are those of the NAM: "The Family Robinson" is a 15-minute electrical transcription presented as a sustaining feature once each week on more than 200 stations, and twice a week on more than 150 stations. At least four minutes of each program is devoted to the NAM propaganda.

Possibly NAM's prize feature offering is that of "Six-Star Service," whose connection with the association is not generally acknowledged to editors. This is an offering of articles by professors at well-known universities. The Madison (Wis.) Capital Times recently revealed the angel of the service. The Reporter printed the names of its writers after that (Nov. 29) yet they are worth reprinting. Here they are: Professors Harley L. Lutz, of Princeton; Walter E. Spahr and Clarence W. Fackler, of New York University; Gus W. Dyer, of Vanderbilt University; Erik McKinley Erikson, University of Southern California; Eliot Jones, Stanford University, and Dean J. E. Le Rossignol, of the University of Nebraska and President Ernest M. Patterson, of the American Academy of Political and Social Science. Dr. Neil

The Country's Biggest Propaganda Network

The National Manufacturers Association, Out to Enhance the influence of the Business Man, Spends a Half Million Dollars Annually to Flood Us With Attacks on Progress in the Guise of News and Entertainment

SWEEEPING from Coast to Coast today is the biggest propaganda campaign in the United States since the war propaganda of 1914-1917. The current campaign, borne along on a torrent of money, aims at building up the business man in the esteem of the public. More correctly, it aims at stamping his conception of national affairs and policies on the public mind.

This is the campaign of the National Association of Manufacturers, which Tide, organ of the advertising profession, called in its Nov. 15 issue the biggest propaganda body of all. It spends \$500,000 annually on radio, newspaper and film publicity, most of it disguised as news, independent editorial matter or entertainment. Beside the propaganda activities of the United States Chamber of Commerce and the Liberty League seem small and pale. Harper's Magazine discusses it in its leading article for January.

... in Short Business Smells Bad to the Public

Platitudinous by now are the warnings that business and industry must sell themselves to the public, thus down current notions that business ethics are shady, its services doubtful, its functions anti-social, its objectives selfish.

In short, business smells bad to the public, has for some time. Said S. H. Walker and Paul Sklar in their Harper's article: the big business interests are now working together "to sell" that general philosophy which justifies and animates business, and which also constitutes a practical guide to social, political, and economic action, for big business has "lost the confidence of the public more completely than at any previous time in the memory of living men."

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Caruthers, director of the Lehigh University School of Business Administration, edits much of the propaganda.

NAM issues each week a clipping sheet to 5,300 weekly newspapers, most of which formally subscribe to its services and agree in advance to use them. The Association estimates that the circulation reached by this material exceeds 5,000,000. It claims that the editorial direction of the clipping sheet is independent of NAM control. The NAM, however, meets all expenses; publishers pay nothing for the service.

Thus America's rural press, in its eagerness to print anything that cools nothing, exposes the farmer and small town dweller to an unending stream of canned material written and paid for as propaganda.

There is a weekly mail and boiler plate service to a list of 1,500 publications from Six Star, "Uncle Abner Says," a cartoon feature of the homely-philosopher type, goes a "constructive" job in favor of industry. It finds its way into 300 newspapers, many of them substantial publications, getting over its message in a couple of quips, at taxes or keeping alive the idea that the unemployed man is really a loafer, etc.

If newspaper editors somehow dodge these multiple services, there is still another from the NAM to be fired at them, "The Voice of American Industry." This is a "factual" service. It is aimed to provide editors of dailies with background material as an aid in the preparation of editorials on business and its relation to the government and the public. "The Voice" takes up technological unemployment, taxes, corporations, labor and kindred subjects. It was active in stirring up editorial opposition to the undistributed profits tax.

How the Factory House Organs Are Fed

"News" about ideas for feeding employees contented is furnished both in the form of stories for dailies, weeklies, magazines and trade papers, and as material for plant papers and propaganda mediums.

The "Industrial Press Service," which goes to the commercial publications, features the corporation employee "plans." Part of the direct propaganda for employees is furnished in the "Service for Plant Publications." An examination of factory house organs shows that this material is generally "careless" and editorially flimsy. "Constitution," "The American standard of living," etc., are the favorites. Some plants are said to be rejecting it, however, as being unimaginative obvious propaganda, lacking connection with local problems.

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These pieces also have proved themselves. The NAM is seemingly ready to scrap any portion of its program which fails to produce results. It experiments continually with new programs and devices which sometimes are launched as the result of members' complaints that the publicity is inept and too obvious.

The newest project is the employment of close to 100 qualified propagandists. These are being sent as "missionaries" into centers of labor unrest, to advise the business community, set up united fronts of business and labor.

material issued under the "Five Point" label.

Through a tie-up with the General Outdoor Advertising Company, which provided a cut-rate for billboards, the NAM a year ago initiated a nationwide poster campaign stressing the glory of the American Standard of Living. The typical head of a family was shown driving his folk in the family auto, greeting his wife at the cot-

nessmen, and create working plans under which newspapers will cooperate.

Much of the NAM material used to be turned out from offices in the innocuously named Educational Building, 70 Fifth Ave., New York City. Articles, speeches, comic strips, radio programs and canned editorials produced there were usually labeled "Educational Building, New York City," or "Six Star Service." Now an "Educational Record Service" is maintained at 475 Fifth Ave. This is also the headquarters for the "Six Star Service." Other material is sent out from the NAM offices in the Investment Building in Washington, D. C.

It's Always About The 'American Way'

Thus, through newspapers, films, radio, factory billboards, house organs, outdoor advertising, speakers, lecturers, churches, civic clubs and whatnot, the NAM spreads the message of the "American way," docile labor, lower taxes, "increased employment through machine and technological improvement," "pioneering industrialists," and the glorious opportunities for advancement in industry which are supposedly open to even the humblest laborer.

Business men and their pressure organizations constantly complain about radical propaganda and about so-called anti-business propaganda. Yet labor, which presumably is the source of this anti-business propaganda, has no such resources as the NAM. Labor cannot obtain columns upon columns of free and paid space in newspapers, regular free time on the radio, or be active in stirring up editorial opposition to the undistributed profits tax.

Old Uncle Abner is a tool of the National Association of Manufacturers, which issues him in mat form to newspapers, with slant lines attacking progress.

There was no suggestion on these beautiful posters that they were put out by the NAM. Presumably they were designed to make the average American happy, contented with his lot, impatient with detractors of our society. They were to have been the opening guns in a heavy, long-term campaign. Somehow they fizzled; strikes continued to break out and there was no diminution in the industrial unrest. The poster campaign died.

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His revelation aroused the New Republic. There is no law to prevent Mr. Sokolsky from airing his opinions on labor and other public questions while he is working for reactionary employers. Doubtless it is true, as he says, that he got his opinions first and his business associations afterwards, rather than the other way round. Yet there is a sort of delicacy about this sort of thing in newspaper circles. A reporter or editorial writer or a serious columnist is commonly supposed to be working for his paper, and to avoid entangling alliances with the business interests he is discussing—at least unless those alliances are frankly disclosed at the time of writing.

