

The GUILD REPORTER

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

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SEATTLE VICTORY PACT READY

TWO-HOUR HALT ENFORCES PACT

Reinstatement of Strikers Set With \$29,500 Pay

WILKES-BARRE, Pa.—A determined stand that took the form of Guildsmen refusing to work with non-members last week quickly brought the Times-Leader to make adjustments to conform with terms of its Guild shop contract. Following a two-hour stoppage of work, the management posted a bulletin board notice announcing that of the three hold-out non-members two were joining the Guild forthwith and the third was taking "a voluntary leave of absence."

The Times-Leader unit was the second of the four Wilkes-Barre papers to obtain full management compliance with the Guild shop contracts won on four papers after the Wilkes-Barre Record strike last November. A group of Sunday Independent employees who had previously failed to join the Guild became members last Wednesday. A conference with the Record management scheduled for last week was expected to yield two members. L. J. Van Laeys, Record general manager, returned from a trip to Texas to find that his editorial employees were prepared to follow the lead of the Times-Leader unit in getting enforcement of the contract. The Evening News was expected to fall into line without difficulty.

Ultimatum Issued

Action on the Times-Leader was backed up by membership action which gave a committee "binding instructions," plus a 24-hour ultimatum, that the editorial department would not operate unless the Guild shop clause was lived up to by the management. This notice was served after the staff majority had refused to work with the non-members. The two signed cards the next morning.

Feeling among some Guild members that Wilkes-Barre publishers are perhaps "not such a bad bunch

Back Up Labor's 'Unfair' Lists!

On page 7 of this issue our readers will find an unfair list which names not only the products of people who prolong our strikes, but affect other unions as well. The GUILD REPORTER, from time to time, will continue to publish such lists of nationally used products, to aid other unions as well as ours.

Of all the weapons available to labor in its strikes, the "Don't Patronize" list is recognized as most potent and is the most feared by anti-labor employers. Guildsmen know this from their own experiences. Most important to the unions directly involved, and to all labor, is the fact that prompt and proper response to the publication of an unfair list SHORTENS STRIKES. Obviously, an employer who is able to operate with strike-breakers is on top if he does not feel the effects of a widespread shunning of his product.

Let's get behind the drive. Don't buy "unfair" products, and tell your merchant why!

of fellows" has gone since Carl Reynold's scoop of the PNPA meeting in Harrisburg (GUILD REPORTER, Jan. 24) came to light. It has been entirely replaced with militancy and an eagerness on the part of Guild membership to get down to business on a full contract to replace the interim agreement which expires late in summer.

Commercial Drive Gains

Toledo Contract Is Signed as New York Daily News and Newark Sunday Call Submit Salary Counter Proposals; San Francisco to Bargain

Commercial division-bargaining reached a new mile post last week, with the signing of a contract with the Toledo (Scripps-Howard) News-Bee (story on page 2), and reports of strides in negotiations with the New York Daily News and the Newark Sunday Call. In addition, the commercial department negotiations are being advanced on the Paul Block papers in Toledo, and are set to start with the San Francisco-Oakland Publishers' Association (story on page 3). The Daily News and the Newark Sunday Call managements have submitted counter-proposals to the salary demands of the units.

DAILY NEWS' PROPOSAL

The second conference between the Daily News and the New York Guild on Feb. 2, yielded a series of management counter-proposals labeled distinctly tentative. F. M. Flynn, assistant business manager, declaring he "knew they were not perfect" and implying the need for further investigation and discussion.

The commercial division of the unit had proposed 32 employee classifications for the purpose of establishing minimum wages. The management tried to reduce them to six, but admitted that in doing so a number of inconsistencies had developed which required different treatment.

For employees in group 1, composed of office boys, messenger boys, voucher clerks, mail clerks, stencil boys and assistant clerks, the Daily News proposed a beginning salary of \$15 and \$20 after two years' experience.

Salary Classifications

For employees in group 2, including linage clerks, typist clerks, invoice checkers, telephone operators, etc., a starting minimum of \$18 was proposed, and \$25 after three years; for group 3, including sten-

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Urge AP Men Join For Bargaining

The Labor Board has just ruled that employees of any single A.P. bureau constitute an appropriate collective bargaining unit. Bargaining will soon open on behalf of the Washington, Boston, and Philadelphia bureaus, with consequent improvement in pay schedules and working standards. If employees in any other bureau wish to be included in this bargaining, now is the time to act. They need only assure themselves of a Guild majority in the bureau and notify the IEB Wire Service Committee.

Agreement Bars Economy Dismissals, Gives Guild Bargaining Rights In All Departments

A contract in settlement of the seven months Seattle strike was scheduled for signing as this issue of the GUILD REPORTER went to press last Friday. The terms, as telegraphed to international headquarters, represent an outstanding union victory for the Guild. They are:

1. Reinstatement, with full back pay from July 31, of all strikers listed in the complaint with the National Labor Relations Board.
2. Pending United States Circuit Court decision on the NLRB order, reinstatement in other capacities with full back order is affirmative.
3. No economy discharge of Guild members for six months, and Guild review of discharges for any other reasons, for the life of the con-

tract, one year. Written notice, stating cause, in any dismissal. Severance pay upon discharge, regardless of reason, up to 15 weeks' salary for ten years.

4. Preferential rehiring for reinstated employees if they resign, and preferential rehiring for any who may be discharged for economy after six months.

5. Recognition of the Guild as sole bargaining agency for editorial, business, and advertising department employees, with extension of the recognition to the circulation department when the Labor Board order is upheld by the U. S. Court.

