

The GUILD REPORTER

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BAYONNE'S FIGHT IS ALL LABOR'S

Publisher Lazarus of Bayonne has just played his trump card. In the best New Jersey tradition, he placed his reliance on the Jersey "justice," which employers always find on tap for them in that state's Court of Chancery.

Applying literally a Chancery rule that an injunction must be obeyed regardless of its legality or constitutionality, Vice-Chancellor Fielder has found guilty of contempt six of the eight Times editorial strikers because they used a Guild sound truck to appeal for support. He held that they had violated the notorious injunction issued early in the strike by Vice-Chancellor Egan, who at first even denied the right to strike. The injunction denied the strikers the right to use the sound truck to announce the strike, even though Lazarus had full use of his own and other newspapers' columns to give his distorted version of the struggle.

Sentence has not yet been imposed. Six strikers face possible jail terms, and are barred, under threat of jail, from using one of the few effective means left them to state their case. By operation of one-man "law" ordinary free speech is suppressed.

This is the biggest possible challenge to the Guild and all organized workers. Here is a union-busting employer, hanging from the ropes under the hammering of a strike that has taken away 90 per cent of his advertising revenue, when the New Jersey judiciary steps up with a shot in the arm. Lazarus' first action upon learning of the contempt proceedings was to break off negotiations.

Regrettable as it is, Lazarus must be hammered some more. It must be demonstrated to Lazarus that labor will not allow employers to evade their obligations. It must be demonstrated that the judiciary shall not provide strikebreaking service as an arm of unfair employers.

This, we are convinced, is Lazarus' last trump. Increased local and national support will quickly beat it.

This is the fight of the ANG and of all labor.

Bayonne Court Curb Rallies Labor's Aid

BAYONNE, N. J.—Hopes of Publisher Herman Lazarus of the struck Bayonne Times that the conviction of six strikers on contempt of court charges would demoralize the strike fell flat last week.

Lazarus' paper has been stripped nearly bare of advertising during the strike, now in its twelfth week. He had leaned heavily on the expectation that the contempt conviction, which had the effect of removing the Guild sound truck from the streets, would bring his advertisers back.

One or two advertisers returned to the paper. The others did not. Meanwhile, the strikers took advantage of the development to inspire a renewed burst of activity by the Labor Committee in support of the strike, resulting in new subscription cancellations and pledges of backing from fresh quarters.

The Labor committee flooded the city with circulars bearing the legend, "Spitting in the Worker's Eye." The circulars listed local advertisers in the scab paper and cautioned: "Remember! These stores advertise in the scab Times and help support strikebreakers."

The contempt convictions were based on violation of the notorious injunction issued at the start of the strike by Vice-Chancellor Egan which, in the first days, even prohibited the Guildsmen from striking. Under Chancery Court practice, Fielder did not consider the merits of the injunction, finding merely that the strikers had violated it by using the sound truck.

The strikers have not yet been sentenced.

An indication of the Times' financial state came last week when Lazarus pressed into service advertising solicitors and other white collar employees to substitute for two night watchmen laid off because of thinning revenue.

Job Security Principle Was Major Chicago Gain

CHICAGO—The principle of job security as an employee right was forcefully established in the contracts signed with the two Hearst papers here on Jan. 21 under pressure of a strike threat. The contracts are full union agreements, embodying virtually every standard Guild clause but the Guild shop. They pave the way for inclusion, retroactively, in their benefits of the commercial department workers as quickly as consent elections prove the Guild's right to represent them. Their signing realized the Guild's cracking of the Chicago field after a year of effort.

For the editorial workers of the

139 whose dismissal precipitated the strike vote, the contracts mean dismissal indemnity up to 26 weeks for fifteen years service, instead of the maximum eight weeks' salary allowed under the unilateral statements of policy. All are assured of preferential rehiring. For those claiming dismissal because of Guild activity there will be proper hearing to determine the facts. Dismissal pay is granted without any qualification based on reason for discharge, and the Guild now has the right to review "economy" or "consolidation" dismissals. In the meantime there will be no such

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Business Office Contracts Set In Middle West; Boston Wins Poll Protest

Newspaper's 'Victory' Is Set Aside

BOSTON—Professor Calvert Magruder, Vice Dean of the Harvard Law School and supervisor of a Jan. 7 election to determine whether employees of the Boston Herald-Traveler wished to be represented by the Boston Guild, ruled last week that the Herald-Traveler management was guilty of illegal electioneering, and outlawed the result of the balloting in the bookkeeping and clerical department.

Pending a decision about possible further steps to enforce a right to speak for the bookkeeping and clerical group, the Guild immediately asked for and obtained a conference with management representatives to discuss terms of a contract.

The management concedes the authority of the Guild to represent the editorial department, where a contract was won more than a year ago, and Professor Magruder already had certified that the Guild won the election in the building maintenance department, 58 to 3.

In the first conference after the election, Managing Editor Robert B. Choate indicated that the management will raise no real objection to installing the 5-day, 40-hour week in at least the editorial department.

A Six-Day Week Holdout

The Herald-Traveler, controlled by the First National Bank of Boston and the monopolistic United Shoe Machinery Corporation, and reputed to be the wealthiest newspaper in New England, is one of the last metropolitan newspapers in this section retaining the 6-day week. Hearst's Record and American, the Post, the Globe and the Christian Science Monitor long ago accepted the 5-day week as standard for Boston editorial department workers.

The investigation that led to

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What's a Honeymoon To This Publisher

BOSTON—A record of some kind in employer interference with workers' elections was believed to have been uncovered by Professor Magruder in his finding against the Herald-Traveler on the Guild poll. This, said Professor Magruder, was in the case of:

"Still another employee, on her honeymoon in New Hampshire, reached by telephone and urged to come down and vote. The management expressed to her father a willingness to give her equivalent time off and reimburse her for any extra expense."

N. Y. News Pact Talk Is Opened

With the way cleared by a recent decision of the National Labor Relations Board, the New York Guild opened negotiations with the Daily News management on Jan. 26 for the consummation of a Guild shop contract covering the 500 commercial and allied department employees of this paper.

The result of this first conference would indicate that, with the exception of the minimum wage provision, there will be little difficulty in extending the benefits of the editorial department contract to the new division.

On the Guild shop provision, F. M. Flynn, assistant business man-

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Chain Paper Units Lead In Drive

Notable advances were made on the bargaining front on behalf of commercial department workers last week. The Scripps-Howard News-Bee unit in Toledo was preparing to vote on the final draft of a business office supplement to its editorial division contract while, in the same city, negotiations were progressing on the Blade and the Times, Paul Block papers.

In Pittsburgh, the Guild's first business office contract went into effect, covering workers in the accounting department of Paul Block's Post-Gazette. (Story on page 2.) In New York, the World-Telegram unit ignored a take-it-or-leave-it management ultimatum and directed its executive committee to survey commercial department salaries with a view to obtaining acceptable minimums. (Story on page 2.)

NEWS-BEE PACT SET

TOLEDO.—The News-Bee unit of the Toledo Guild was to vote Jan. 30 on a final draft of a supplemental contract for commercial department workers as the drive for editorial and business office contracts was pressed last week on three fronts in the city.

In addition to the News-Bee supplemental contract, which was drafted in a conference between the management and the negotiating committee on Tuesday after the unit asked a number of changes in a previous proposal, negotiations brought the five-day week to all commercial employees

BUILDING: Mr. Green's Singular Notion of Democracy

By JONATHAN EDDY

THE suggestion has been made by John L. Lewis, Chairman of the Committee for Industrial Organization, that the American Federation of Labor open its doors and take in the entire membership of the CIO on February 1. Mr. Lewis said that if this was not agreeable, the CIO would be willing to open its doors to the entire membership of the American Federation of Labor on the same date. In either event, there would be a democratic convention at which a majority would decide the future policies of the American labor movement.

As quickly as the telegraph could reach to Miami and back, President William Green of the AFofL had rejected the proposal. He said that to accept it would be to take the present controversy back into the AFofL. This explanation seems to me singularly revelatory.

I seem to recall that late in 1936, when Mr. Green and the Executive Council "suspended" (actually expelled) the CIO unions, the reason given was that it was a matter of union principle. Although at that time the CIO had not yet been forced by expulsion to function as a separate organization, Mr. Green charged it with dual unionism. If my memory is right, it did not then occur to Mr. Green that he had a right to avoid controversy or disagreement with him by depriving millions of union members of their votes. Or, shall I say, that it is actually what did occur to him, at least he was not at that time so brazen as to advance it as his actual reason.

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Telegram Unit Pushes Demands

Ignoring the ultimatum of the management that says a contract proposal on salary minimums for commercial department employees were accepted by Jan. 31, the offer would be withdrawn "in its entirety," the New York World-Telegram unit on Jan. 27 directed its executive committee to conduct an immediate survey of salaries as a more effective means of obtaining more acceptable minimums.

The unit had on few previous occasions rejected as unsatisfactory the management's offer to establish low beginning minimums, and had volunteered to compromise by eliminating all reference to minimums and confining the contract provision to an agreement on a flat increase in pay.

Want "Protection" The reason for the management's refusal to sign a contract without minimums was expressed by Noel S. Macneil, assistant publisher, at the last Guild conference on Jan. 24, when he said that the management required "protection" from the Guild. He explained, would be in the nature of an assurance that in all probability other publishers in the city would not pay below those figures established in the World-Telegram commercial department contract.