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Pacts Should Cover Capital Correspondents

A reminder to locals that correspondents of papers located in Washington, state capitals and elsewhere should be provided for in Guild bargaining has been sent to locals by the IEB. It follows:

Successive conventions of the ANG, recognizing the peculiar problems of correspondents in Washington, State capitals, etc., have set up machinery for a maximum participation by such correspondents in Guild affairs by providing membership for them both in the locality wherein they work as well as in the community where their employers are located.

The Correspondents' Unit of the Washington Newspaper Guild in a recent resolution has called attention to the fact that these correspondents should be organized efficiently in practice; further, that a number of Guild contracts specifically exclude Washington correspondents from the benefits derived therefrom.

Insofar as Washington correspondents are concerned, there is little doubt that their major concern, as indicated in the letter of transmittal which accompanied the resolution, is inclusion in severance indemnity benefits; that is, that the wage and hour provisions of contracts do not, generally speaking, affect them particularly. On the other hand, correspondents at state capitals, etc., may be much more materially affected by these provisions.

Therefore the IEB strongly urges upon all locals that:

1. Correspondents are entitled to benefits of collective bargaining.
2. Conditions in every particular case will determine the extent to which correspondents should be excluded from contractual benefits but in no case does it appear fair or reasonable to exclude them from such general benefits as vacations, sick leave and, particularly, severance indemnity.
3. It is essential that in every case in which a unit prepares to negotiate a contract, correspondents working for the publisher should be notified of such intention and be asked to state their views with reference to provisions in their interest and with reference to any proposal by the publisher that they be excluded from any or all provisions of the proposed agreement.
4. Correspondents, and certainly those who are Guild members, should be kept informed, during negotiations, of progress and developments in general and with reference to matters which affect them particularly.

Lake Superior Commended RECTIFIED ERRORS

Corrective measures taken by the Lake Superior Guild to rectify unconstitutional aspects of its contract with the Duluth Herald and News were unanimously held by the IEB to have been satisfactory, and the Board sent the following letter, signed by all members present:

To the Officers and Members, Lake Superior Newspaper Guild, Duluth, Minn.

Dear Sirs and Brothers: The International Executive Board is happy to be able to inform the officers and members of the Lake Superior Newspaper Guild that the steps taken by them to correct the constitutional errors in connection with the contract with the Duluth Herald and News comply with the requirements fixed by the Board and that therefore the local is continued in good standing.

We wish to assure you of what we believe you are already aware, namely that our procedure was not motivated by a desire to mechanically or unsympathetically enforce the provisions of the Constitution but was undertaken reluctantly and with the conviction that such procedure was vitally necessary for the protection of the membership of both the local and the international.

We further wish to congratulate the officers and members of the Lake Superior Guild for the sincere and determined efforts they have made to comply with the policies of the American Newspaper Guild and for the progressive organizational steps which they have taken in their own interests and the interests of the local labor movement.

With the kindest assurances of our appreciation and our desire to cooperate with the Lake Superior Guild in every possible way, we are,

LOCALS URGED TO ENFORCE COLLECTIONS

The following statement to locals on dues and assessments was adopted by the International Executive Board:

Despite the fact that only three assessments have been levied in eight months, two in September and one in October, to support the biggest strike emergency in the history of the ANG, the International Executive Board finds that a very large number of members, including in some cases the entire membership of a local, still owe all or part of these assessments.

Applying the principle laid down in earlier conventions that Guild strikes be financed by assessments, the St. Louis Convention made it a constitutional requirement that a member's dues for one month may not be accepted if he is in arrears on assessments for an earlier month. Enforcement of this provision falls upon the local and unit treasurers as well as on all members.

There is evidently a feeling among many members that there is a distinction between dues and assessments, and that they can in some way retain their Guild standing by paying dues regularly but forgetting their assessments. The fact is that the Constitution places dues and assessments on identically the same plane, with the added force behind assessments that they must be paid within one month to retain good standing.

The failure to pay assessments promptly has serious consequences for the American Newspaper Guild in times of emergency. The International Executive Board calls upon all members, and in particular upon local and unit officers, to enforce consistently the fiscal provisions of the Constitution, both by applying members' payments to assessment arrears before current dues, and by denying voting rights to members not in good standing, as required by Article X, Section 4.

ANG's Quarterly Budget

Below is the ANG budget for December, January and February, adopted by the IEB at its quarterly meeting. The total of \$25,215.29 compares with expenses of \$24,020.91 incurred for the preceding three months of September, October, and November.

HEADQUARTERS:	
Salaries	\$5,336.50
Overtime	300.00
Rent	1,050.00
Telegraph	400.00
Telephone	600.00
Postage	700.00
Auditor	150.00
Electricity & Water	65.00
Stationery, Printing & Supplies	700.00
Payroll & Social Security Taxes	47.49
Sound Truck Insurance	2.64
Office Furniture Insurance	
Per Capita to Affiliated Organizations:	
FIU	300.00
CIO	2,250.00
Contributions to Labor Causes	100.00
Furniture & Fixtures	200.00
Miscellaneous	1,380.16
	\$15,189.79
ORGANIZATION:	
Organizers' Salaries (2)	\$1,300.00
Organizers' Expenses (2)	
Volunteer Organizers' Expense (including contingent Canadian organization expense)	500.00
Approximate amount for organizers from Dec. 1 to Dec. 19 above those budgeted for	500.00
	\$3,600.00
GUILD REPORTER:	
Salaries (editor, combined secretary and circulation manager)	\$1,483.50
Overtime	150.00
Printing	2,900.00
Wrapping, Addressing & Postage	1,800.00
Miscellaneous	100.00
	\$6,433.50
GRAND TOTAL	\$25,215.29

Policy Is Set On Charter Application

The IEB has clarified ANG policy on the issuance of charters, stressing the importance of representation, as far as possible, in all eligible departments before new Guilds apply for charters, so that they will have corresponding initial strength.

Organization along industrial lines gives greater initial stability to a local Guild than organization in a single department, the IEB believes, and hereafter stress will be laid on compliance with this policy when applications for charters are made.

The policy, recommended by Vice-President Eddy, was embodied in a motion stating that in considering eligibility of applicants for charters hereafter, the IEB would ascertain their compliance with the general policies of the ANG as adopted in conventions, and particularly the principle of industrial unionism. Put by Vice-President Ashcraft, the motion was carried unanimously.

The position was taken not only because of the principle involved but also because of the greater ability of Guilds so organized to withstand possible publisher attacks. This, Eddy pointed out, is a protection both to the membership of the new local and to the rest of the ANG, which would be called on for assistance in the event of trouble.

A Type

A typesetter's error in last week's page one IEB story made it appear that the ANG had given up the ghost, by saying that the Board had simplified its "suspension" of ANG machinery. That word should have been SUPERVISION.

PAY YOUR DUES! THEY BUILD THE GUILD

CHATTANOOGA UNIT PASSES FOR CONTRACT

CHATTANOOGA, Tenn.—With the unit on record for "drastic action" if necessary, negotiations are being pressed on the News. The unit accepted an "85 per cent Guild shop" proposal provided that the 5-day 40-hour week and other conditions are met.

At the unit meeting it was learned however, that the management was reconsidering its participation in the Guild shop offer, and the negotiators were directed to learn the proposal's status at the next conference. Bernice Morgan, volunteer ANG representative, and George F. Hall of the Times unit are Guild spokesmen.