6. Five-day 40-hour week in all departments. Vacations with pay in all departments (formerly limited to editorial).

Pay Guarantee
The strike was caused by the discharge of the nineteen circulators, who had refused to surrender their Guild membership and join Dave Beck's teamster organization. Under the contract, the clerical help in the circulation department will be reclassified as business office workers in order to give them Guild protection.

Wages were not an issue in the strike. The contract guarantees against pay cuts, and provides for negotiation of raises for employees receiving less than \$25 a week, at pay to July 2 of the 19 circulation department men whose lockout precipitated the strike; restoration to their regular jobs if the court

(Continued on Page Three)

Guild Wins In New AP Case

The National Labor Board last week upheld the contention of the ANG that the employees of a single bureau of the Associated Press constitutes an appropriate unit for purposes of collective bargaining.

As a result of the decision, employee elections will be held before Feb. 17 in the Washington, Boston, and Philadelphia offices of the AP.

The AP contended at hearings held Jan. 5 and 6 that all of its time would be taken up in collective bargaining if it were forced to bargain with the Guild for each of its offices. The Labor Board noted that the Guild was willing to bargain for the three offices simultaneously. It cited a previous decision, against RCA Communications, Inc., holding that employees "of the company in the metropolitan area should not be denied the benefits of the act until all the employees of the company throughout the country organized."

Sentences Due for Guildsmen

BAYONNE, N. J.—Publishers of the Bayonne Times last week pressed for sentence of six of the eight strikers for contempt of court. The Guildsmen were convicted of using a sound truck in violation of an injunction.

Counsel were to appear in Chancery Court today to hear Vice Chancellor Fielder set a date for sentencing. Although Herman Lazarus, associate publisher, and City Attorney Alfred Brenner, Times' lawyer, had been telling all who would listen that they "didn't want to put the boys in jail," Brenner last week urged Fielder to act. This change in tactics was believed due to the disappointment suffered by the Times when the contempt conviction failed to cripple the strike.

An attempt by the Times to dig into the City of Bayonne's treasury in an effort to recoup part of its huge advertising losses was balked by the strikers and a member of the City Commission on

(Continued on Page Two)

I.T.U. Chapel, Guild Unit Unite to Save Insurance

NEWARK, N. J.—Called to a meeting sponsored jointly by the ITU chapel and the Guild unit, employees from all departments of the Newark Sunday Call last week unanimously adopted a resolution attacking the management's cancellation of a group insurance policy which had covered about 80 of the workers for ten years.

The meeting appointed a committee, headed by Robert L. Moora, Guild unit chairman, to plan a course of action and survey other types of group or blanket life insurance plans for possible use. The resolution charged that the Sun-

day Call management had "broken faith" with its employees, and was "evading the responsibility which social legislation has placed upon its shoulders as well as on the shoulders of the employees."

The management had given "economy" and the inauguration of federal and state social security plans as reasons for the cancellation. The employees had paid at the rate of \$1.80 per \$1,000 for the policies during the ten years they were in effect. Some said that the cancellation left them without any insurance, and that the purchase of new, individual policies would be extremely costly at their age.

News-Bee Pact Brings Raises

Commercial Groups on Scripps-Howard Paper Get Benefits of Editorial Division Contract and Wage Schedule Containing Increases for 40

TOLEDO, Ohio—A contract covering commercial department workers of the News-Bee, providing wage increases, salary minimums and the other standard Guild benefits, was signed last week by Richard P. Overmeyer and Chalmers M. Roberts, president and secretary of the Toledo Guild, and Worth C. Courtney, business manager of the News-Bee.

The first covering business employees in the Scripps-Howard chain, the contract extends all the conditions of employment, except hours, contained in the existing editorial department contract, to the commercial workers and sets up minimum salary schedules. In addition, the management offered to grant, in a letter to supplement the contract, an increase of \$1 a week for any employee making \$40 or less a week who does not receive at least \$4 through the minimums.

Raises Listed

Approximately 40 employees, or four-fifths of the combined business office staff, will receive increases ranging from \$1 to \$5.

Included in the terms of the News-Bee editorial contract, recognized last year as one of the best negotiated by a local Guild, which are extended to the new members are the following:

Disposal indemnity on the basis of one week's pay for every eight months of service or fraction thereof, up to a maximum of 24 weeks, to be paid for discharges under any circumstances; a death benefit on a like basis; full sick leave with pay; equal cash or time off for overtime, and other standard Guild clauses.

An eight-hour day and 40-hour week are provided but the management would not agree to institute the five-day week universally at present. Courtney said that many commercial employees now are on the five-day and agreed the negotiators he would extend it gradually so that he would be ready to make the practice universal next May, when the editorial department contract expires and all the conditions listed above for the commercial workers will be renegotiated. On wages and on a list of 12 exemptions to hours the contract is effective until May 13, 1939.

Minimum Ranges

The minimums provided in the new contract are as follows:

Display advertising bookkeepers, first year, \$20; second year, \$22.50; two years and over, \$25. The same time basis applies in all classifications except where otherwise noted, in the following:

Classified advertising bookkeepers, \$18, \$20, \$22; circulation department bookkeepers, \$18, \$20, \$22; clerks, general, \$16, \$18, \$20; clerks, desk, \$16, \$18, \$20; classified solicitors (telephone), \$15, \$16.50, \$18; classified solicitors (outside salesmen), first six months \$18, six months to one year, \$20, one year to two years, \$24, two years and over, \$26; stenographers, \$16, \$18, \$20; collectors, \$18, \$20, \$22.50; telephone operators, \$15, \$16.50, \$18; proof (cut boys), \$14.50, \$16, \$17; makeup men, \$22.50, \$25, \$27.50; display (art and copy service men), \$22.50, \$25, \$27.50; display (local and national advertising salesmen), first six months \$20, six months to one year, \$22.50, one year to two years, \$25, two years and over, \$27.50.