The figures he referred to were contained in the management's proposals: \$10 for messengers, office boys and proof boys; \$15 for clerks, typists, collectors, messengers and classified inside solicitors; \$20 for secretaries, stenographers, telephone operators, multigraph operators and addressograph operators; \$25 for artists, \$22 for platemakers, and \$30 for mail drivers.

These management proposals had been rejected as "absurd," and the unit had pressed for graduated minimums based on experience as the only fair approach. Macneil, at the last conference, objected to the principle of step-ups in commercial departments, and then delivered his ultimatum.

The unit's survey of salaries in the World-Telegram will be completed in time for a return to joint negotiations for both commercial and editorial departments. The editorial contract is subject to reopening on Feb. 1.

Milton Kaufman, Guild executive secretary, reported that Guilds in Chicago, Pittsburgh and Newark had supplied him with local management counter-proposals for commercial department minimums, all of which recognized graduated minimums. In a majority of cases, the out-of-town minimums were higher than those presented by the World-Telegram management.

William J. Larkin Dies at Worcester

WORCESTER, Mass.—William J. Larkin, charter member of the Worcester Guild, whose 57 years of service as a Worcester newspaperman established him as dean of the field in this area, died on Jan. 25. He was 71 years old and had been engaged in newspaper work since his school days, ending his career as city editor of the Worcester Evening Post.

An editorial department executive for many years, Mr. Larkin had the unique distinction of never having fired a man. His first newspaper job was in the composing room of the old Worcester Times. A year later he became a reporter. Thereafter, Mr. Larkin worked successively on the Worcester Spy, Telegram, Gazette, and Post. He had also served New York and Boston papers as Worcester correspondent here.

Hundreds of Worcester's leading citizens paid tribute to Mr. Larkin upon his death. The Worcester Post printed the statements of about thirty.

BUILDING: Mr. Green's Singular Notion of Democracy

By JONATHAN EDDY

(Continued from Page One)

So it seems that now Mr. Green takes openly a position which in 1935 he took only furtively. What he says in effect is that "If you don't agree with William Green, you can't vote."

In the published quotations of Mr. Green's reactions to Chairman Lewis' proposal, the president of the American Federation of Labor says he relies on Mr. Dubinsky, president of the International Ladies' Garment Workers' Union, to "carry the ball" against the CIO. Of course, I may have been misinformed, but certainly I had understood that the rank and file of the International Ladies' Garment Workers' Union stood behind Mr. Lewis as chairman of the CIO. I believe that the membership of the CIO as a whole supports overwhelmingly Chairman Lewis' statement, often repeated, that it is idle to talk of eliminating the present split by compromising the principles over which it arises. "Idle," however, is a somewhat inadequate description of the position taken by the president of the Ladies' Garment Workers.

An interesting commentary on the present situation lies in the willingness of the CIO to submit the controversy for settlement to wider and wider groups and the contrary desire of the AF of L to restrict consideration of any settlement to smaller and smaller groups. At Atlantic City, the CIO proposed committees of one hundred, which was finally chiseled down to ten by the AF of L—the executive council trusting only three emissaries to represent its own part. Today, Chairman Lewis suggests that a convention not only of the CIO but of the AF of L be the deciding agency. It becomes even plainer that if the rank and file of the AF of L is to make any steps towards unity, it must first either convince President Green that union differences are settled by a democratic vote, or dispose of President Green.

More than ever, William Green stands out as an opponent of unity and the enemy of decent and honest trade unionism. It is because he is aware that millions of American workers regard him in this light that he is unwilling to submit a decision to their vote.

played no interest in "getting out the vote" in the building maintenance department, where an overwhelming Guild victory was a foregone conclusion.

"The company's insistence (that certain employees in the bookkeeping and clerical department vote—ED) was pressed, in at least one instance," he said, "in the face of an expressed disinclination of the employee to vote."

"Another employee who was at home on a day off, was awakened by a telephone call from his superior and urged to vote."

"It is not without significance that, as the net result of the company's activity, every one of the 97 employees in Group A voted."

Here is his formal finding: "On all the facts, I conclude that the activities of the management on election day constituted a forbidden form of interference."

"Therefore, I feel obliged to hold that the election in Group A is a nullity and is so far as the employees in that group are concerned, the company and the Guild stand where they were before the election."

Rumors that certain commercial departments might be abolished if wage cuts were increased were spread by minor executives before the election was held and were a major reason, Guild officers believe, that employees of the bookkeeping and clerical group voted against participation in the Guild bargaining program, 57 to 40.

"Under the circumstances existing . . . it would be easy for the employees that the management's interest was not wholly academic; that the management hoped to defeat the Guild in this important group and thereby impair the Guild's standing among the employees generally."

"Such an impression might be a painful misunderstanding of the company's motive, but privity of motive is not the sole consideration in determining whether conduct by an employer constitutes a prohibited interference with employee self-organization. From the very fact that the management influence upon employees beholden to the employer for a livelihood is often so compelling and pervasive, though subtle and indirect, it is necessary for the management scrupulously to avoid any conduct tending to create false impressions."

Honorary Recall. Elaborating the reasons for his conviction that the company's interest in the election was not "wholly academic," and following closely an argument presented for the Guild by President Sullivan, he called particular attention to the fact that the management dis-

Reprints of Brant Speech Available

Irving Brant's speech, printed in the Nov. 29 Guild Reporter under the heading "This Bitter War of Publishers versus Guild," is now available in reprints. If your Guild has not yet completed its enrollment drive, the reprints can be had for distribution among prospective members, and every prospect should be given a copy of Brant's speech to read.

The reprints can be had upon request to the GUILD REPORTER. How many do you need?

Pittsburgh Office Pact In Effect

PITTSBURGH—The local Guild's first business office contract, covering the accounting department of the Post-Gazette, a Paul Block newspaper, became effective last week. Editorial departments of papers here are already under Guild contract.

The new contract provides a five-day week and, in an extra-contract understanding, pay increases or restorations are granted for the entire staff. Paycuts during the life of the contract are outlawed, dismissal indefinitely is provided up to 24 weeks for 15 years—the prevailing Pittsburgh standard—and a preferential rehiring clause similar to that initiated here in the recent Hearst Sun-Telegraph editorial contract are outstanding clauses in the document.

The Post-Gazette business office is the only commercial department organized in the Guild here. The AF of L has organized the Sun-Telegraph business department, with the aid of the Teamsters, but has thus far made no progress toward an agreement.

About 15 employees whose paycuts had not been restored were given raises up to \$10 a week. Those not affected received 5-per-cent-plus-\$1 raises if their salaries were under \$30 a week and a flat 5 per cent if their salaries were \$30 or more. Thus all employees received raises.

Minimums established affect few in the department, most employees now receiving more than the company calls for. Junior clerks, including typists and stock room workers, receive \$17, \$18, \$19, \$20, and \$21 as yearly minimums up to the fourth year. They then become senior clerks, with a \$22 minimum. Bookkeepers and collectors receive a minimum of \$23 a week, while multigraph and minigraph operators get \$22, and their assistants \$20. Office boys start at \$15 and go to \$18 at the end of the third year.

This included all the benefits of the existing editorial contract, its purpose is "to keep all the unions in the industry informed as to our progress." It was prepared and distributed with the approval of representatives of the mechanical unions. The Guild shop, struck work clause, and the other contract demands are discussed. The pamphlet concludes:

"Throughout the negotiations we plan to keep all of the unions in the industry thoroughly informed as to our progress. Such a close working relationship, we feel, will benefit us all."

Carriers Strike On Plain Dealer

CLEVELAND.—Home delivery carriers of the Cleveland Plain Dealer chipped in their pennies and nickels last week for a ten-minute radio broadcast to lay their strike message before the public. The carriers took this step after the first week of their strike had passed without mention in any of the Cleveland newspapers.

The Plain Dealer has refused to recognize the carriers' union and, the carriers charged, refused to recognize them even as employees. The boys asked \$1 a hundred for deliveries instead of the present 65 cents.

In the radio talk, Philip Schoenburgh, attorney for the union, quoted the salaries of Plain Dealer executives. He ironically lamented the reduction of Vice-President John S. McCarene's salary from \$189,962 in 1935 to \$191,000 in 1936.

MAILERS' REFERENDUM INDIANAPOLIS (FP).—Mailers voted 1,995 to 1,762 in a national referendum to separate from the International Typographical Union, a canvass board reports. An injunction suit filed by mailers who oppose separation is pending.

News-Bee Pact Set For Vote

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of the Blade, and conferences for full-year contracts with the Blade and Times were arranged. The News-Bee is a Scripps-Howard paper and the Blade and Times are Paul Block publications.

The five-day, 40-hour week was instituted Monday on the Blade display and classified advertising, circulation and accounting departments. These departments had been operating on a six-day 40-hour basis. Schedules of days off posted in the display and classified advertising departments were those the negotiations had submitted in the course of their arguments that the five-day week was practical for those workers. The negotiators were headed by John Dunn of the News-Bee editorial staff.

At the same time a joint conference with Stanley C. Speer, Blade business manager and Richard C. Patterson, Morning Times general manager, to negotiate full-year contracts for both editorial and commercial members, was arranged for later in the week.