Quentin P. Gore, president, and all officers of the local were re-elected at the annual meeting. Kenneth Reeves, who continues as vice-president, was formerly vice-president of the Knoxville Guild. Other officers are: Nellie Konyon, vice-president; George F. Hall, treasurer, and Travis K. Hedrick, secretary.

Board Urges Local Machinery To Strengthen ANG Job Service

Appointment of an employment representative in each local to channelize information about possible openings so as to enable Guild members to apply is urged on behalf of the IEB in a letter to locals sent out by Secretary-Treasurer Victor Pasche.

Such appointment, it is hoped, will speed up effective organization of an ANG nationwide employment service, for which a start has already been made at International headquarters. The service depends on the local members' keeping reports of openings in his Guild area, and immediately advise ANG headquarters. Forms on which openings can be reported easily will be prepared in the near future, and sent to the members of your local designated by you to handle this information. We should appreciate hearing from your Guild about this as soon as possible.

IEB To Survey Radio Station Organization

Following are listed miscellaneous actions taken by the International Executive Board at its quarterly meeting on Dec. 19 and 20:

RADIO ORGANIZATION
Owing to the increasing links between radio stations and newspapers, with many papers buying stations and with news agencies widening the scope of services to them, the IEB directed the executive officers to confer with the American Radio Telegraphists Association as soon as practicable and explore the whole matter of organization of radio stations and the jurisdictional question involved. It was noted that the Twin Cities Guild has just organized a radio station in Minneapolis, operated by a newspaper, and that the Birmingham (Wash.) Guild has a contract with a local station. Motion put by Watson.

WASHINGTON CLAIM
The Washington Guild was held by the Board to be responsible for any claims for refunds arising out of its action in admitting news vendors to membership. The Board's ruling was made in connection with a request for the return of \$189 sent by the local as per capita taxes and assessments during the period the vendors were in the ANG. It followed a recent decision by the Board that the relationship between the vendors and the papers did not make them eligible for the Guild. This decision was formally made after the ANG had arranged for their admission directly to the Committee for Industrial Organization as a local union.

Washington's request was denied on the ground that the local had taken the initiative in admitting the news vendors and was therefore responsible. Besides the administrative expense to the ANG, also, the news vendors had had the services of the International in effecting their organization as a local CIO union.

UNSATURATED REPRESENTATIVES

A new system of appointing unsalaried international representatives was adopted by the Board, whereby the executive vice president will make appointments for special occasions when they arise. The present commissions will be allowed to expire on Dec. 31.

BACKS YOUTH CONGRESS
Continued cooperation with the American Youth Congress was voted by the IEB on the motion of Vice-President Mickelson, who attended the last convention of the Congress, in Milwaukee. The Congress, it was explained, had the support of a large number of prominent labor officials, many of whose unions were affiliated in the interest of their younger members.

Seattle Star Hits Low Point In Holiday Ads

SEATTLE—Public indignation at the refusal of the Seattle Star to abide by a Labor Board order to reinstate locked out Guildsmen, reduced the paper during the holiday week to the thinnest produced since the strike began.

While the other Seattle papers were full of holiday ads, the Star had a total of 2,754 inches of display advertising from Dec. 20 to Dec. 25. Classified fell to four scant columns. The average number of pages of the entire paper was less than 12 during the week.

Included in the advertising was a "blood transfusion" donation of a full page placed by the Beck-controlled AF of L unions, in response to pleas that went out to every AF of L local in town. The salesmen approached 240 unions and 34 contributed. A thirty-fifth ad was placed by a group of individual members of the typographical union. Of the total, 16 were affiliates of Beck's teamster federation.

On the other side of the picture was the Metal Trades Council, largest single AF of L unit in Seattle. Outside of the Beck-controlled Central Council, which adopted a resolution demanding that the Star reinstate the 20 locked out Guildsmen in accordance with the Labor Board decision. This was the first expression of support given by the Metal Trades Council to the Guild in its strike.

The Labor Unity Coordinating Committee, composed of more than 30 CIO and AF of L locals, has started a new drive to take the remaining advertisers out of the paper. Public sentiment against the Star has crystallized in the formation of the Committee for Enforcement of the Wagner Act, which is rapidly reaching 200 in membership of prominent citizens.

PACT MINIMA AGREED UPON BY I.N.S., I.N.P.

A third bargaining conference with International News Service and International News Photos Thursday resulted in assurance that the present policy statement of the two Hearst organizations would provide the minimum terms of a contract.

Walter Moss, representing the management, gave the assurances to a Guild committee headed by Vice-President Morris Watson.

In addition the management indicated it would not strongly resist improvement of several conditions. INS at present has the 5-day, 40-hour week and a top minimum of \$70 a week as a result of last year's Guild bargaining.

"Commercial" Clause
The management agreed to include a clause to permit resumption of negotiations and possible later inclusion of business office workers in the terms of the contract when that group is organizationally ready for representation.

Another point upon which the management indicated it may yield to persuasion was a compromise overtime proposal by which time and one-half would be paid after the first four hours of overtime in any one week, equal time off being granted for the first four hours.

The position of the management on the Guild shop chiefly is that it would not "want to fly in the face of the publishers' Chicago convention."

In addition to Watson, the Guild was represented by Pat McGrady and Henry Paynter, both of the Associated Press New York unit, and a half dozen observers from INP and INS.

STEEL WORKERS' CONVENTION HITS FREE PRESS HYPOCRISY

Publisher use of freedom of the press as the rallying cry of battle upon labor generally and newspaper employees' unions particularly, was denounced by the Steel Workers Organizing Committee at its recent convention in Pittsburgh. The convention's resolution follows:

Whereas, the Freedom of the Press is a cornerstone of democracy and the stake of labor in a free press is the stake of the American people themselves; and

Whereas, on June 29, 1937, the newspaper proprietors met behind closed doors under the auspices of the American Newspaper Publishers Association and issued a venomous attack in the name of Freedom of the Press upon the rights of their editorial and other employees to self organization . . .

Whereas, the aforesaid secret session made no announcement of the nation-wide concerted campaign of propaganda there determined

upon to still the tide of organization not only in the newspaper field but in other fields as well, by distorting the objectives of the labor movement and by attempts to discredit its leadership, a campaign which started immediately after such session and which has continued in full force to the present time; and

Whereas, the most recent attacks by all of the prominent newspaper publishers and controlled press against the National Labor Relations Board are really motivated by their desire to prevent the Labor Board from removing the cloak of hypocrisy behind which the press is attempting to defeat the right of workers to organize and to prevent the Labor Board's disclosures of the close cooperation between certain newspaper publishers and the most vicious and reactionary employers of the country; and

Whereas, the Freedom of the Press is really being endangered by Mayor Frank Hague, of Jersey City, in preventing the distribution of literature or other circulars by labor organizers, and the injunctions issued by judges to prevent workers on strike from disclosing on the picket line the reasons for the strike, which interferes with the real Freedom of the Press do not apparently disturb the newspaper publishers; now, therefore, be it

RESOLVED, that this convention asserts most earnestly that the freedom of newspaper proprietors to conspire behind closed doors against the interests of any group or groups is not essential to a free press and that, on the contrary, such secret conclaves prostitute the freedom which they profess to serve thereby seriously injuring the heritage of the American people; and

Further Resolved, that the American newspaper publishers observe their obligation to have news written without any coloring of their own vicious and reactionary views and that they do not, under the cloak of the Freedom of the Press, prostitute themselves for the purpose of destroying the right of workers to organize into labor unions.