N. Y. RESTAURANTS

PIROLLE now at 111 W. 45th—Famous for French specialties—Lunch 55¢. Parisian dinner \$1. Wines and liquors. Tel. BRy. 9-8616.

Greenwich Tavern

Best Food—"The Taste Tells"—222-224 Greenwich St., N. Y. C. 4th floor corner from World Telegram Tel. WO 2-2222

THE DINER

"NO FOOD FINER"
354 EAST 41st STREET
Opposite NEWS Building Entrance
VADderbilt 2-2922

JOE'S PIPE SHOP

310 Fulton St., Brooklyn, N. Y.
Full line of Pipes, Cigars and Cigarettes. Hand-made Cigars to order.

GATHERING PLACE OF GUILD MEMBERS

GUS & ANDY'S SOMERSET
"A Bar and Restaurant of Distinction"
146 WEST 47th STREET
NEW YORK, N. Y.
Around Cor. from ANG Headquarters

N. Y. News Submits Proposals

(Continued from Page One)

ographers, secretaries, makers, motorcycle messengers, pressroom clerks, etc., a starting salary of \$21 and \$30 after three years; for group 4, including copywriters in advertising promotion department, mat drivers, paymasters, delivery cashier, bookkeepers, etc., \$25 to start, and \$37 after four years; group 5, including chief blotter and record clerk, night inspectors, and chief return clerk, \$35 to start and \$50 after five years; and for a small group of sub-department heads, \$45 to start and up to \$65 after five years.

The negotiators, at this conference, confined themselves to seeking information on management ideas, feeling that the unit should first express itself on the sharp curtailment of classifications before entering into a discussion of the figures, which differ markedly from the unit's proposals.

Form Undecided

No agreement has yet been reached on the form of the contract. In agreeing to extension of the Guild shop to the commercial division, the management opposed shortening the period for joining the Guild, as was proposed by the Guild.

In addition, the management proposed a clause permitting economy lay-offs without appeal, and the placing of persons so laid off on a re-hiring list, as well as provision for disciplinary lay-offs for not more than a month.

The News unit was to meet on Feb. 9, to furnish its negotiators with additional instructions.

'PUBLIC ENEMIES'

NEW YORK (FP)—Public Enemies No. 1, 2 and 3, according to the Nazi organ, Weckruf und Beobachter, are Walter Winchell, Nat. Winchell and Heywood Brown. Winchell is a Broadway columnist who takes a crack at Fascism now and then. Perlow is a Federated Press writer who did a candid interview with Fritz Kuhn, No. 1 U. S. Nazi, and Brown is president of the American Newspaper Guild.

1938 SPEEDGUN

The 1938 Mendelsohn Speedgun has new efficiency and new features. It is a permanent lens barrel bracket, allows lens board setting out of "axis"—all chrome plating—internal coil improves focus for even greater efficiency. Universal Speedgun has new metal slide release—can be used direct in back shutter release button. Super lens 8 and 8.5mm. 11 camera. Send for free literature showing latest in Speedgun equipment.

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Hearst Bargaining Is Set in Albany

ALBANY, N. Y.—The Tri-City Guild is prepared to open negotiations with the Albany Times-Union (Hearst) for a contract to replace the bulletin board statement of policy expiring March 1. The proposed contract calls for a minimum of \$60 a week for editorial workers of five years' experience.

The statement of policy sets \$16 as the minimum for cubers and extends to \$40 for three-year men without any graduation benefit. Severance pay and sick leave are also unsatisfactory.

Sentences Due for Guildsmen

(Continued from Page One)

Tuesday, Sydney A. Lazarus, associate publisher, who is chairman of the sub-committee on advertising of the city's Industrial Relations Committee, sprang a surprise on his associates when he introduced a proposal calling for a series of 12 full page advertisements in the Times, at a cost of \$2,400.

The committee is supposed to try to attract new industries to Bayonne. Since this obviously wouldn't be accomplished by advertising in a local newspaper, Lazarus explained that the purpose would be to point out "to the people of Bayonne that prosperity dwells where harmony reigns."

Ellis Shapiro, chairman of the Times Guild Unit, who attended the meeting, objected to the plan, pointing out the paradox of advertisements for "industrial harmony" in a newspaper that is having labor difficulties.

Commissioner Michael J. Griffin, who has demonstrated his friendship for the strikers on several occasions, questioned Lazarus concerning the birth of the advertising revelation that the advertising sub-committee had never passed upon it.

The board laid over the matter and left little doubt but that they would never give it their approval. Lazarus was speechless with embarrassment.

Lyle Devling, former Brooklyn Eagle striker, is giving the strike his full-time assistance on a voluntary basis. Mrs. Honore Armstrong, former ANG representative, likewise is aiding the strikers.

Bombs Kill 158 Children in Church at Barcelona

An Raid Toll May Be 600

From the New York Herald Tribune of January 31

WHILE the world press carries the shocking news of the army of 158 Spanish refugee orphans, killed by fascist bombers in their Barcelona refuge, more than 200,000 other walls of the war-torn face a less spectacular but equally cruel death—death from starvation. Little children, huddled in the face of fascist incursions, depend upon the democratic peoples of the world for their daily bread—for their very lives.

Additional medical assistance must be sent immediately to care for the wounded and mutilated men, women and children who face daily death from the skies.