The units of the Blade and Times are asking Guild shop, dismissal bonus on the same schedule the News-Bee has, full sick leave, limitation of legions, elimination of the compulsory arbitration provisions in the existing contracts, slight changes in the scale of minimums, and other benefits. In addition, the Blade unit is seeking a flat 10 per cent wage increase for all employees not affected by the minimums.

Other negotiators besides Dunn are Chairman Roberts, Guild secretary, also of the News-Bee; Raleigh Hoover, News-Bee unit chairman, and Mike Behara, chairman of the News-Bee business office division. A group of 15 observers from the Blade and Times units also were to be present.

After a previous management proposal for commercial workers had been rejected by the unit in a strong resolution of protest, the News-Bee management made a new offer last week which granted a number of concessions and represented a complete about-face on many proposals.

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Discharge Spurs Atlanta Drive

ATLANTA.—Spurred by the firing of an Atlanta Journal district manager who was attempting to organize commercial department employees, other circulation workers last week inaugurated a movement to organize in the Atlanta Guild.

A. T. Moore, the fired circulation manager, was dismissed on the excuse that he had checked short in his accounts, which has been and is now permitted among all district managers without prejudice. He made good the amount of his shortage when it was called to his attention.

In the event Moore's reinstatement cannot be arranged by negotiations, the Atlanta Guild will ask the IEB to authorize filing of charges with the National Labor Board. The Journal has 23 district managers, virtually all of whom have expressed interest in the plan for organization.

N. Y. RESTAURANT PIROLLE now at 111 W. 45th—Famous for French specialities—Lunch 55¢. Persian dinner \$1. Wines and liquors. Tel. BR. 9-6816.

Election on Post Won in Denver

Guild Unit Gains Bargaining Right by 34-22 Decision Over Company Union in NLRB Poll; Moves for Immediate Opening of Negotiations

DENVER.—The Denver Guild was certified last week by the regional NLRB for bargaining with the Denver Post following a 34 to 22 victory over the Post company union.

Guild unity was unbroke after months of management sniping as the Guild went into the election with 34 votes and emerged with the same number.

There were three votes for neither side and three votes were challenged.

The election came after long negotiation during which the management adopted a "What the hell is the Guild's attitude. Last September, P. W. Bonfil, management negotiator, agreed tentatively to recognize the Guild as having a majority of editorial employees. On January 7, 1938, the Guild asked the NLRB for certification. Both Bonfil and the company union, the "Association of Denver Post Editorial Employees," declined an election but before the hearing could be held, reversed their stand and agreed to an election. At a hearing on conditions of the election, the Guild successfully challenged seven editorial employees as ineligible.

Following the election, contract negotiations were resumed with the Post management.

Leaflet Promotes Plant Cooperation

SAN FRANCISCO.—Working toward the development of a close cooperative spirit among members of all unions in the newspaper industry, the Northern California Guild has distributed among the members a four-page printed folder retelling the Guild's history and describing each demand being made in the current contract negotiations.

The pamphlet is titled "A Message to Newspaper Industry Employees," and its purpose is "to keep all the unions in the industry informed as to our progress." It was prepared and distributed with the approval of representatives of the mechanical unions. The Guild shop, struck work clause, and the other contract demands are discussed. The pamphlet concludes:

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HITTING UNFAIR ADVERTISERS



Strikers H. I. ("HP") Pressure (left), and Norman Turnidge picketing a J. C. Penney chain store, one of the few remaining advertisers in the struck Seattle Star.

Stern Seeks Salary Cut Opening In Philadelphia

PHILADELPHIA.—The Philadelphia Record management has notified the Guild that it wants to be in a position to cut wages after the expiration April 8 of the editorial department contract.

The notification was included in a list of "principal" modifications the management wishes to introduce into a new contract for which negotiations will start on Feb. 1.

Stern's rival in everything but Guild negotiations, M. L. Annenberg, publisher of the Philadelphia Inquirer, put the same clause into effect six months ago as a result of Guild negotiations, and the Inquirer shows no signs of being destroyed. In addition to demanding that he be in a position to cut wages, Stern is asking for a dismissal clause that would go far beyond understandings in previous contracts. In return, Stern has offered to double the dismissal indemnity scale. The unit has expressed itself as being opposed to "selling out" its demand in this way.

AF of L Opposition Arises Against Dore In Seattle

SEATTLE.—The political ideas are surging against Seattle's anti-labor mayor, John F. Dore, despite Teamsters' Cesar Dave Beck's efforts to bludgeon American Federation of Labor locals into supporting Dore for re-election.

Reflecting the true wishes of AF of L unions in Seattle, twenty-one influential AF of L leaders have just formed an "AF of L Committee for the Election of Meyers."

The committee, after electing Jess Fletcher, president of the large Building Service Employees' Union, chairman, and Charles McCarthy, president of the Metal Trades Council, vice-president, issued a statement repudiating the Central Labor Council's endorsement of Dore.

The mayor's endorsement by that body, the committee asserted, was engineered by Beck, and did not represent the sentiments of the Seattle AF of L membership.

Meyers, with a strong pro-labor record as lieutenant-governor of Washington, has already received the backing of five large AF of L locals. He is expected to get the support of the entire CIO movement, as well as of the Washington Commonwealth Federation.

The Meyers program calls for, among other things, termination of

Seattle Spreads Its Fight

SEATTLE.—A statewide campaign to force the only three advertisers of any importance out of the struck Seattle Star was opened last week with telling effect. Two advertisers are J. C. Penney's, Safeway Groceries, and Eba's Market, chain store, which are being picketed in towns outside of Seattle.

Most encouraging of the reaction was in the small city of Renton, where Mayor O. N. Cochran was told by the Guild of the action planned.

"Wouldn't it be just as well if these firms withdrew their advertising from the Star?" Cochran asked the Guild delegation.

When the strikers said that it would, he immediately called a meeting of store representatives, civic and union leaders.

60-Day Offer When the stores refused to cooperate the Guild made the proposition that if the stores withdrew their advertising from the Star, the Guild would not picket. A meeting was called for a week later in the mayor's office. At this time the stores promised to give their answer.

"I represent the city of Renton," Mayor Cochran told the store managers. "I am for the Guild. Therefore the city of Renton is backing the Guild. If the store owners refuse to cooperate and settle this dispute, then the Guild may go ahead and picket and I will give them police protection."

On the same day as Guildsmen worked in Renton, they also traveled to the small towns of Enumclaw and Buckley for picketing. Renton is only one of the many small towns with heavy CIO membership in the state. Both United Mine Workers and the Steel Workers Organizing Committee have strong locals in Renton. Both groups have promised Guildsmen their full support.

Worcester Gives Raises to Fund

WORCESTER.—Guild members who received raises under the contract recently signed with the Worcester Evening Post maintained last week the tradition of contributing the sum of one week's total of \$39 was sent in, every member contributing.

ARE YOUR DUES PAID?

Mail your broken pipes to **JOE'S PIPE SHOP** 314 Fulton St., Brooklyn, N. Y. Pull line of Pipes, Clamps and Clamps. Hand-made Clamps to order.

A SWEET PLACE TO EAT HARTWILL'S 119 BARCLAY STREET (Next door to World-Telegram) For deliveries call BARLEY 7-8079 Prop. WM. HOLBY

Greenwich Tavern Best Food—"The Taste Tells" 232-54 Greenwich St., N. Y. C. around corner from World-Telegram Tel. WORTH 2-9237

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

Job Security Principle Was Major Chicago Gain

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Noteworthy also was the fact that the contracts contained no compulsory or even optional arbitration clauses, a point on which the management had been adamant before the strike vote action.

The contracts provide a \$65 minimum for top classification editorial workers on the morning Herald & Examiner of three years' newspaper experience, and \$60 for those in a like classification on the evening American. While these rates were included in the old policy statements, revisions in the intermediary and lower classifications won workers raises as high as \$10 each.

Business Workers' Gains

Publisher Emanuel Levi agreed in a signed commitment to State Director of Labor Martin Durkin that bargaining on behalf of commercial workers will begin immediately after consent elections, if the elections are won by the Guild. Guarantees against economy or merger discharge for the next 90 days or pay cuts during the year were given these employees in notices posted in the advertising, circulation, and business departments. The management also committed itself to payment of Guild-scale, retroactive, indemnity for the dismissed commercial workers, subject to negotiations after elections. They also go on a preferential rehiring list.

No full-time editorial worker, including the managing editor, is exempt from the contracts, although executive exceptions are made to the five-day 40-hour week. The American contract left few six-day workers on that paper. On the Herald & Examiner, there was no change in the five-day week arrangement, the six-day men being mainly such sub-executives as assigned the no-strike pledge during the crisis. The contract provides that some of these positions shall be placed under the five-day week upon replacement of their present occupants.

Publisher Levi agreed in the conference minutes to reinstate with back pay Earl Auld and Harold Sullivan, editorial and commercial department Guild leaders, respectively, if a hearing he will conduct proves discrimination in their dismissals. If Levi doesn't reinstate them directly, he bound himself to accept a Labor Board decision in the cases without appeal.