L.A. GIVES \$264.50 TO DEFENSE FUND

LOS ANGELES.—The Los Angeles Guild has contributed \$264.50 to the International Defense Fund from the first week's pay increases received by the membership there under contracts signed recently with the Herald-Express and the Illustrated Daily News and Evening News. The collection has not yet been completed.

Green Supports Drive

President Green of the AF of L has announced his support of the Christmas campaign of the Motion Picture Artists Committee for the children of Loyalist Spain. In a telegram to Charles Page, secretary of the Committee, Green said: "I join with you in appealing to the generosity of all classes of people for contributions toward a Christmas fund to be used in supplying Christmas cheer to the children of war-torn Spain."

INSULTS FLY IN BARGAINING WITH U. P.

(Continued from page 1)
for ten years of service to 16 weeks for fifteen years of service. The Guild's modified demand calls for 21 weeks after 12 years of service.

A statement from the chief Guild negotiator, Vice President Morris Watson, concerning a comparison between International News Service and United Press, enraged U. P.'s general business manager, Clem J. Randau.

Distortion Charged
The incident turned largely around the reports of the bargaining sessions in the United Press shop paper, the Guild Unpresser. Randau said to Watson: "I think I can make a general statement that I don't believe any of your statements because of your record for inaccuracy."

He then accused the Guild negotiator of distorting facts, particularly in the Unpresser. Watson said the distortion had been on the other side and reminded Randau that he had said he didn't know who owned the United Press, to which the general business manager shouted:

"You're a liar!"
Randau also accused Watson of "making inflammatory statements for your Unpresser."

"You can't make us mad," Watson said. "We came to get a contract and we're going on with it."

Randau then leaned forward and hurled slanderous insults at the Guild chairman, using such words as "crooked," "dishonest," and "distorted mind."

Guild Negotiator Douglas Jacobs attempted to bring the talk back to the subject of negotiations. Watson assured Randau: "We on our side will not let you break off negotiations, which, in my opinion, you have been trying to do for some time. I am prepared to sit here and take your insults from now till tomorrow to get a contract."

"A pretty speech for the Unpresser," Randau said.
The United Press began bargaining with the Guild after a Labor Board election resulted in a Guild victory, 277 to 84.

Hearst Units Act Jointly In Chicago

CHICAGO—In a strong move toward Hearst plant unity, the American unit in meeting last week voted unanimously—with one abstention—the following collective bargaining program:

1. Rejection of Publisher Merrill C. Meigs' recently reiterated refusal to grant unqualified dismissal indemnity and his insistence on compulsory arbitration in the face of the unit's repeated attitude of conciliation in negotiations for an editorial division contract.
2. Acceptance of the Herald & Examiner unit's invitation to joint action in bargaining.
3. Extension of a welcome of unorganized commercial department workers to the unit with a promise of support in obtaining immediate collective bargaining for them as fast as they obtain majority representation in their divisions.
4. Suspension of further contract negotiations until Jan. 10 or such time before that date as there shall have been a response from the Herald & Examiner unit as to what form unified action may take.

William Randolph Hearst was here last week and rumors persisted of some change in the form and administration of the two papers.

With some 350 signed up in the Hearst plant, including about 100 commercial workers, the Guild became the largest unit there, with an estimated potential 630 members.

Cooperative Book Club

NEW YORK (FP).—Harry Overstreet, head of the department of philosophy of the College of the City of New York, has been elected president of the newly-organized Cooperative Book Club. Stuart Chase, economist, and Robert Lynd, sociologist, have become members of the board. The book club plans to serve people in all sections of the U. S. and has made special provisions for group memberships for labor unions, cooperatives and other non-profit organizations. Its headquarters are at 5 E. 57th St., New York City.

WOHL HEADS NOMINEES IN CHICAGO

CHICAGO.—The following slate of officers for the Chicago Guild has been nominated by membership petition and endorsed by the Representative Assembly for election Jan. 16.

President Harry Wohl, American, incumbent; first vice-president, Charles Johnson, City News Bureau, incumbent; second vice-president, David Camelon, Herald & Examiner; secretary, Graham Dolan, Tribune, incumbent; treasurer, Earl Auld, Herald & Examiner. Gordon Sessions, Herald & Examiner, incumbent second vice-president, stating press of personal affairs limited his time, backed the nomination of Camelon.

Paul Puschel, veteran treasurer of the local, is being dissuaded by the German-language Abendpost Jan. 1 in a retrenchment wave and has resigned the treasurer's office effective later in January. Guild negotiations to try to maintain Puschel in employment are scheduled.

GATHERING PLACE OF GUILD MEMBERS

GUS & ANDY'S SOMERSET

"A Bar and Restaurant of Distinction"
146 WEST 47th STREET, NEW YORK, N. Y.

Around Corner from ANG Headquarters

Text of the Brooklyn Eagle Contract

Following is the text of the contract signed Dec. 23 upon the settlement of the Brooklyn Eagle strike:

THIS agreement is entered into at New York, New York, this 23rd day of December, 1937, by and between the Brooklyn Daily Eagle, hereinafter referred to as the PUBLISHER, and the Newspaper Guild of New York, a local of the American Newspaper Guild, hereinafter referred to as the GUILD, acting for and on behalf of itself and of all striking employees who are now members of the Guild, as per attached Schedule A.

Preferred List

Employees who become members of the Guild after the date of this contract shall become entitled to the benefits of this contract on and after June 30, 1938, except in respect to tenure of employment; in the event of discharges for economy, as the Publisher may deem necessary, these employees shall be placed on a preferred list for reemployment, which shall be subsequent in priority to the list contained in Schedule B, attached. It is clearly understood that the severance pay provisions, as defined in Paragraph 8, shall apply to discharges as described in this paragraph. The term employee as used in this paragraph shall not apply to any person whose employment is terminated prior to June 30, 1938, or subsequently thereto but before he becomes a member of the Guild.

1. **REINSTATEMENT.** The Publisher agrees to reinstate immediately and without prejudice all striking employees, including those employed on a space basis who during the period of the strike refused to furnish copy to the Eagle.

All employees reinstated as above shall be returned to substantially similar employment and at salaries not less than those paid prior to the strike, except that those employed on a space basis shall be paid for space accepted or ordered for publication.

The Guild agrees to terminate the strike immediately.

Layoff Indemnity

The Publisher, immediately after reinstatement of all editorial employees, shall have the right to lay off forty (40) of such editorial workers. The names of said forty (40) are contained in Schedule E, attached. Except as stated in this schedule, each of said employees so laid off shall be entitled to and shall receive wages due an amount equal

Agreement Covering Commercial and Editorial Workers Provides Virtual Closed Shop, Check on Firing And Other Improved Conditions

to twenty (20) weeks' pay calculated on the basis of their salary immediately prior to the strike as follows: An amount equal to two (2) weeks' pay shall be paid to such employees upon the execution of this contract and the remaining amount shall be paid in equal weekly installments for eighteen (18) weeks thereafter.