THIS Spanish crisis—a crisis of humanity—must be met with the sending of doctors and nurses and medical supplies—to the aid of Spanish Democracy. Help with what you can. Your contribution TODAY will mean life and hope to little children. Tomorrow may be too late!

Give Now and Give Generously!

MAIL THIS COUPON TODAY!

Medical Bureau and North American Committee to Aid Spanish Democracy, 381 Fourth Ave., New York, N. Y.

To Save Lives in Spain I Am Enclosing My Contribution of \$ _____

NAME _____

ADDRESS _____

THE MEDICAL BUREAU

NORTH AMERICAN COMMITTEE TO AID SPANISH DEMOCRACY

381 Fourth Avenue, New York, N. Y.

Pact Sought To Cover 700

San Francisco Demands That Negotiations Be Extended to Include Commercial Divisions of Area; Publishers' Counter Proposals Studied

SAN FRANCISCO—With a second counter editorial vision proposal from the San Francisco-Oakland Newspaper Publishers' Association before it, the Northern California Guild last week prepared to demand that the negotiations be extended to progress concurrently for the commercial department workers as well. Approximately 700 Guild members are represented in the present bargaining for five dailies.

Following the issuance of a pamphlet throughout the union chapters on the various papers, describing the Guild's aims and progress, the Allied Printing Trades Council gave the Guild a unanimous vote of confidence in its organizing work and bargaining.

The vote was taken upon a report by Charles L. Irvine, the Guild's fraternal delegate to the council.

New Proposals

The publishers association's second set of counter-proposals represented important concessions from previous positions, although not yet in line with the Guild's demands. The publishers now offer to continue the existing sick leave practice, define experience as work on papers of more than 10,000 circulation, pay dismissal indemnities of one week for each year of service up to 26 weeks for discharges for "other than misconduct," give written statements on cause for dismissal, share profits of syndicated work with the writer, guarantee opportunity of advancement to office boys, and other points.

Present discussion centers on "struck work" and salary clauses. Existing wage minimums, negotiated last year for the editorial departments of all local papers, range up to \$50 a week for the News, Call, Bulletin, and Oakland Post-Enquirer, afternoon papers, and up to \$57.80 on the Examiner and Chronicle, morning papers. The Guild is asking a top minimum of \$60 a week for editorial workers with five or more years of experience on all papers.

Longer severance pay up to 45 weeks for 15 years; longer vacations up to 4 weeks after ten years service; seven-hour shift for lobster tricks; improved minimums in a number of classifications; one year severance pay for employees losing jobs through elimination of departments; assurance against layoffs and pay cuts; elimination of all qualifications for dismissal payments; Guild shop and limitation of apprentices.

However, since the editorial department statement of policy on the Inquirer for the last six months has contained a clause providing there shall be "no dismissals except for cause," the Guild negotiators were able to bring up this effort of the management to establish a "united front" with the Record against the Guild. The same clause will go into the ad department agreement.

With negotiations for the newly organized Record ad departments stymied over the same point, negotiations had been opened for the editorial department, whose contract expires April 8.

Another reason for the Record unit's firmness was a management maneuver which members saw as an effort to divide the unit. The managing editor had posted a bulletin board notice characterizing a Guild announcement of a unit meeting as "misleading and provocative" and expressing regret that "a certain element" in the unit was bent on causing discord.

The unit meeting announcement had been captioned by the Guild, "Do You Want Your Wages Cut?" Negotiations, continuing over four or five months with the Inquirer, and Stern's Record and Camden Courier-Post, have kept the Philadelphia-Camden membership at high interest pitch. Local dues payments are at a peak.

Seattle Pact Ready

(Continued from Page One)

The end of three months. Back pay for the strikers will cost the Star management \$29,497.

The Star strike was the longest in the ANG's brief history. Involving 45 workers, it was fought against bitter odds. Strikers were jailed. They were slugged by Beck's "goons," who operated under the protection of Mayor John F. Dore's open threats to send Guildsmen to the "morgue and hospital." In addition to the corrupt Beck-Dore machine, they fought also against the opposition of the Beck-dominated central A. F. of L. body in Seattle.

Robert M. Buck and Carlton Skinner, of the Washington Guild, were the negotiators, as representatives of the Potomac District Council of the ANG, of which the Cumberland Guild is a member.

The Maryland State and District of Columbia CIO council was of material aid, setting through John T. Jones, council chairman and district president of the United Mine Workers.

The contract is one of the best negotiated for a city of the size of Cumberland, which has 50,000 population. The wage scale runs from \$15 up to \$45 a week. The 5-day 40-hour week is provided as well as severance pay, based on length of service and payable in cases of resignation as well as all dismissals.

Overtime and all work on holidays is to be paid for at time and one-half in cash or in equal time off. The contract expires Nov. 1, 1938.

Cumberland Guild officers who will sign the agreement are President T. Donald and Secretary Margaret Coulahan.

REJECT DUES BOOST

WASHINGTON—The local Guild, at its annual meeting, rejected, by a vote of 133 to 113, a proposal to increase dues to \$2 per month for members earning more than \$25 per week.

The proposed increase would have meant an additional outlay of 50 cents per month for members in this category.

Unit Hits Stern's Position

(Continued from Page One)

PHILADELPHIA—Replying to Publisher J. David Stern's proposal to have the way clear for pay cuts in a proposed renewal of the Record editorial department contract, the Guild unit last week declared that "it will not agree to a contract that allows the management to take depression losses out of the hides of employees."

The unit replied to Stern's notification that included a list of modifications he sought in the renewal, among them a repealer of the clause barring pay cuts.