Five-Point Demands
Thus the Guild practically carried everything in the strike ultimatum: contracts without arbitration provisions and indemnity qualifications; provision for recognition in the commercial departments;

They Pledged 'Falty' Before It Was Needed

CHICAGO—Signed by eighteen employees, a majority of them executives of varying grades, a "loyalty pledge" under which the signers volunteered to scab before there was any certainty that there would be a strike to make it possible, made its appearance on the Herald & Examiner bulletin board the night before the Hearst strike deadline.

On the same night there had been two false "unit meetings" in the plant and several anti-strike petitions circulated to demoralize Guildsmen. The petition posted on the bulletin board probably had its usual quota of victims of management pressure. However, not a single Guild member's name was on it.

One of the signers, Victor E. Barnes, night news editor, was formerly a member, when he worked on the Newark (N. J.) Star-Eagle. He collected a few others, Guild-woman dismissed indemnity when he left the Star-Eagle.

The other signers were: Harold Taylor, copywriter; Paul T. Gilbert, writer of editorials and

retroactive dismissal indemnities; guarantee against further ruthless staff reductions; guarantee against pay cuts, and fair steps toward the reinstatement of Auld and Sullivan.

Some of the important clauses in the contract, exclusive of those covering the usual vacations, sick leave, equal time off for overtime, etc., follow:

The following minimum wage schedules apply to full-time employees possessing indicated years of experience, within the classification shown, on the Chicago Herald & Examiner and the Chicago Evening American, or upon the staffs of daily newspapers of not less than ten thousand bona fide general circulation, or business of recognized established national or local news service in the same line of employment for which said employee is hired by the publisher:

Revised men:
After 3 years' experience \$65 (\$60 on the American)
After 2 years' experience \$51
After 1 year's experience \$38 (\$35 on the American)
Less than 1 year experience \$25
Copywriters:
After 3 years' experience \$60 (\$55 on the American)
After 2 years' experience \$51
After 1 year's experience \$35 (\$35 on the American)
Less than 1 year experience \$25
Reporters, photographers, artists:
After 3 years' experience \$50
After 2 years' experience \$41
After 1 year's experience \$33
Less than 1 year experience \$25
Copyboys:
After 2 years' experience \$20
After 1 year's experience \$18
Less than 1 year experience \$16

Library clerks and financial tabulators: (American only) \$25. (Beginners in above classification with less than three years' experience will be paid not less than \$20 per week.) Junior editors (including former office boys or others not full-time) in the department to which they are assigned, such as assistant to telegraph, make-up, copy desk, or any department—Herald & Examiner only \$35.

Security Clause
The employer agrees that there will be no reduction in the present rate of pay of any present employee during the life of this contract.

It is agreed that for a period of ninety days from January 20, 1938, no person covered by this agreement will be discharged for reasons of economy, merger or departmental or sub-departmental elimination or discontinuance. Thereafter, during the term of this contract no employee shall be discharged on account of any reorganization or merger of departments, or any change in the organization of this newspaper (the Chicago Evening American) and the Chicago Herald & Examiner. If, at any

time after the first ninety days of the life of this contract, the management should need a staff reduction necessary for any other reason, it shall notify the executive board of the Chicago Newspaper Guild at least two weeks before such reduction is to be made. The representatives of the Guild and the employer shall meet to discuss the reduction and to consider any proposal made to alleviate, so far as possible, the extent of such reduction. So far as not inconsistent with the foregoing, employment and tenure of employment are at the discretion of the employer. Upon discharge, an employee making written request within 72 hours shall receive in writing from the employer, or his representative, a statement of the cause of discharge.

Dismissal Indemnity
When an employee who has been employed less than three months is discharged, he is not entitled to receive dismissal indemnity; when employed more than three months and less than six months, he shall receive two weeks' pay; when employed six months or more, he shall receive six weeks' pay. The schedule shall be graduated in 16 steps to 26 weeks pay for 15 years' service. It was erroneously reported as 28 weeks on Jan. 24.—Ed.

Severance pay shall be computed at the highest rate of pay received during the last six months of employment prior to discharge. The years of service provided for herein shall mean a total continuous service with the Herald-Examiner and Chicago Evening American. Leaves of absence granted by employer and disciplinary layoffs shall not count as breaks in continuous service, although the time spent on such leaves, or such disciplinary layoffs, shall not be considered service time.

No employee shall be required to have published under his own name any material containing an expression of opinion not in conformity with his opinion.

The Guild shall have the right to maintain a bulletin board for official Guild business in each room of the employer's plant where editorial workers are employed.

If any employee, having been released from duty, is thereafter called back to duty before his next regular working day begins, without previous notice of eight hours (sixteen hours notice if called back from a day or days off) he shall be credited with one hour overtime, (two hours or more call-back from a day or days off) in addition to overtime actually worked on the assignment plus

WOHL IS REELECTED CHICAGO HEAD

Jerry Cook Named 2nd Vice-President in Only Contest

CHICAGO—Election of Jerry Cook, assistant picture editor of The Daily Times, as second vice-president of The Chicago Guild was announced at the Tuesday night meeting of the Representative Assembly.

Officers re-elected without opposition are Harry Wohl of The Evening American, outstanding leader in the recent Hearst victory, president; Charles Johnson, City News Bureau, first vice-president; and Graham P. Dolan, Chicago Tribune, secretary. Earl Auld, Herald & Examiner photographer recently fired in the Hearst economy wave was elected treasurer without opposition. He will succeed retiring Treasurer Paul Puschel.

In an effort toward consolidating its latest gains following the signing of contracts on the two Hearst newspapers, the assembly moved to hire a regional organizer and appointed Ben Yabunsky chairman of a committee to canvass Guilds in the Chicago area for financial support.

Don Stevens, ANG representative, was recommended for the post time after the first ninety days of the life of this contract, the management should need a staff reduction necessary for any other reason, it shall notify the executive board of the Chicago Newspaper Guild at least two weeks before such reduction is to be made. The representatives of the Guild and the employer shall meet to discuss the reduction and to consider any proposal made to alleviate, so far as possible, the extent of such reduction.

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HARRY WOHL

because of his work in organizing the Chicago Guild and paving the way toward the signing of the contracts. Pointing out the success of the joint action by the two Hearst units in fighting for their contracts, the assembly recommended permanent merger of the Evening American and Herald & Examiner units.

Photographers and reporters shall not be required to act as combination men performing both functions. This shall not be construed as forbidding professional obligations in field emergencies.

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PAY YOUR DUES AND ASSESSMENTS!

'Same' Tale in Two Cities

Stolberg's Yarn Doctored in West

Benjamin Stolberg's series of articles "Inside the CIO," published by Scripps-Howard newspapers, differed in at least two cities when discussing local CIO leaders. This was revealed by Al Richmond in a dispatch from San Francisco to the New York Daily Worker. He said:

We have on hand the Jan. 17 issue of the World-Telegram, Scripps-Howard paper in New York, which carries the Stolberg story on the Pacific Coast maritime situation. We compared that story with the one carried in the News of the same day.

In New York, the verdict of history was: "The resulting bitterness is incredible. It broke up the powerful Maritime Federation of the Pacific, which today is on its last legs."

In San Francisco, history was more prudent, and said: "The resulting bitterness is incredible. It threatens to break up the powerful Maritime Federation of the Pacific."

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Guild Wins 'Free Air' For Attack

ALBANY, N.Y.—After printing a series of biased, inaccurate reports on the NLRB hearing of Tri-City Guild's charges against the Press Co. and the Gannett Co., Inc., the Knickerbocker News, Albany Gannett paper, made the error on Jan. 22 of putting its one-sided version on the air, as part of its daily "news" broadcast.

Powerless against the paper's misuse of its "freedom of the press" in its news columns, the Guild seized the opportunity offered by the radio broadcast to demand freedom of the air. Under the Guild threat to appeal to the Federal Communications Commission, Station WOKO and WABY each gave five minutes free time to the Guild. The Gannett organization owns an interest in either or both WOKO and its subsidiary WABY.

The newspaper's radio broadcast which the Guild challenged was based on a story of the NLRB hearing in the Jan. 21 Knickerbocker News. The story stated: "For the first time since its institution, the NLRB heard here a defense of an employer presented entirely by the employees of the concern against which charges of unfair labor practices had been presented."

"One after another, the staff of the Knickerbocker News went to the witness stand and denied entirely the charges that there had been discrimination in the selection of the staff when the morning field was abandoned by the Press Co."

Over the radio, the Guild pointed out that this was a deliberate effort to make the public think the entire staff rose to the defense of the management. Actually, the paper called 12 editorial department workers as witnesses, only one of them a Guild member in good standing, and four of them non-Guild members. For the most part, the witnesses whom the management publicized as Guildsmen testifying against the Guild testified that there was no discrimination against them individually. The Guild has never claimed there was.

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The Answers to the Employer Arguments

A Member of the National Labor Relations Board Shows the Loopholes in the Pleas Against Signed Contracts, for Union Incorporation, and Amendments to the NLRA

From a speech
By EDWIN S. SMITH,
Member, National Labor Relations Board.
(Delivered before the International Juridical Association.)