Preferred List

All of said employees so laid off shall be placed on a preferred list for reemployment in the editorial department. Throughout the life of this contract no person, other than executives, shall be hired by the Publisher in the editorial department except from the list contained in Schedule B unless same is exhausted in respect to the general type of work for which an additional employee is desired. All persons taken from this list shall be returned to substantially the same type of work and at a rate of pay not less than that formerly received. As herein used the term executive shall mean the editor, managing editor, city editor, sports editor, financial editor and Sunday editor.

2. **FIVE-DAY WEEK.** The work week for persons covered by this contract shall consist of forty (40) hours, divided into five (5) days of eight (8) consecutive hours each including a reasonable lunch period, except that in the commercial departments the lunch period shall not be included.

3. **OVERTIME.** The Publisher shall grant employees overtime pay for overtime. Overtime shall be measured with the start of the second hour after the eighth (8th) consecutive hour of work in the editorial department and with the start of the first hour after the eighth (8th) hour of work in the commercial departments which overtime shall be liquidated in units of not less than eight (8) hours.

Overtime shall be reported in writing and accepted by the Publisher or its representative within forty-eight (48) hours after the assignment causing its accumulation is over.

Other Overtime

In the case of reporters sent on out-of-town assignments not routine, and remaining away from home, time off shall be granted in excess of regular days off at the rate of one-half (1/2) day for each work day while away. Mutually satisfactory arrangements shall be made for those on routine out-of-town assignments such as regular baseball or legislative coverage.

Time off for accumulated overtime shall be granted as soon as possible after the accumulation of the overtime, and in any event within three (3) months from the date of the first day's accumulation, and at the convenience of the

3. **PAY CUTS.** There shall be no pay cuts during the life of this contract in the salaries of persons covered by this contract.

4. **SICK LEAVE.** The Publisher agrees to continue the present practice with respect to sick leave.

5. **VACATIONS.** Employees shall be granted one (1) week's vacation with pay after six (6) months' service, and two (2) weeks' vacation annually with pay after a year's employment. In either case the six (6) months or one (1) year shall be computed as of August 31. Length of service shall be computed in the case of former employees of the Times-Union on the basis of their employment on the Brooklyn Times-Union.

It is clearly understood that in the case of persons covered by this contract in the classified advertising department vacation pay shall be calculated on the basis of their average weekly compensation over a period of one (1) year.

6. **SEVERANCE PAY.** The Publisher agrees that no person covered by this contract shall be discharged except for cause (economy shall not be a cause for discharge or lay-off), and after consultation with the Guild, and that said person shall be compensated in a lump sum on the following basis:

After 6 months' service 1 week's pay
After 1 year's service 2 weeks' pay
After 2 years' service 3 1/2 weeks' pay
After 3 years' service 5 weeks' pay
After 4 years' service 6 1/2 weeks' pay
After 5 years' service 8 weeks' pay
After 6 years' service 9 1/2 weeks' pay

7. **PREFERRED LIST.** In the event of discharge for cause the Publisher agrees that such discharged person shall be immediately replaced from among the list of forty (40) in Schedule B, attached. It is understood that such replacement need not be on an employee for employee basis but such replacements shall receive not less in salaries than the aggregate of the salaries of those discharged.

8. **OUTSIDE WORK.** Without permission in writing from the Publisher, no employee shall use the name of the Brooklyn Daily Eagle or his connection with the Publisher or any feature title or other Brooklyn Daily Eagle material to exploit in any way his outside endeavor, nor shall any employee write for any New York City or Long Island newspaper without the written consent of the Publisher.

9. **SENECATE RIGHTS.** Editorial employees whose work published in the Brooklyn Daily Eagle or subsidiary publications is sold to other papers by the Publisher, or is broadcast over the air by the Publisher, shall be compensated therefor as they and the Publisher may agree, and such payment shall be in addition to the weekly wage.

10. **EQUIPMENT AND EXPENSES.** Necessary expenses incurred by employees during the course of their assigned duties shall be paid by the Publisher or its representative when approved. Necessary working equipment shall be supplied to the employees.

After 7 years' service 11 weeks' pay
After 8 years' service 12 1/2 weeks' pay
After 9 years' service 14 weeks' pay
After 10 years' service 15 1/2 weeks' pay

Length of service shall be computed in the case of former employees of the Brooklyn Times-Union on the basis of their employment on the Brooklyn Times-Union and/or the Brooklyn Times.

The strike shall not be regarded as an interruption of service for the purpose of determining severance pay and vacations.

It is agreed that the Publisher may deny severance pay in the case of discharges for dishonesty, repeated drunkenness after warning and refusal to do proper work.

It is clearly understood that in the case of persons covered by this contract in the classified advertising department severance pay shall be calculated on the basis of their average weekly compensation over a period of one (1) year.

11. **Supplemental Agreement**

Supplementing the agreement of even date, it is agreed by the undersigned as follows:

1. The Guild's claim for the reinstatement of Miss Gladys Bentley, employed as a classified advertising solicitor, is hereby referred to Mr. Arthur S. Meyer for determination. The said arbitrator, after hearing, may order the reinstatement of Miss Gladys Bentley and may, in his discretion, in addition to reinstatement, award to her such salary, if any, as he believes proper, but at a rate not to exceed her average weekly earnings for the year immediately preceding her discharge. The said arbitrator shall proceed expeditiously and his decision shall be final and binding upon both parties.

2. In the event that experience proves that the percentage earnings of the classified advertising solicitors covered in the contract are less than they were a year ago, such adjustments shall be made monthly.

3. In the event that the salary of any striker is garnished prior to March 1, 1938, and such garnishment is terminated by said date, such garnishment shall not be deemed a cause for the discharge of said striker.

4. It is agreed that strikers whose names appear on Schedule A and who had accumulated overtime which had not been liquidated prior to the strike shall be entitled to and shall receive compensation for such overtime in accordance with the provisions of the contract to which this is a supplement. In the case of strikers whose names appear on Schedule B, such overtime shall be paid in cash within a month of the date of this contract.

BROOKLYN DAILY EAGLE.
M. Preston Goodfellow,
Publisher.

NEWSPAPER GUILD OF NEW YORK.
Carl Randau, President.
Milton Kaufman,
Executive Secretary.

the Publisher for the adjustment of the financial accounts of the striking circulation branch managers.

12. **RENEWAL.** Sixty (60) days prior to the expiration of this contract, either party thereto may give to the other party notice of desire to change the terms thereof. In the event of such notice, negotiations shall be immediately entered into and proceeded with all due diligence. If an agreement has not been reached by the date upon which the contract expires, status quo conditions shall be maintained during negotiations, but if the Publisher, after the expiration of this contract, breaks off negotiations, the provisions of this clause shall cease to be effective.

13. (a) Nothing in this contract shall prevent employees from bargaining individually for pay increases.

14. The period of this contract is for one (1) year from the date hereof, and shall during this period be binding upon the successors and assigns of the respective parties hereto.

BROOKLYN DAILY EAGLE.
M. Preston Goodfellow,
Publisher.

NEWSPAPER GUILD OF NEW YORK.
Carl Randau, President.
Milton Kaufman,
Executive Secretary.