Demand Security

The unit's statement follows: "The Record unit of the Guild has considered the management's letter and replies through the Guild that it does not intend to enter the coming depression without job and wage security. As President Roosevelt has said, it is not fair nor economically sound to make employees bear the brunt of business slumps since they do not benefit by business booms. The unit considers the current Guild proposals for contract changes fair and reasonable. It will not agree to a contract that allows the management to take depression losses out of the hides of employees. The Guild was organized to protect its members' jobs and wages. We intend to take whatever action is necessary to accomplish this."

Meanwhile, negotiations on the Inquirer have not encountered a serious interruption at the last conference when the management unexpectedly introduced a clause establishing the right of dismissal for any reason, in many cases without indemnity. The clause was almost word for word the same as that sought by the Record, which is the Inquirer's bitter rival in everything but Guild negotiations.

Inquirer Point Won

However, since the editorial department statement of policy on the Inquirer for the last six months has contained a clause providing there shall be "no dismissals except for cause," the Guild negotiators were able to bring up this effort of the management to establish a "united front" with the Record against the Guild. The same clause will go into the ad department agreement.

With negotiations for the newly organized Record ad departments stymied over the same point, negotiations had been opened for the editorial department, whose contract expires April 8.

Another reason for the Record unit's firmness was a management maneuver which members saw as an effort to divide the unit. The managing editor had posted a bulletin board notice characterizing a Guild announcement of a unit meeting as "misleading and provocative" and expressing regret that "a certain element" in the unit was bent on causing discord.

The unit meeting announcement had been captioned by the Guild, "Do You Want Your Wages Cut?" Negotiations, continuing over four or five months with the Inquirer, and Stern's Record and Camden Courier-Post, have kept the Philadelphia-Camden membership at high interest pitch. Local dues payments are at a peak.

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BUILDING: We Want Job Security—Call It What You May

By JONATHAN EDDY

WHAT would be the position of the non-mechanical workers in the newspaper industry today if we had not organized the Guild, or if the Guild had developed along the lines many of us originally expected, or if one of the various attempts to split and crush it had been successful?

Such speculation is common in these days of recession, retrenchment, and newspaper mergers.

If we had not organized the Guild back in 1933, the job would have remained in the hands of the American Federation of Labor where it had been, to no purpose, for thirty odd years. Under the American Federation of Labor almost every attempt at organization amongst the white collar newspaper workers ended in defeat. Where the Guild started out with the entirety of the editorial department, including not only reporters and copy readers, but office boys and telephone girls, the AFofL insisted upon organization by craft.

The incentive for organization was never lacking and it was attempted in almost every corner of any size in the country at one time or another. The International Typographical Union was the agency for organization for a time and surrendered its jurisdiction back direct to the AFofL in 1922. Of all the newsmen's organizations, the only one that might be regarded as successful was that in Scranton, Pa., which, over a period of many years, has established remarkably high scales for a city of that size. However, the membership is of course narrowly restricted, and the other departments are out.

THEY OPPOSED EVEN PRESS CLUBS

The fact that the Guild is what it is today, a successful, progressive trade union, following the principles of industrial organization, has often been accredited to published resistance. Prior to the Guild, various publishers even prohibited press clubs for fear they would lead to union organization in other words, the resistance has always been there. And—it is interesting to note this in the latest Editorial & Publisher—the resistance to the International Typographical Union is as bitter as the resistance to the Guild when there occurs an open clash. The interests represented by Editor & Publisher are opposed to unions, opposed to the closed shops, and opposed to the use of the strike to enforce demands.

The progress being made by the Guild is not only in size, but in its successful establishment of principles of security. In the earlier days of the Guild, there was a school of thought that held that it was necessary to "organize 100 per cent" before attempting to carry out the Guild program. It may be that the Guild has, indeed, occasionally attempted to bite off too much. Some have advanced this as a reason for opposition to the Guild shop. However, it seems to me that we are still in the stage where establishment of principles can be of such great future import that nothing justifies present neglect, and the International Constitution is so phrased that there is room for discretion as to where it is best to fight hardest for our principles.

The publishers went to unprecedented lengths after our last convention to organize to stall the Guild shop. The Editor & Publisher Yearbook speaks hopefully of a future change in Guild leadership which it anticipates will put the Guild shop in a closet and keep it there under all sorts of padlocks.

And maybe some Guildsmen thought the ANG was inexperienced enough to force Guilds which were in no position to do so to make last stand fights for the Guild Shop.

HOW SECURITY CLAUSES OPERATE

If a local Guild was in a position, as local Guilds sometimes are, to scuttle the collective bargaining position of a number of other local Guilds which happened to be on the point of signing good contracts, Editor & Publisher would like to leave it free to do so.

Perhaps not only propagandized publishers but a good many Guild members have discovered with some astonishment that the expression Guild shop does not mean that the A.N.P.A. pretended it meant at the secret convention last Summer in Chicago. Perhaps they were equally surprised when they learned that the Guild has signed some contracts with far more stringent provisions for security than anything provided for in the Guild shop. For those who came in after the shop started, it might be well to point out again that under the Guild shop, the publisher can hire whomever he likes, and that under the Brooklyn Eagle contract, he not only has to hire Guild members, but Guild members from a certain narrow group. The Chicago Herald & Examiner and Chicago American contracts provide similar protection.

In other words, if there are some who opposed the Guild shop on the grounds that the Guild cannot get it everywhere all of a sudden, there are others who are determined to write security into local contracts who don't give a hoot what sort of a "shop" it is so long as it tends to security.