THE businessman's criticism of unions is necessarily based on his desire to emphasize their most vulnerable aspects. It is so apparent to the disinterested observer that organization is the economic salvation of the wage earners that the businessman is hard pressed for arguments with which to break down this instinctive approval. Moreover, if he is unable to persuade himself of the evils of unions he cannot conscientiously justify his refusal to treat with them as equals. He has no hesitation therefore in uttering the most calumnious statements about unions without any attempt to investigate before he criticizes.

WHY THEY SAY UNIONS JUST CAN'T BE TRUSTED

It is in such psychological soil that the attempt of employers to crush unions and to bring them under new legal controls have their roots. With this concept in mind, let us consider some of the proposals to restrict unions and to amend the Wagner Act. Before we take up one of the most frequently advocated of these reforms, the incorporation of unions, a plan to which Senator Copeland has recently announced his adherence, it is well to examine the anti-union businessman's utterances on the general subject of labor union contracts. The two matters are closely related.

The wholesale indictment of unions by business organizations on the score of their irresponsibility toward observance of contracts has, of course, no basis in fact. What the employer is really doing when he talks in this fashion is expressing a wish to carry over into the field of labor relations the technique which he employs with customers who do not live up to their financial promises or with unreliable contractors from which he makes purchases of raw materials. Such firms are not to be trusted, he says, therefore, I will not do business with them; that is, I will refuse to enter into a contract with them. Despite the fact that under the Wagner Act the employer must do business with unions when they represent the majority of his employees, he continues to repeat that while he may have to bargain with unions he won't sign a contract with them because they are irresponsible.

Can it be that the real reason many employers refuse to enter into written agreements with unions is that they themselves do not wish to be bound by strict adherence to written contractual provisions? One does not need to be over-skeptical to accept such an explanation. Unions frequently complain that an employer has violated the plain terms of an agreement. To admit the parallel truth that unions may also violate agreements certainly does not argue that the employer's risk is greater if he tries to formally bind a union to refrain from acts which he fears it will commit.

Another proposal sponsored by employers and intended, so it is said, to protect union members would be the requirement that financial statements conforming to a certain pattern be published at regular intervals. This proposal assumes that

incorporation, by compulsion, to associations of workers who have banded together to protect their collective economic interests in varied and general ways would be an obvious historical perversion.

The tendency of legislation, if unchecked by vigorous protest from labor, would be continually to narrow the limits of trade union action permitted by chapters of incorporation. It is not difficult to imagine, for instance, that there would be a strong drive to forbid unions to make political contributions, to expend money to aid strikers in other unions, etc.

In short, under the guise of affording employers an opportunity to impose financial penalties on unions, which they do not need, incorporation would impose upon the membership of unions drastic controls by legislatures and courts, which the "do not seek and which they should very properly resist. Can one suppose that businessmen and their lawyers have not thought about these things?

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man. Why then the agitation by business for more democracy in the unions? Does it perhaps spring from the desire ultimately to restrict by law the right to strike unless a certain proportion of the membership of the union has voted to take such action? Legal requirements respecting the election of officers would be a first step. The Vandenberg amendments glibly leap the second.

Aside from the various moves to require unions to incorporate under state laws, to publish financial statements, etc., there are the many proposals to amend the Wagner Act by prohibiting unions from committing certain defined unfair labor practices. All of these proposals, which I have seen, are not only virtually unworkable administratively but are socially unsound. Take the one most frequently advocated, the forbidding of coercion from any source. This specious suggestion ignores the fact that whereas coercion practiced by the employer may break up a union and deprive thousands of men of the right to bargain for their livelihood, coercion by a union will infringe only upon the rights of some few individuals. Moreover, if the coercion is of a sort that uses violence or even threatens it, a complaint to the police court should put a speedy stop to it. Certainly there is enough local law to penalize assaults, as the records of trials and convictions in every large strike show.

VANDENBERG'S EFFORTS TO CRIPPLE THE UNIONS

The most dangerous thing about the proposal to prohibit coercion by unions is that the employers would inevitably seek to have the National Labor Relations Board, administering such a statute, define union acts as coercive when they bear a rough correspondence to acts by the employer which the Board's decisions have found were coercive.

For example, if an employer says to his workers, "You may be out of a job some day if you join the union," this is economic coercion of a most sinister and definite sort. Every worker who hears this message knows that his bread and butter is at stake if he becomes a member of the union. Such a statement may cause thousands of people to forego their right to collective bargaining and to improve their economic status. What is the presumed result if a union organizer or a union member says to a non-union employee, "If you don't join up you may be out of a job some day when we get this plant organized?" Does any reasonable person suppose that this statement is comparably coercive in its effect on a worker to a hint by an employer that he may close down the plant if the union were really kind of plea to join a union were really coercive, half of the plants in the country would have had closed-shop contracts long since.

The penalties proposed by Senator Vandenberg to be applied in connection with unfair labor practices by unions are of much greater severity than those currently applied to an employer. If an employer has coerced his employees into joining or not joining a labor organization, he would, under the Act and the decisions of the Board, be obliged to post a notice saying that he will cease and desist from such practices in the future. Senator Vandenberg would empower the Board to prevent the union from collecting dues if it practiced what the Board or the court might find was coercion in its attempt to get membership. In other words, a normal remark of a union organizer, hitherto regarded as completely innocent, might cripple the particular union and the bargaining efforts of its members for years.

The Wagner Act was passed to remedy a major evil in American life. Our social system was suffering gravely because employers in powerful positions were preventing their employees from exercising their right to join and assist labor organizations. It is now seriously proposed that the law shall be made equal by imposing new and crushing burdens on unions. It is time to recognize such hypocrisy for what it is. It has too frequently happened that legislation designed to aid one economic group has redounded to the benefit of another; this has been particularly true of legislation designed to aid labor. If the Vandenberg amendments were passed, such a legislative perversion would have taken place on a gigantic scale. The Wagner Act, which was adopted in order that unions might live, would have become a means by which they might be legally done to death by their enemies.

Far better to repeal the National Labor Relations Act than to pass any such amendments. Then, at least labor would have a fighting chance.

The Butte Eye Opener is as good as its name. It's masthead carries a magnifying glass on each side, one lettered, "Just a Little Stuff Looked Over by the Standard But Not Published," and the other, "Just a Little Stuff Overlooked by the Post."

For the Dec. 31 issue it carried a first-page cartoon burlesquing the papers, with the legend, "Extra! New Year Arrives on Time!" Mayor Hauswirth is a working newspaperman for all his civic office, having six pieces in

Company Union Arouses Labor

Powerful Groups in Pennsylvania CIO Belt Hit at Pittsburgh Press for Fostering an Editorial Writers Association; Dropping Brown's Column

PITTSBURGH.—Establishment of an alleged company union by the Scripps-Howard Pittsburgh Press in the editorial department covered by Guild organization, has been denounced by three powerful United Mine Workers' locals and a recent labor conference at Tarentum of delegates representing 55,750 union members.

The resolutions adopted by these groups called upon the Press to dissolve the "Editorial Writers Association" and, at the same time, commended the Pittsburgh Post-Gazette and Sun Telegraph, Block and Hearst papers, respectively, "for establishing contractual relations with the Newspaper Guild without double dealing and run-around." The organizations acting were Curtisville Local 2242 and Leechburg Local 6385 and 6540 of the UMWA, and a rally held at Tarentum Jan. 29, attended by 313 delegates representing eleven international unions affiliated with the CIO and two A. F. of L. locals.

Highly Organized Area

The "association" was established after the Guild had signed its contract with the Press. The resolutions called upon the paper to dissolve it and deal with the Guild "in a grown-up manner."

In a letter to Roy Howard of the Scripps-Howard Newspapers, Keith Sward, secretary of the Tarentum rally, pointed out that the resolutions spoke for labor in the Kiski-Allegheny Valley, described by CIO Director John Brophy as "the most highly organized CIO belt in the United States."

Also taken up in the resolutions was the fact that the Press some months ago had dropped Heywood Brown's daily column from its pages. They said that "in reply to innumerable complaints Editor Edward T. Leach mails out a hypocritical letter in which he says the paper is no longer interested in Mr. Brown's product and further refers to Mr. Brown's absence from New York for a week at the St. Louis Convention of the American Newspaper Guild." Whereupon Editor Leach's true reason for dropping Brown is that at heart he is anti-labor, in view of preference for labor-baiting columns like Westbrook Pegler and General Johnson.

Liberalism Strained

In a letter to Leach, Sward said: "The letter of explanation which you sent out to curious readers of the public who miss Mr. Brown's column is anything but convincing. You have the privilege of disagreeing with Mr. Brown's views. You know that you disagree with Mr. Brown's views. But when you say that his column no longer interests the public and has lost its punch, we are forced to smile."

"The liberal reputation of the Pittsburgh Press is somewhat strained when you remove from your pages the writings of perhaps the ablest liberal columnist in America."

Once featured on the first page

ACT ON JOBLESS
SAN FRANCISCO.—The Northern California Guild is establishing a Job Information Committee and taking other steps on behalf of unemployed Guild members. A recent general membership meeting instructed all unit chairmen to compile information on jobs and the unemployed for submission to the ANG for clearance. Five Guild delegates participated in a conference of CIO unions on unemployment this month.

TYPOS MAKE GAIN

MONTREAL.—Jacques Cartier Local No. 145 of the IFU has won agreements with three French language newspapers bringing the work week for printers from 46 hours down to 40 hours on two and 44 on the third. Wage scales went up to \$1 an hour.