Supplemental Agreement

Supplementing the agreement of even date, it is agreed by the undersigned as follows:

1. The Guild's claim for the reinstatement of Miss Gladys Bentley, employed as a classified advertising solicitor, is hereby referred to Mr. Arthur S. Meyer for determination. The said arbitrator, after hearing, may order the reinstatement of Miss Gladys Bentley and may, in his discretion, in addition to reinstatement, award to her such salary, if any, as he believes proper, but at a rate not to exceed her average weekly earnings for the year immediately preceding her discharge. The said arbitrator shall proceed expeditiously and his decision shall be final and binding upon both parties.

2. In the event that experience proves that the percentage earnings of the classified advertising solicitors covered in the contract are less than they were a year ago, such adjustments shall be made monthly.

3. In the event that the salary of any striker is garnished prior to March 1, 1938, and such garnishment is terminated by said date, such garnishment shall not be deemed a cause for the discharge of said striker.

4. It is agreed that strikers whose names appear on Schedule A and who had accumulated overtime which had not been liquidated prior to the strike shall be entitled to and shall receive compensation for such overtime in accordance with the provisions of the contract to which this is a supplement. In the case of strikers whose names appear on Schedule B, such overtime shall be paid in cash within a month of the date of this contract.

BROOKLYN DAILY EAGLE.
M. Preston Goodfellow,
Publisher.

NEWSPAPER GUILD OF NEW YORK.
Carl Randau, President.
Milton Kaufman,
Executive Secretary.

On Other Labor Fronts

Latter Day Jersey Justice: 18 Scabs Equal No Strike

Maja Leon Berry got his picture into the New York Times last week, and his name on page one. Why? He made this ruling from his bench in New Jersey Chancery Court:

"A strike is ended when the players of the strikers have been filed and the employer's business is operating in a normal manner and to a normal extent."

Another way of putting it is that a strike is ended when an employer announces that he has as many strikebreakers or scabs in his plant as he had workers. To this Berry added:

"Where no strike exists, picketing is unlawful."

The decision was against the United Products Union, an industrial local of the CIO, and in favor of the Mode Novelty Company of Newark. The injunction bars the union's strike of eighteen workers and outlaws all picketing.

We Know Berry
Berry is the judge, known to all Guildsmen through his everything-is-banned injunction in the Newark Ledger strike, who recently ruled that a printing trades strike for the closed shop was illegal. His weird behavior is noteworthy as an illustration of the leeway, and harm, possible through the elevation of unscrupulous men to the bench.

In strange contrast comes a decision from Judge Maurice Docking in San Francisco: holding that picketing of a shop where there is no strike is legal if it is "peaceful and truthful." This ruling upheld the right of the Retail Auto Salesmen's Union, A.F. of L., to picket the Howard Auto mobile Company in an attempt to bring the firm's salesmen into the union.

What Hiring Halls Mean To Unions
A two-week strike by taxi drivers of the New York Transport Workers Union has broken the attempt of fleet operators to break their recently signed closed shop contracts. Furthermore, the union came out of the fracas with even better contracts than they had before, benefiting 15,000 drivers.

Probably the most important feature of the new agreement is the provision for hiring drivers through union halls and elimination of "feeder" or part-time drivers. The hiring hall clause, for which the maritime workers fought so hard for years, guarantees for the union members a rotary system of filling jobs, ending the grafting practice of straw bosses.

1 Paper Played FTC Story
WASHINGTON, D. C.
Editor, THE GUILD REPORTER:
In your issue of Dec. 5, page 3, you mention a report of the Federal Trade Commission on monopoly which you say has come to light "after months of suppression or trifling coverage."

May I say that The Christian Science Monitor gave this story an 8-column headline on the financial page on March 2, 1937, under the title "Trade Commission Asks Power to Curb Monopolistic Control."

I believe the press release put out by the Federal Trade Commission in this connection was not adequate, possibly through lack of Congressional appropriations.

Sincerely,
RICHARD LEE STROUT
Correspondents Unit.

The GUILD REPORTER is glad to give this recognition to the Christian Science Monitor's work and wishes there were more papers that could make the same claim.—Editor, GUILD REPORTER.

LABOR TALKS IN MURALS



This mural, being completed by Walter Speck, shows the attack by Ford thugs on union organizers last Spring, and, at the right, figures of a man and woman, typical of workers in the auto industry. The canvas, being done under commission by the Detroit West Side local of the United Auto Workers, will hang in the local's headquarters. It is the first of a series on American labor history.

PRESS VOTES VERTICAL PACT

CLEVELAND.—The Cleveland Press unit has voted instructions to the executive board to open negotiations with the Press management in behalf of editorial and business office members.

The Guild now has a contract with The Press expiring March 20, but it does not cover business office workers. A few hours before the unit meeting, the management served notice that it wanted to delete from the contract a supplemental agreement assuring Cleveland Press employees bene-

fits won in any other Scripps-Howard negotiations.

The News unit has notified the executive board of its desire to re-open negotiations and improve the present contract. It is asking for the Guild shop.

Two other negotiations are now under way in Cleveland. The management of NEA and the Guild are now discussing terms of an agreement covering all NEA editorial employees. The management of Central Press, a Hearst subsidiary, has offered the Guild a bulletin board statement of policy but the unit has instructed the executive board that it is insisting on a signed contract which will include the Guild shop.

The Free Press

Anything For A 'Good' Anti-Labor Story-- Chicago Papers Try An Insane Asylum Scare

The insane notion that facts must never be permitted to interfere with a "good story," especially if the story can be twisted to make strikers out as heartless brutes, found practice in Chicago journalism early in December, upon the walkout of 250 building trades workers at the Peoria (Ill.) State Hospital for Mental Patients.

The twist in this story centered on false reports that 2,300 patients were in danger of fleeing because of the strike. The simple fact was that the strikers were engaged on new construction that had nothing to do with the heating system of the hospital. There was the usual amount of steam for the duration of the strike.

The star performers were the Chicago Tribune ("The World's Greatest Newspaper"), the INS, and the Chicago American, which used the INS report. Their efforts brought a natural reaction from the thousands of relatives of the patients all over the state. Frantic telephone calls to the hospital made it necessary for the Peoria Journal-Transcript to print a denial of the false stories which appeared in the Chicago papers 165 miles away.

Sideswipe at Guild
While the Peoria paper carried a simple story of the walkout on a back page, the Chicago Tribune printed a wild, page-one account detailing how "workers who re-

Confesses His 18 Years As Labor Spy

BECKLEY, W. Va. (FP).—A labor spy's own story, titled "I Thugged for 18 Years," in which he tells of his career as a Baldwin-Felts operative, is published in The Independent Observer, an FP member paper circulating here.

"A Baldwin-Felts man becomes accustomed to bloodshed and trickery and after a while these events become so usual that I can't even remember all of the riots and insurrections," writes Earl McKee, who was laid off after long service as an operative because his testimony last May, under subpoena to the LaFollette civil liberties committee, was considered damaging to his employers. His confession is supported by an affidavit and correspondence with employer groups and implicates other spies.

"It was our instructions, and has always been, to cause as much conflict in local unions as possible," says McKee, who did his work in West Virginia and Kentucky coal-mining communities. McKee became a labor spy after leaving the army in 1919 and was put to work at Hazard, Ky.