Recently the Postal Telegraph Company declined to sign a union shop agreement with the American Radio Telegraphists' Association. So the union compromised and an agreement was signed that worked so as to permit the employer to fire for economy so long as the fire was not a union member in good standing.

What we trade unionists are interested in today more than anything else is job security, and if there is a better way to get it than the Guild shop, then we are for it. The Guild shop is sorry, enough protection in times like these.

LEWIS' RESPONSE

In response to President Heywood Brown's recent telegram to John L. Lewis reaffirming the ANG's faith in his leadership of the CIO, Lewis has written the following letter to Brown:

"I have been so occupied that I only now have the opportunity to acknowledge receipt of your telegram of January 12th reaffirming the faith of the American Newspaper Guild in the leadership and objectives of the Committee for the Unemployed set up by Newark unions in cooperation with the Workers Alliance to get relief for jobless unionists."

"Please be assured that this sentiment is profoundly appreciated. Good wishes in every way."

YOUTH 'PILGRIMAGE'

The American Youth Congress is conducting a "Youth Pilgrimage for Jobs and Education" to Washington, on March 10, 11, and 12. The three-day program provides for mass meetings, conferences with members of Congress, and a parade. Its purpose is to demonstrate the need for extension of the National Youth Administration; passage of the Schwellenbach-Allen Resolution, the American Youth Act, the Hays-Kyle-Bell-Black Bill and the Nye-Kvale Bill; and opposition to militarization of schools, and to the neglect of youth in need for work and education.

Herald-Traveler Fights Raises

Unit Prepares to Meet Wealthy Boston Paper's Claim that 'Current Rates' Cannot Be Lifted; Bargaining Session Follows Embattled Election

BOSTON—"Business conditions are such that pay raises above current rates are not in order," the management of the Boston Herald-Traveler Corporation, reportedly the wealthiest newspaper corporation in New England, told a Guild committee last week. The Guild is negotiating a contract on behalf of the editorial and other divisions of the paper, following an employee election in the non-editorial departments (GUILD REPORTER, Jan. 31). The editorial department agreement signed last year is about to expire.

The Herald-Traveler in 1936 had a surplus of more than \$5,000,000 and in 1937 paid out nearly \$1,000,000 in dividends. The Guild committee, without accepting the management estimate of "current rates," drew from the management the admission that, in the maintenance department, establishment of these "current rates" would mean a "current increase" in the payroll.

In the editorial department, the management explained, "current rates" meant the scales established nearly a year ago by Guild agreements with Hearst papers in Boston or with the Boston Globe. "No great increase" in the editorial payroll would result here, the management stated.

5-Day Exemptions
The management also indicated a willingness to install a five-day 40-hour week on the editorial floor, but made claim to some 70 exemptions. It declined to extend its "current rates" concept to meet the three-month severance pay provision negotiated by the Guild with the Globe and Hearst papers. Six weeks was the most it would give, the management declared.

In return for these "concessions," the management said, they expected "the maximum contractual benefits now granted by Guild agreements" with the other Boston papers. ANG Representatives Fred Myers suggested that, since the management had long been paying its employees less than the "current rates," it should now be willing to go above the current rates to reimburse employees for the pay raises denied them for years. Donald M. Sullivan, local president, reminded the management that Boston Guild B is a considerably stronger organization than it was when it signed up with the Herald in December, 1936, and that it was seeking further improvement in conditions, not a mere preservation of the status quo. The management did not indicate that it was impressed by either argument.

Offer Is "Final"
Myers then pointed out that the unit had made it very clear that the "current rates" proposal was unacceptable; that the Guild committee regarded the proposal as merely "a point from which to begin discussion." He suggested that the management should meet the Guild "half way" and asked if the management conceived of any basis by which the management proposal would not be left as its final counter-offer. "No" was the management's answer, as given by its chief spokesman, Managing Editor Robert B. Choate.

Unfair Practice
Bailey Aldrich, Herald-Traveler lawyer, asked whether the Guild would consider it an "unfair practice" for the management to give wage increases in the bookkeeping and clerical department. This was the department in which the management had been found guilty of interference by Calvert Magruder, Vice-Dean of the Harvard Law School who, as supervisor of the Jan. 7 election, nullified the anti-Guild vote there.

Myers replied that the Guild was not in the business of opposing wage increase but that it would make "legal protest" if it were not more violent protest. It increases were distributed in this department in such a way as to indicate "that it was more profitable not to belong to the Guild than to belong to it."

Pritchett Case Stirs Protests

Director John Brophy of the CIO last week urged all CIO local and international unions to protest to government officials the refusal of the State Department to issue a permanent visa to Harold Pritchett, president of the International Woodworkers' Association, a Canadian who has long been active in the international labor movement. The IEB is already on record in the case, and ANG President Brown is a member of the National Committee to Gain Entry for Pritchett.

Pritchett's temporary permit expired on Feb. 3. His deportation, long sought by anti-union employers and politicians in the Northwest, would be a serious blow to the labor movement in that section. Brophy in his letter to unions pointed out that ever since April, 1937, Pritchett and his family had been harried by immigration officials.

"Being unsuccessful in these investigations," Brophy added, "the State Department upon secret investigation, now refuses... a visa to Pritchett on the ground that he believes in the overthrow of government by force and is a Communist. This decision is based upon secret evidence, which it refuses to disclose..."

Protests should be sent to Secretary of State Hull, Secretary of Labor Perkins, and members of Congress.

JOBLESS INSURANCE APPEAL
Anyone denied benefits or disagreeing with the amount or duration of benefits to be paid under the New York State Unemployment Insurance Law may appeal by applying to his local Employment Service office, it has been announced by Industrial Commissioner Elmer F. Andrews. No expense is involved. Further appeal is possible by requesting consideration from the local manager or by presenting an appeal to the Appeal Board established by the law.