Brophy Denounces Stolberg Article

Benjamin Stolberg, author of the recent series of articles "Inside the CIO" run by the Scripps-Howard papers, was characterized as a "vengeful radical" hired "to do the dirty work of besmirching the labor movement," in a speech by John Brophy, director of the Committee for Industrial Organization, before a labor rally attended by 5,000 persons at Toledo, Ohio.

The Akron Industrial Council has adopted a resolution calling the articles "prejudiced, distorted and inaccurate" and charging that their publication "was prompted by Mr. Roy Howard's intense hatred of the CIO in general and the American Newspaper Guild in particular." The resolution quoted from one of Stolberg's articles saying that "a clique of cocktail Communists runs meetings of the Guild with an iron hand." It added: "If Stolberg were a member of the Guild and attended meetings, he would know better."

Local Rejects 'Obsolete Parts'

INDIANAPOLIS.—An offer by the Indianapolis Star to sign "word for word" a contract identical with that held by the Scripps-Howard Times, has been rejected by the local Guild.

The Times contract was permitted to renew itself for another year on Jan. 12 through an oversight and misunderstanding of the clause providing a 90-day grace period for serving notice of a desire to reopen. The Star unit took the position that it would rather work under that paper's unilateral statement of policy, or without any contract rather than sign what is now considered to be the sub-standard contract with the Times.

The negotiating committee was requested to continue its efforts further.

Meanwhile, a committee has requested of the Times immediate action on complaints of coercion, intimidation and discrimination in the newly-organized commercial departments. Complaints that fifteen citation men had been discharged in one day were found by the committee to be without foundation. The committee learned, however, that the normal turnover among station managers has been greatly increased since the Guild began organizing the department.

Lehman Urges State Aid for Co-ops

Developments Indicate Growth of the Movement

State assistance of cooperatives for the mutual protection of the producer and consumer was urged as a "proper field of state activities in normal times" by Gov. Herbert H. Lehman of New York in speaking at a meeting of the State Agricultural Society in Washington, the Federated Press reports.

"The efficient operation of such cooperatives should result in lower costs to consumers and better returns to the farmers," Lehman said, declaring that every protection which the state legitimately can provide should be given the products of the farmers.

Lehman also declared that cooperatives are extremely useful as yardsticks in measurement of distribution costs. Too little, he said, is known about the spread between what the farmers receive for their products and what the consumer pays.

Other co-op news follows in brief:

The Cooperative Life Insurance Company of America of Columbus, Ohio, closed the year with \$4,000,000 net in new business written in 1937, making its total insurance in force \$20,000,000. This is considered remarkably good in view of general economic conditions during

Dave Beck Blocks Unity Movement

SEATTLE.—A proposal for CIO-AF of L peace on a local basis has been promptly vetoed by Dave Beck, northwest teamster czar. The offer was made through the Seattle Industrial Labor Union Council, CIO central body.

Initiated in the council by Guild representatives, the move was outlined in a letter to the central AF of L body as follows:

"The results of the negotiations between national leaders of our respective organizations have brought us to the conclusion that unity in the labor movement is desirable and the establishment of peaceful relations between the groups on a local basis. It is our conclusion that whatever differences of opinion regarding organizational structure etc., may exist, these differences can be reconciled through full cooperation among the local unions and central bodies."

Beck immediately replied that he was sure the proposal would not be accepted, offering the excuse that "it was all just a publicity stunt by the CIO, anyhow."

How the Printers Fought—and Won

Guild members who are having difficulty in paying the occasional 50-cent assessments for strikes which are forced upon the Guild should take comfort from the following quotation from the official "Epoch History of the International Typographical Union."

"More than \$17,000,000 was raised for strike purposes in a three-year period (May 1921 to July 1924) and at the finish it was evident that a plentiful store of reserve strength would be inherited into the fight if necessary."

This was for the IFU's famous 44-hour week fight.

Sioux City Wins Reinstatement

Circulation Department Employee Gets Back Job and Compensation After Young Local Brings National Labor Board and CIO into Action

SIoux CITY, Iowa.—Although some concessions have been gained during the first eight months of the Guild's existence here, the organization's first demonstration of its real strength came last week, when it won reinstatement for Glenn Adolph, assistant circulation manager who had been fired by the Journal a few days after his election as chairman of the circulation department Guild division.

Adolph, fired for "economy" on Christmas and given a week's salary, went back to work Jan. 24 as a rural district circulation manager and was paid \$75 as compensation for time lost. At the same time the paper posted a notice in the circulation department announcing that employees were free to join and assist labor organizations. Adolph did not get his old job back because, the paper claimed, it was abolished.

Meanwhile the Journal is being pressed to restore to work Harry Kohes, another Guildsman in the circulation department who was discharged Thanksgiving for "economy."

NLRB, CIO Acted
Action in Adolph's case came after a complaint had been filed with the National Labor Relations Board. Herbert Vogt, NLRB examiner, visited Ed Towns, circulation manager, and W. R. Perkins of the Journal Publishing Company on Jan. 16. Two days later, John L. Rose, local Guild president, and H. R. Ballard, CIO representative, conferred with Towns. Agreement was reached the following day and the Guild accepted it on Jan. 28.

Previously, W. H. Sammons, publisher of the Journal, had told a Guild committee protesting Kohes' dismissal that he "didn't want outside agitators coming in and organizing my happy employees."

In an "economy" move a week before Christmas, the Sioux City Tribune laid off five members of the editorial staff, but rescinded the order in the cases of four before their two weeks' notice had expired.

Police questioned the stenographer and others but said they were making no headway. The stenographer, who was fired because, as since they were to be made the basis of a complaint to the National Labor Board charging discrimination in the dismissal of two Guild members.

Detectives believed that the Guild conference might have been taken for a meeting of newspapermen working on the city financial problem and that the stenographer's notes were stolen in the hope that they would provide a tip on the course the newspaper investigation might take by the CIO, anyhow."

It was not his final reply, however, since he said that the demands of his employees, and former employees, be put in writing so that he could reply in writing. The reason for this request, he said, was to safeguard him from "misquoting and misconstruction" of his remarks in Guild publications, about which he complained bitterly.

Remembering Mirror house guild boasting of increased lineage during 1937, the committee asked what had happened which necessitated the sudden "economy" firings. McCabe retorted that such things couldn't be made public, but said he would answer in writing as best he could without giving away any office secrets if asked in writing.

Akron Seeks New Scripps Contract

AKRON.—In one of its largest meetings in history, the Times-Press (Scripps-Howard) unit of the Akron Guild completed all but a handful of points in its proposed new contract to submit to the management.

The proposal will be drafted finally at another unit session Monday night, Jan. 31. The unit is seeking improved conditions on almost all points over those obtained in the contract signed last March.

On Other Labor Fronts

Annual 'Guaranteed' Pay Rate Snares

What is the worth of a "guaranteed larger annual wage" for workers in the building trades?

Taking note of the incessant propaganda in recent months for proposals to cut building wage scales 20 to 33 per cent in return for the "guaranteed" wage, Labor Research Association, after some analysis, comes to this conclusion:

"To anyone familiar with the complete anarchy and disorganization of the construction industry, it is obvious that this 'guaranteed' is worthless."

A "guaranteed" annual wage rate on the basis of 40 weeks' work a year, says the association's January bulletin, may sound like a beneficial step, particularly to the building trades workers themselves.

They have long suffered from the wide booms and depressions and sharp seasonal fluctuations. To boot, they are the victims of a vicious "kick-back" racket which compels the craftsmen to hand back part of their wages to the contractor. What would these workers get under a system of "guaranteed" wage rates?

A Wage Cut Wedge
Labor Research says:

"For building trades workers fortunate enough to get 40 weeks' work a year after the rate cut, it would mean annual earnings even lower than the present estimated average annual income of \$1,200 to \$1,600. Even these low annual earnings estimates are based primarily on union wage scales which, as everyone knows, are paid only in large cities and when the construction industry is very active. And, of course, they do not allow for the 'kick-back' so prevalent in the building industry."

It was further pointed out that the proposed wage cut would achieve the primary aim of all employers: "It would be used as a knife to cut wage rates in other industries and thus bring lower annual earnings to all workers. Listen for example, to the Wall Street Journal. It contends that the automobile industry has 'worked itself toward the unfortunate position of the construction industry' and declares that 'wage rates in the auto industry are out of line with those in other fields, and must be reduced.'"

The argument that wholesale slashes in building trades would be a prime factor in stimulating a construction boom is specious. Labor Research Association makes this point by quoting from a recent series of articles in the Wall Street Journal by Arundel Cotter, who wrote as follows:

"Behind him, he is afraid to insist on his rights under labor legislation. 'It is hard and almost impossible for the prosecutor to take any action when the worker who would receive benefits is afraid to testify and fears to lose his job,' the attorney-general said. 'Unions are the greatest agencies I know for the enforcement of social legislation.'"

"Usually employers in non-union establishments are able to interpret the laws to suit themselves and be safe from any legal action because the workers are so divided. It is hard to build a case that will stand up in court."

During 1936, Bennett collected over \$2,000,000 due workers in labor cases because unions protected witnesses against possible discrimination, Bennett said.