'Real Thugery'
"In 1922," he writes, "I was initiated in real thugery of the kind which has made a reputation for Baldwin-Felts . . . I was hurriedly transferred to Eastern Kentucky and told to get my instructions there . . . I was told that two open Baldwin-Felts detectives were going to start a shooting at the union hall or at Harlan, Ky., railroad station as soon as a chance presented itself . . . We undercover men were instructed to be on the watch for the outbreak and we were to shoot in the back anyone who wasn't one of our own."

The thugs provoked a quarrel with a young boy who shot him and his father died from protesting whereupon "our men followed directions and shot miners in the back wherever we could get them. Three miners were slain. A man by the name of Red Hensley ran away when the shooting began and tore a barb wire fence down trying to get away—but one of our men got him and shot off a finger. We all had a laugh on that."

Told to Go 'the Limit'
The operative tells how the mine operators through bribery and corruption place their own men in public office. In Franklin County, Ky., at one time, "we undercover men were told that the present-day attorney and the sheriff were 'with us,' which meant that they too were in the pay of the operators. We were also told to 'go the limit.' This last expression meant that no act of ours would be considered too brutal."

One of McKee's assignments was to lure an organizer in the Hazard field to the mouth of a railroad tunnel where an open operative fatally beat him on the head with a pistol butt. Another assignment, this one at Birmingham, Ala., was "to put Van Bittner to bed," that is, to shadow the present regional director of the Steel Workers Organizing Committee, then a mine organizer. From the time he arose until he went to bed at night, a meeting hall was dynamited just as Bittner was about to speak at Dora, Ala.

A Baldwin-Felts man is paid \$125 a month besides his miner's wages and "we do not have to worry about being able to do the work we are hired to do in the mines." But "the day of the black-jack artist is about over. They are afraid to use this type of man any longer. Their activities now are pretty much confined to spying and buying off as many mine workers as possible and to cause splits in the membership."

Seattle Almost Misses Dave Beck Expose

Although the whole nation recently got a load of Dave S. Beck's Seattle "goon squads" through Drew Pearson's and Robert Allen's daily syndicated column, Seattle itself was nearly denied the juicy

story of the "goon squads" through the efforts of the Seattle Journal-Transcript to print a denial of the false stories which appeared in the Chicago papers 165 miles away.

Sideswipe at Guild
While the Peoria paper carried a simple story of the walkout on a back page, the Chicago Tribune printed a wild, page-one account detailing how "workers who re-

placed the strikers thawed out frozen radiators" as patients huddled and shivered in the bitter cold. There was an incidental editorial in the paper attacking "out-of-bounds" picketing by Guild strikers in Brooklyn.

An INS story made the front page of the Chicago American. This, too, described the patients "wrapped in blankets" and "shivering in the wards" as the strike "paralyzed maintenance operations. Hospital officials expressed fear the extreme cold might result in sickness or death to patients," according to the INS.

A. L. Bowen, director of the State Public Welfare Department, adding his damning hit to the fatalities with the following:

"I cannot denounce too strongly this brutal assault upon the safety and lives of 2,300 insane patients."

The papers seized upon Bowen's story as a dog with a bone. Bowen's subordinate, Dr. Walter Baer, director of the hospital, was forced, however, to issue a denial of the statement.

"Dave Beck . . . has thumbed his nose at the courts, denounced the New Deal's National Labor Relations Board, put the Mayor of Seattle in his pocket, and got the Governors of both Oregon and Washington cowering out of his hand. . . .

"Just a few weeks ago Governor Charles Martin of Oregon accommodated Beck by smashing a CIO strike. . . .

The Guild Reporter

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"... 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.

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January 3, 1938 Vol. V, No. 4	

Money in Our Pockets

ON ANOTHER page of this issue is told the story of the excellent and successful fight being waged by the St. Louis CIO Industrial Union Council to broaden the relief base in the present economic emergency which that city shares with most others. The CIO Council, in which the local Guild is active, has almost singlehandedly carried through this campaign. The result has been more adequate relief for more people. It is an inspiring example of what progressive unionism can do.

Yet Guildsmen wishing to duplicate the project need not fear being convicted of humanitarianism—which is proper in oil kings but not in unionists; least of all in Guildsmen. This project had its eminently practical side; it was part and parcel of the proper function of every Guild, an obligation of every Guild in furthering the economic welfare of its membership.

The economics of the situation are simple. If a large body of citizens have not employment they lose their purchasing power. Proper relief allotments can to some extent replace it. If relief is inadequate, however, purchasing falls far off, not only on the part of those citizens but others; for not only is the unemployed worker unable to buy, but his landlord, his baker, his butcher all find their purchasing power curtailed. Soon, newspaper advertising slumps; the paper begins making economies, and the vicious circle is spinning merrily downwards.

Here again, in the action exemplified by the St. Louis CIO Council, is seen the necessity for united trade union action. No one union could have done the job that the united unions of the CIO Council accomplished. Of course, if the Mayor of St. Louis and the Governor of Missouri had been responsible to St. Louis workers through political action, adequate relief would have been immediately forthcoming. The fight would have been won before it started. But that is another story.

United action on a broad project of human welfare means money in our pockets.

The TIMES Tips Us Off

By MORGAN HULL

TRANSLATED into intelligible English and reduced to its fundamentals, the jargon of last week's financial section of the New York Sunday Times conveys this message to the labor movement: "Keep your hand on your pocketbook and build your union."

The closest the Times came to saying this in so many words was in an inconspicuous article headed "Voluntary Cuts Asked." The deck read "Temporary Wage Drop Would Aid Revival, Executives Say."

Easily the choice line of the quotations attributed to "several business executives" who apparently preferred to remain anonymous, was "... wherever wages conform to the best American standards they should go back to the levels that existed before the rise."

This suggestion is based on the theory that "the higher wages comprise the only remaining inflationary element being carried over from 1936 and that removal of this factor would enable business to launch a quicker recovery."

With obvious gestures to the AF of L leaders who cooperated with employers in cutting wages in 1933, the anonymous executives also stated that "Intelligent labor leaders recognize the fact that what they want is the largest possible annual wages, which can come from steady employment, rather than the largest possible weekly wages. The increases which were granted in 1937 can be restored gradually in the future as economic conditions justify."

This vision of happy relations between the lion and the lamb calls to mind the murders in Little Steel, the attacks on the NLRB, the millions spent for stoolpigeons, provocateurs and thugs by business men in resisting the rising unions and their demands for wage increases in 1937—demands which were slowly winning back the cuts of 1933.

Voluntary, Heb, Heb

It is significant that the Times had either the good taste, the honesty or, possibly, just the facetiousness to put quotation marks around the word "voluntary." It is also significant that the idea of voluntary cuts came as a suggestion to organized labor. For the unorganized there will not even be the pretense that slashes in living standards are voluntary.

That war preparations on a huge scale are an inevitable attribute of depression conditions is an idea frequently dismissed as the propaganda of radical agitators. However, Edward J. Condon, a Times staff writer, tells us that "Some believe that a rearmament program on a scale now being followed by England may be the immediate answer, but to permit rearmament, economies would have to be made elsewhere if the Federal budget is to be balanced."

To Mr. Condon's informants economies "elsewhere" mean a general scrapping of the New Deal: "Revision of onerous tax laws, institution of a workable housing program, abandonment of the plan for 'regional TVA's' and a cure, not a palliative, for the sick situation in the railroad industry will all be needed to get business out of the depression."