Washington Protests Holiday Handouts
WASHINGTON—The Washington Guild, by membership resolution last week, protested to Government departments and agencies against issuing on holidays important press statements which could have been announced, with equal advantage, at other times.

The Guild asked responsible authorities to refrain from issuing announcements on holidays "except in cases where there is some extraordinary consideration of public necessity or journalistic urgency."

"When Government departments or offices desire post-holiday or Monday morning publicity," the resolution states, "advance press releases should be made available in adequate time and under circumstances to assure their routine handling on regular working days."

FORD AND THE PRESS

Detroit Bathes Henry In Whitewash

Editor, The Guild Reporter: I would like to congratulate you on the article by Irving Brant on the gap between the press and the people which appeared in the Guild Reporter of January 24.

It is, I think, very much the business of newspapermen to bring to the attention of the public in every way possible the extraordinary indifference of nearly all newspapers to the public welfare. We have today in Detroit a good example of anti-social activities of the newspapers. Ever since the NLRB pronounced the Ford Motor Company guilty of violating the Wagner Act, a conspiracy seems to have sprung up to paint Ford as a lover and benefactor of mankind. For weeks now all three Detroit papers have been giving an unusual amount of space to all kinds of goos about Ford.

The reactionary Free Press has been nothing less than fantastic and the Times and the editorially open-shop News not much better.

Guilds Aid Setting Up Of League

BOSTON—Organization of a Massachusetts branch of Labor's Non-Partisan League and its active participation in the autumn gubernatorial election, was assured when leaders of more than 20 unions joined in setting up a committee to call a state convention of labor in the League's name.

The convention will be held in Boston on March 27. Members of unions affiliated with both the American Federation of Labor and the Committee for Industrial Organization, as well as such powerful independent unions as the Brocton Brotherhood of Shoe and Allied Craftsmen, collaborated in the action.

Although not participating officially, Massachusetts Guilds were heavily represented in the planning group. Guildsmen who joined in the call for the League convention were Fred Myers, ANG International Representative; Valeri Bureti, a member of the Springfield Guild and publicity director for the Textile Workers' Organizing Committee; David Boynick, a member of the Boston Guild and vice-president of the Massachusetts Industrial Council; and Barbara Lincoff, executive secretary of the Boston Guild.

Speakers at the meeting at which the convention committee was organized expressed a conviction that only united political action by organized labor and its sympathizers can effect an improvement in Massachusetts' many archaic and repressive labor laws.

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Knoxville Hearings Opened

KNOXVILLE, Tenn.—Paul Jones, non-Guild member now living in Atlanta, testified last week that he had been told by the managing editor of the Knoxville Journal that Roy N. Lottspeich, publisher, would close down the paper rather than enter into a contract with the Guild.

Jones' testimony was given in the opening of a hearing by the National Labor Board on charges that the Journal management had violated Federal labor laws. Among specific charges, the Guild alleged that the paper used subversive methods to try to prevent it from obtaining as members and authority of the editorial employees, that it discharged at least three employees for Guild activities or membership, and that it refused to bargain.

Women Fired

Three members of the Guild testified before Jones took the stand in the hearing conducted by Albert Lohm, special examiner for NLRB. Two of them, Mrs. Lula Hubbell, former society editor, and Lucia Brown, former woman's page editor, told the examiner they were discharged without warning, and not because of incompetency or other valid reasons.

The Guild scored heavily as John Mahoney, NLRB representative, introduced a motion to amend the Guild's original complaint to charge that a few days before the hearing was to begin, executives of the paper called Guild members into a private office and, before a court reporter, vigorously cross-examined them as to what they planned to testify.

Robert McConnell, representing the paper, demanded the motion be struck on grounds it was "immaterial." As an alternative, he asked that the hearing be deferred for 30 days to give the defense time to prepare an answer to the amendment. He was overruled on both points.

Bernice Morgan, former secretary-treasurer of the Knoxville Guild, and ANG representative testified as first witness.

Mrs. Hubbell told the examiner that although she was desperately overworked because of the discharging of Miss Brown, she was told by Henry C. Page, Journal general manager, she was fired for "lack of interest" in her work.

Jones, former copy reader on the Journal, testified he was given two salary increases by the paper because he did not join the Guild. He said the managing editor, Robert B. McNitt, disclosed to him that the Journal had made preparations to continue publication with a skeleton staff of non-Guild members in case of a strike.

French Newsmen Make New Pact

A nationwide agreement covering conditions of employment on French newspapers has been entered into by the Syndicat National des Journalistes (National Union of Journalists of France) and the Federation National des Journaux Français (National Federation of French newspapers).

The agreement was signed by both parties in the presence of the Minister of Labor, and was negotiated under recent French collective bargaining legislation. The text was carried in the December issue of "Le Journaliste," the union's official organ, recently received at ANG headquarters.

Salary minimums, to be set on a regional basis by joint commissions representing both parties, limitation of hours, limitation of apprentices to one out of five newspapermen, and various security provisions are covered by the agreement. Much of the detail of the contract is unavailable because many clauses consist of applications of various French labor laws.

BOSTON PARTY

BOSTON—A party to celebrate the recent Guild victory at Brookline and to raise money for the local emergency and organizing fund was given by the Boston Guild at the Amalgamated Clothing Workers Hall in Boston.