"Every worker, for his own benefit, should join a union," he said. A Catholic, he is critical of red-baiting Catholic businessmen who try to make a religious non-union of unions. "The Pope does not object to unions," Bennett said, "and the Catholic church foresees the necessity of union organization."

NCNG IN LABOR LEAGUE
SAN FRANCISCO.—The first convention of Labor's Non-Partisan League of California in which the Northern California Newspaper Guild actively participated, set the stage for the participation of labor in California's future political campaigns and in its law-making.

The League adopted progressive policies. The 351 delegates represented a cross-section of California labor, including 68 AFofL and 88 CIO organizations, and six AFofL and 14 CIO central bodies.

HEADS ACTORS

BURGESS MEREDITH, star of the stage and screen, has been named acting president of Actors' Equity. He succeeds Frank Gilmore who now heads Associated Actors & Artists of America, the federation of entertainers' unions.

enforcing collective bargaining, the strike, unsatisfactory as it is, is labor's only resource. The effectiveness of a strike is in causing financial loss to the employer, and the primary method of causing loss is to force the plant to shut down and stay shut down.

"If the courts undertake to draw a distinction—however valid in theory—between the proper and improper use of coercion by a labor union, and assess huge money damages against unions and union members, the effect will be one-sided. The courts will find themselves in a vast twilight zone, darkened by uncertainty as to facts and motives, and further darkened in many instances by the unconscious bias of judges."

"Furthermore, Judge Wham's rule is one that doesn't work both ways. Damages may be collected from strikers for loss of business to the employer... but the employer cannot collect damages from a corporation and its directors for injuries and losses sustained by workers in the effort to uphold their rights against an unlawful conspiracy to resist collective bargaining."

STANDARD OIL SEAMEN WIN PAY INCREASES

THREE thousand unlicensed seamen employed on 72 Standard Oil tankers will get an increase in wages, three weeks' vacation with pay, and other benefits, in a contract entered into between the National Maritime Union (NMO) and the Standard Oil Company of New Jersey.

The agreement was the first ever signed by the company in which basic working conditions and training scales are incorporated, according to the union. Wages will go up \$5 a month and 75 cents an hour will be paid for overtime. Hundreds of additional seamen will get jobs under the contract, which provides the three weeks vacation for men employed continuously for 12 months. The union said the aggregate wage increase will amount to about \$200,000 a year.

LABOR 'CONSPIRACY' JUDGMENT BIAS

ST. LOUIS (FP).—The decision of U. S. District Judge Wham of East St. Louis, holding seven locals of the Progressive Miners of America and 66 individuals in the union responsible for \$117,000 damages to the United Electric Coal Company for losses sustained in a strike, is likely to precipitate one of the longest legal struggles in the history of organized labor, an editorial in the St. Louis Star-Times predicts.

The decision was based on alleged losses suffered not from a strike itself but from "conspiracy to inflict damage by unlawful means." In the background of the struggle was the fact that the Progressive Miners and the United Mine Workers.

BLACKLIST COSTS MINE \$33,000

EVELETH, Minn. (FP).—Labor history was made on the Iron Range when the Oliver Iron Mining Co., subsidiary of the powerful steel trust, was compelled by Labor Board efforts to reinstate 96 blacklisted miners to their former jobs with all privileges including seniority, and to pay them \$33,000 in back wages.

The men were laid off when the Oliver closed down two mines in 1934, when the Mine Mill & Smelter Workers and the Brotherhood of Locomotive Firemen & Enginemen were at the height of their organizing drive.

Virtue: An Old, Old Company Union

ANG headquarters received a visit last week from a local Western Union manager who wished to know why his company had lost our business.

"It was explained that we use Postal Telegraph which has signed a contract with Postal. Further explanation brought the smiling remark, 'We have a union, too, a company union.'"

He said it was the oldest company union in the country and we agreed with him. He said the Postal workers had gained nothing. We disagreed, citing facts. He then said it was his duty to find out why but, he supposed, neither he nor the ANG could do much about it. We disagreed.

Bargaining Questions

Basic Groundwork Needed To Back Bargaining

QUESTION: Our Guild at this time is requesting the presence of an organizer to confer with us relative to further steps in our negotiations with the management of one of the local papers.

ANSWER: We are indeed anxious to give you just as much help as we can. We can be of some assistance by mail until such times as conditions make it possible for us to something which we have always been anxious to do, namely, maintain organizers in certain uncovered areas of the country.

In the meantime, in order to make it possible for us to give you all possible help by mail, it would be worth your while to describe for us in some detail the state of organization on the paper involved, including figures as to those in the Guild out of how many eligible, any special considerations, organization of the other departments, whether the composing room, press room, stereotypers are organized and under contract, and whether you have established relations with those unions and what your relations are.

CIO Checks WPA Firings Of Jobless

WASHINGTON.—A timely and vigorous protest by Chairman John L. Lewis of the CIO against an order removing unemployed from WPA payrolls as soon as they become eligible for unemployment compensation, has been effective in securing postponement of application of the order until benefits actually begin to be paid.

Following Lewis' protests, Aubrey Williams, deputy WPA administrator, wired modification to the state headquarters of the previous order that all workers eligible for unemployment insurance must be dropped immediately from the work relief rolls.

The insurance benefit payments, however, are substantially lower than WPA wages, and CIO protests are continuing.

N.Y. CIO Council Is Established

NEW YORK (FP).—The Industrial Union Council of New York City, representing 500,000 CIO members, was formally established at a meeting of delegates from 34 national and international unions, district councils, joint boards and organizing committees.

The meeting was called by a committee of eight, headed by Allan Haywood, regional CIO director, who acted as chairman. Vice-President Charles Zimmerman of the International Ladies Garment Workers Union was secretary. Delegates adopted a constitution to be submitted to CIO locals for approval. The council was expected to begin regular meetings by mid-February.

Labor 'Misrepresentations' By Boake Carter To Halt

PHILADELPHIA.—Boake Carter, anti-labor commentator and newspaper columnist, will confine himself to reporting labor news in the future, he announced at the luncheon given by Dr. Leon Levy, president of Station WCAU, over which Carter's programs originate, that he had "reached this decision because I do not feel that I am capable of commenting on labor."

Admitting that the boycott against him by indignant labor groups was most effective, Carter assured the labor leaders gathered at the luncheon given by Dr. Leon Levy, president of Station WCAU, over which Carter's programs originate, that he had "reached this decision because I do not feel that I am capable of commenting on labor."

Carter also stated that the boycott had been felt severely by General Food Products, the concern which sponsored the broadcasts. Dr. Levy declared that there was a definite understanding between Carter and General Food that he will refrain from commenting on controversial issues in his broad-

PHOTO'S CHINA TEA

Photographers of the Life Magazine Guild unit, including Margaret Bourke-White, Carl Mydans, Hansel Mieth, Bernard Hoffman, and William Vandivert, will give a candid cocktail party for the benefit of the Aid China Committee, on Feb. 6, between 4 and 8 P. M., at 121 Madison Ave. Guests of honor will be Frances Farmer, Kyle Crichton, and Dr. Tsune-chi Yu, Chinese consul general.

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.

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

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 January 31, 1938 119 Vol. V, No. 8

Security in Chicago

SINCE newspaper publishers enjoy what are in many respects monopolies, to the exclusion of other potential employers in their field; since they reserve to themselves arbitrary, even capricious, power over the content—and hence the acceptability—of their product; and since they allocate to themselves and a small circle of executives enormous salaries and distributions of profits without regard to the future insecurity of their staffs; since these are dominant characteristics of the industry it follows that the publishers must accept some specific responsibility for the welfare of the mass of employees outside their intimate circle.

The Chicago Guild in obtaining its two Hearst contracts has erected another pillar in support of that principle.

The management commits itself to preferential rehiring of those dismissed in the latest wholesale firing; it gives to the editorial staff dismissal indemnities up to 26 weeks' pay and will negotiate about these for the commercial department retroactively if a consent election proves the Guild's right to represent this division; it "freezes" the staff for a period of 90 days and for the remaining nine months of the contract will make no staff reduction without two weeks' advance consultation with the Guild.

Continuous Guild pressure has gone into obtaining such protection. In Newark in 1934 dismissal indemnities were first obtained; in many cities these were gradually erected into a system; in the Newark Ledger and the Amsterdam News strikes willful wholesale firings were resisted; in the New York Journal and American merger firings, the Guild secured the spread of the five-day week to all Hearst offices in the city, preferential rehiring, the first wholesale dismissal pay for commercial departments, and so on; on the Brooklyn Eagle contractual limitations on firing and iron-clad provisions for rehiring amounting to a closed shop were introduced. Thus a definite picture of publisher responsibility for employee security is emerging.

To those whose loss of jobs has precipitated or crystallized these efforts, the picture remains far from complete. Yet it must be some consolation to know that, because there is a Guild, their experiences, instead of building up a tradition of publisher irresponsibility, are contributing to a general pattern of security.

We naturally do not know at what level this security will eventually be stabilized. Somewhere between the huge salaries and unnamed dividends of the publishers and the low pay and the virtual dependence of the employees there is a happy medium which will be determined by the conscience of the public—itsself an evolving force. We will move toward that point or fall back, depending on our ability to understand and use the inevitable successive plant or industrial crises.