This obviously means reducing taxes on higher incomes and corporations and presumably increasing sales taxes; a housing program more concerned with returns for the contractors than with getting homes built; reduction in relief expenditures and still greater loans at little or no interest to the "sick" corporations.

Here We Are Again

That wage cutting is already here is revealed by C. F. Hughes, writing in his column, "The Merchant's Point of View." He discusses the Department of Labor figures on declines in employment and payrolls, pointing out that payrolls have dropped more sharply than the number of persons employed, indicating "more wage-cutting than is generally admitted or else revival of 'share-the-work'."

Possibly a bit more blunt than his colleagues, Mr. Hughes makes this significant statement: "Encouragement of good-will has been a prime topic in business quarters in the year past. To their surprise and dismay, industrialists have discovered through several polls of public opinion conducted by experts that business did not enjoy the favorable standing imagined and that some of the criticisms leveled at it were not mere mouthings of politicians."

A campaign of wage cutting under cover of a hypocritical demand for "cooperation" on the part of the labor movement will not add to the damaged prestige of the industrialists. The lessons of 1933 are too close to us.

The Times makes it plain, however, that the industrialists are thinking in such terms and proposing to cut down the living standards of both the employed and the unemployed. Equally plain is the obligation of the Guild and the labor movement as a whole to firmly resist the attempt. We must force an adequate program of relief for the unemployed and protect and extend the gains we have won. We have the means at hand through our own organizational machinery, through cooperative political efforts and through the campaign to organize the unorganized—who will suffer most from this new attack.

Essay on Professionalism

... However, there is no logical place for unionism in a profession such as funeral directing and embalming. For one thing, as we pointed out editorially in our August issue, unionism would eventually mean the death knell of professionalism, and reduce embalming to the status of simply another "trade."

—Albert R. Kates, in the American Funeral Director

The Eagle Contract

THERE have been the usual publisher attempts to belittle the Eagle victory by basing the stories on what the contract does not have. Partly for this reason, but more because we think the document is one which every Guild member will read not only with interest but with enthusiasm, we publish it in this issue.

The publishers emphasize that it does not provide the Guild shop. It is a pleasure to see how little it takes to make them happy. The phrase Guild shop does not appear; actually the safeguards for the members' jobs exceed those which the Guild shop was designed to afford.

In clause after clause throughout the document one must be struck by the skillful devices for protecting the employees' interests. The Eagle unit deserves congratulations. And so do the Guild negotiators.

The President's Letter

PRESIDENT ROOSEVELT'S support of what he happily calls "the fundamental right of collective bargaining," may easily prove to be, we think, one of his most solid contributions to the welfare of the American people.

We could hardly think otherwise, it is true; yet this right is basic to any permanent strengthening of the individual under the weight of present crushing social forces. If the government is to master these forces, as the President has essayed to do, it must call in the new world of Labor to redress the old balance of power. With a stronger trade union movement many of the reforms the President is attempting would easily override the now successful opposition. That the movement is one of the very pillars of democracy is seen in the haste of fascist dictators to destroy it.

The President's reaffirmation of his faith in collective bargaining, voiced in his letter to the Guild which appears in this issue, will give fresh inspiration to the workers in this movement, and confound its enemies.

We share the President's concern for upholding "the highest traditions of a free press." It is our belief that we are taking the most practical steps we can toward that end. We are raising the economic conditions of journalism so that it will offer an attractive livelihood to competent workers. We are giving substance to a man's personal pride in his calling by securing in contracts his right not to sign articles violating his convictions. We are building a strong organization, a fact which in itself has important implications. While there has been no official statement of policy it is our conviction that Guild members, having such backing, will some day refuse to accept dishonorable assignments—as the National Union of Journalists, our older and similar organization in England, is doing.

These are characteristics that distinguish us from our new "rival" the American Press Society, which eschews collective action and whose members thus can only starve or die for their ideals—a noble, possibly, but out-of-date defense!

We are aware of the intricacies of this problem—including the publisher's fundamental right to publish, regardless of our personal feelings about the contents; and we probably do less talking about it than some of our very professional-minded brethren, including even some Guild members, would like. It would be a serious mistake, we believe, however, to mislead the public about the extent of reforms which newspaper staffs by themselves could effect. No group cares more about the integrity of the press than the Guild; no group has more to gain from its honesty and devotion to the public welfare. The Guild pledges itself to as effective service in that cause as any group can promise—and deliver!

Divide and Rule

THE CIO-AFL unity conference went on the rocks, mourns Matthew Woll, because the CIO, by offering to send back all of its 33 unions into the AFL fold intact, was seeking to foster dual unionism.

That plaint is very like others the Guild has always heard in its struggles. Does not the publisher in a strike almost invariably ask, "But why not call the strike off while negotiations are going on? Surely you should do this, if only as an evidence of good faith."

The Guild long ago learned to grin and go on to the next question. Similarly Philip Murray, chairman of the CIO negotiating committee, declined. It was his committee's suggestion that the whole 33 CIO unions move into the AF of L fold intact, receive charters, and THEN—when they could deal on an equal basis—work out jurisdictional disputes.

Said Brother Murray: "Under the AF of L position, no general agreement could be completed until agreements were effected between all unions... the AF of L's inability to accept the CIO's offer to bring 4,000,000 members into the AF of L shows further the weakness in their position."

It was the "solution" of Woll, Frey and their confreres to allow only the original AF of L unions to come back in a body. The others would be left outside, to be dealt with piecemeal. Is anyone so blind as not to see the result? These new unions in which millions of heretofore unorganized workers have put their trust would be broken up and scattered among the old craft unions. To go back on such terms would be a betrayal.

We hope this exhibition is not lost on the AF of L membership.

Labor Citizenship

GARET GARRETT, an amateur economist writing in that palladium of advertisers, the Saturday Evening Post, at so much a word, finally in the last paragraph, reaches a conclusion that can well be examined by trade unionists:

"Such now is the labor movement. What formerly was an economic conflict between capital and labor becomes a political struggle for possession of an ultimate power. Labor is no longer the wage earner. Labor is a weapon. Who controls the weapon gains the power. What is involved is the next state of society and how it shall be governed. To that no one can pretend to be neutral."

Like many outsiders to the labor movement, Mr. Garrett takes a casual and cursory view of the movement, from his morning newspaper. It never occurs to Mr. Garrett—and perhaps this is not strange, for even some labor leaders agree with him—that labor is not a weapon, but a democratically controlled citizenship. This is hard for persons like Mr. Garrett to understand and believe. He is willing to believe that he himself is intelligent. He is willing to believe that his colleagues on the Saturday Evening Post are intelligent. He is willing to believe that the businessmen advertisers of the Saturday Evening Post are intelligent, but he cannot believe that the workers who operate the plant of the Post or make the wheels of the great city of Philadelphia revolve are intelligent. So this so-called mass of workers are conceived as something to be done with, a group to be handled, by either a boss or labor leader. The sooner such a conception of labor is scrapped the better this nation will be. America is founded on the bedrock of political democracy. It is true, industry has never accepted this conception. For this reason, shallow persons conceive labor as a weapon and not as a citizenship.

Mr. Garrett is right in one respect. What conception we have of labor will determine the next state of society and how it shall be governed. As labor decides this question for itself so the United States will go.

—From the Journal of Electrical Workers.