These struggles of the Guild epitomize a deep-seated human need. It is the modern version of what once was dramatized as "land hunger." Today we call it simply "security." On our march toward that goal all who contributed to the Chicago success deserve the ANG's lasting appreciation. Like the earlier struggles, it lays on all of us the obligation to keep up the record of achievement. At present Seattle and Bayonne are keeping up the fight after months on the picket line. The thousands of dollars unpaid in back dues and assessments would make their struggles easier, their victory surer. Let us keep the faith with them as we have kept it time after time before.

Newspaper publishers loudly intone a prayer every morning: "O Lord, keep the press free," and then add, almost in a whisper—"from the American Newspaper Guild."

From the Elevator Constructor.

Meaning

WE have been getting more and more interested in the subject of semantics, which Stuart Chase tries to popularize (and not to the liking of some people who know about semantics) in his new book, "The Tyranny of Words." To get the really authoritative low-down on this matter, one is advised to read "The Meaning of Meaning," by C. K. Ogden and I. A. Richards. Semantics is the study of what words mean. Such words as "democracy," "liberty," "honor" and "happiness" are variously defined, mean different things to different people. The point made by the semanticists is that a good deal of the confusion and loose thinking in this world results from the lack of definite, universally understood meanings for the words men use.

This confusion, of course, is the stock in trade of propagandists. What makes their trade even easier is the emotional power of some words, which stir up peoples prejudices and prevent them from thinking—words like "agitators," "radicals" and "reactionaries."

The subject of semantics has a peculiar interest to newspapermen, whose tools are words. Entirely at random we picked up for examination a couple of sentences written by one of these columnists who love to sound off on various subjects without worrying much about the facts. Says he: "Some people, particularly publishers, believe that Mr. Roosevelt, by his own speeches and the inspired or needled orations of Harold Ickes and Mr. Farley, is trying to impair the freedom of the press."

Let's look at some of these words. By whom or what are Mr. Ickes' and Mr. Farley's speeches "inspired"? This word in ordinary newspaperese is usually intended to impute bad motives. Here it would imply that Mr. Ickes does not believe what he is saying, an obvious absurdity. Take the word "needled." Maybe it was intended to be funny; to suggest that Mr. Ickes and Mr. Farley were hopped up. The only other meaning it could have, if any, is that the remarks carried a punch, which is evidently not what the writer means. Certainly the net effect is to suggest falseness. Then we come to "orations." Again, this is either sophomoric humor or an attempt to suggest insincerity without using the actual label. The sentence retails the alleged belief of unnamed people that by criticizing the press the Administration could somehow impair its freedom to publish, which does not make sense when stripped down. Using Chase's technique of substituting the word "blah" for all meaningless and undefined terms, we get something like this: "Blah people, particularly publishers, believe that Mr. Roosevelt, by his own speeches and the blah or blah blah of Harold Ickes and Mr. Farley, is trying to blah the blah of the blah."

Having advanced this as a serious idea, the columnist goes on to say: "I doubt that the President's purpose is as evil as that and incline to the belief that he merely wants to dispel the superhuman, lama-like illusion of the word 'press,' just as he communized the Supreme Court by a course of propaganda which, for emphasis, depicted the justices as nine drooling old imbeciles." Here the columnist himself takes a flyer into semantics, but has evidently not gone over his own copy very carefully. The expression "superhuman, lama-like illusion" is a little too baffling for analysis, and the assertion that the President pictured the Supreme Court as "nine drooling old men," with all allowance for the columnist's literary "emphasis," is so wild as to be a misstatement of fact. What is arresting from the standpoint of semantics is the word "communized." He could have used a word like "deflated" or "humanized." But the word "communized," though conveniently vague, tears away everything precious the Supreme Court held. It sounds as bad as if Roosevelt had nationalized our women.

This example is by no means extreme. Nor is the press the sole offender against the accurate use of language. But it does tend to be sloppy with words, usually unintentionally. And so we say, more power to semantics. It will bring pains in the neck to newspapermen, but it will make the output more valuable to readers.

Exposure Not Enough

IT is safe to say that if "industry" had been able to pin on organized labor a scandal one-tenth as smelly as the employers' spy racket turned up by the La Follette Civil Liberties Committee, the press would today be thundering in its most horrified tones and legislatures would be setting speed records in enacting new strait-jackets for labor.

The labor spy story is just about as barbaric and revolting a chapter as American history affords. Incredible is its brutality—the beating, killing, blacklisting of family breadwinners for no other crimes than having the courage to organize for their own and their families' protection. Incredible also is its degradation of men, corrupted with small bribes to the point where they betrayed their best friends. It was a corruption and demoralization that infected everything it touched, with the ironic result that at the depth of this depravity employers themselves were paying \$80,000,000 a year largely to be swindled by their own agents. (GUILD REPORTER, Jan. 17.)

At this story the press preferred not to look. No jeremiads have filled its columns, no crusades been led by its liberty-loving editors. They have printed relatively little of the record, and that little to the accompaniment of such apologies as they could invent. It has been left to a few investigators with a conscience to open the record in books, to be indignant.

Unfortunately, organized labor has become too used to expecting and enduring the worst, has developed too great a capacity for punishment. It should cry out against the crime and horror of the labor spy system. And it must act to end that crime. Surely labor, armed with the La Follette committee's evidence, should lose no time in compelling Congress and State Legislatures to face their duty. The detective agencies must be regulated. Labor spies must go.

Should Journalists Be REGISTERED?

Nature of Work Makes Idea Impossible, Says British Union Officer

Registration of journalists is often mentioned today as a possible device for raising the standards of journalism and enhancing the status of working newspaper men and women. A bill to this effect has just been introduced in the British Parliament. The anomalous position in which it would put such workers has just been explained in a letter to the members of Parliament by the general secretary of the National Union of Journalists, Clement J. Bundoock. His letter follows, in part.

DEAR SIR,—I understand that members of Parliament are being canvassed in support of a Bill to provide for the Registration of Journalists, and I think you will wish to know the attitude of working journalists to the Bill.

The National Union of Journalists with its 6,450 members represents the vast majority of pressmen in this country. At its Annual Delegate Meeting, when this question was last discussed, a resolution was passed, without a vote being cast against, affirming the previous decision to oppose the setting up of a State register for Journalists and instructing the National Executive Council to oppose the movement.

This Bill is promoted by the Institute of Journalists, which represents only a minority of working journalists. It is founded upon a complete fallacy. Journalists are not in the position of doctors, barristers, dentists, nurses, and other professional persons who are registered. Those persons are employed directly by the public, which has a right to some assurance that they are qualified and skilled in their work. Journalists are employed persons, and the responsibility for the production of their work is upon the newspaper proprietors who employ them. In these circumstances a State Register would put every journalist in an anomalous and intolerable position. He would be subject on the one hand to the authority of the employer who engages him, and on the other hand to the authority of the Council set up by this Bill.

Evasion Too Easy

I could analyze the Bill clause by clause and indicate serious objections, but I have enough imagination to know how busy a member of Parliament must be, and will refrain from the temptation to do so in view of the fact that the great bulk of journalists in the country do not want a Register and are strongly opposed to the whole Bill.

You will perhaps permit me to point out two considerations. In the first place the Bill is quite ineffective even in achieving that which it sets out to achieve. In the Bill as presented last session, Section 10 prohibits a person from practicing under any name, title, or style containing the word "Journalist" unless he is a registered person. There is nothing to prevent a person from doing the work of a journalist, but he must not call himself a journalist. We very rarely do. We call ourselves reporters, sub-editors, leader writers, special writers, caption writers, etc. We could do all the work that a registered journalist could do without once calling ourselves journalists. And there is nothing in the Bill to prevent a newspaper proprietor from employing an unregistered person.

But more serious to us are the provisions of Section 7, which would give a committee of the Council power to remove from the register any person who has been "guilty of conduct disgraceful to him in his capacity as a journalist." That is a dangerously vague form of words. Moreover, it would place the pressman in a dilemma I have already mentioned.

Whom Would He Obey?

The journalist (with the exception of a few free lances) is not in practice individually. He is employed and takes his instructions from a superior. Under the provisions of this Bill he would be held individually responsible and be in danger of being struck off the register for something which he had done as a person acting under instructions. In the circumstances of his employment the Bill lays an unfair onus upon the working journalist.

Let me say at once that we as an organization are greatly concerned about the question of journalistic propriety. We have laid down a Code of Conduct for our members, a copy of which I enclose for your information. Moreover, we have given to our members a guarantee of moral and financial support if they refuse to undertake any task which would reflect upon the good name of journalism, and we are in a position to take up any such case with the proprietors' organizations. We suggest that that is the most effective way of dealing with this question and that the provisions of the Bill could not effectively check any undesirable journalistic venture. It could easily be done by unregistered persons.

We are concerned to deal with this question. We have laid down our own code to deal with it. But we are equally concerned to safeguard the cherished right of the freedom of the press. We can see in this Bill a danger of encroachments upon that right.

Finally, we desire to avoid a multiplicity of organizations in the journalistic field. Our own organization is strong. As I have already pointed out, it speaks for the overwhelming majority of newspapermen. It has its agreements with the proprietors' organizations. We feel this is the best machinery for regulation of our industry.

Yours faithfully,

CLEMENT J. BUNDOOCK,
General Secretary.