Picketing Is 'Peripatetic Form of Free Speech'

A Striker on the Line Uses a Constitutional Right, Though Judges Often Rule Otherwise

As you walk to and fro on the picket line before bulky policemen flapping nightsticks it is hard to keep a clear conception of which fundamental right you are exercising. If you had to put up an argument, you would hardly know where to begin.

If you go to court, you may think you have found the answer. The judge, who says what the law is, delivers an opinion with all semblance of finality. Yet even here tides and conflicts are surging; the courts react to the balance of power outside and this is shifting, today more rapidly than for some years before. The ANG in the space of a few months has seen widely varying applications of it. In Brooklyn, the Eagle strikers were able to picket advertisers with limitations and the legal balance turned in their favor. Across the Hudson River, in Bayonne, Guild strikers stand in danger of a jail sentence for telling their stories with a sound truck.

The picture is particularly confusing today because both the labor movement as a whole and the Guild in particular are breaking new trails; the importance of trade unions is becoming established in public thought, and the growing political power of the unions is bringing the courts to see things differently.

Two clear statements of these rights as progressive lawyers see them have just been made. One is the statement of A. J. Isserman as counsel for the Guild in the Bayonne strike, in his brief just submitted to the New Jersey Court of Errors and Appeals. The other is a discussion on "Secondary Boycotts in Labor Disputes," by Jerome R. Hellerstein, appearing simultaneously in the January Monthly Bulletin of the International Juridical Association and the Yale Law Review.

JUDGE'S POWER UNLIMITED IN CONTEMPT

The special nature of the injunction weapon makes these questions of lawful interest to unions. A judge's power outside the scope of actual statutes is limited only by current legal opinion, of which the judge himself is the interpreter or creator. Moreover, even if his injunction is unlawful it must be obeyed until it is set aside—a process which may take a year or more, during which time a strike would almost certainly be lost. The mandate to obey it, no matter how unfair it may be, is backed by the power to sentence for contempt of court. This power in most states is unlimited; the sentence may be a heavy fine or a long jail term. And the judge who weighs the violation does not consider the validity of the injunction; he is concerned only with upholding the authority of the court. Even ultimate reversal does not excuse violators during appeal.

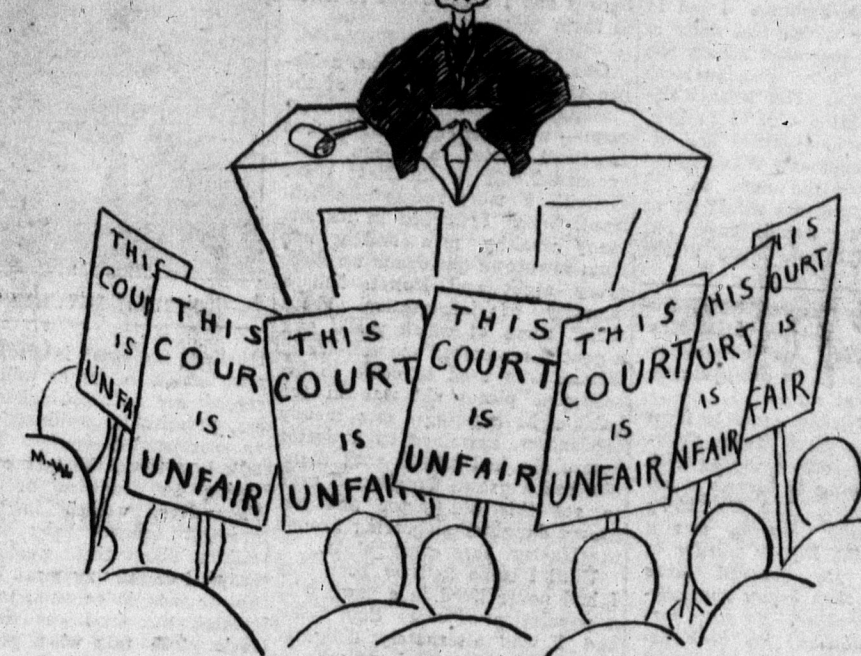
Isserman's brief shows that the right to picket is essentially the right of employees to publicize the unfair or anti-labor acts of employers and to appeal for public support, and is thus at bottom the right of free speech. One judge recently called picketing "peripatetic free speech." Arguing two particular restraints, that against picketing at any place except the actual newspaper plant, and that against use of a sound truck, he brings out sharply the disparity between these restraints and the powers left to the publisher. Selections from his brief follow:

The [picketing] activities restrained were the occasional peaceful walking on the sidewalk near the curb by not more than two persons, who carried a placard which read as follows: "This store advertises in the Bayonne Times which is unfair to its striking reporters."

THE PICKET STATES A SIMPLE FACT

The placard in question stated a fact admittedly true, that is, that the store was an advertiser in the Bayonne Times. The balance of the statement, that the Bayonne Times was "unfair to its striking reporters," was an opinion which the strikers reasonably held by reason of the refusal of their employer to come to terms with them.

That the strikers may advertise the



facts in connection with their strike and appeal generally to the public for support, cannot be questioned. In *Perfect Laundry Company v. Edward Marsh*, citing numerous authorities in many jurisdictions, said:

"The object which the strikers have in view, higher wages, is lawful of course, and one which will justify their actions, if any object can do so. They may present their cause, truthfully, to the public, by placards, circulars, or by speech, and their employer may do the like. According to the great weight of authority, they may appeal to friends, to assist them by refusing to deal with their employer."

There are special considerations in this case. The complainant publishes the Bayonne Times, a newspaper having a daily circulation of nearly 14,000. It carries to its readers full-page advertisements relating to its controversy between itself and its editorial department strikers, the defendants in this case. In addition, it advertised its version of the dispute in at least one other journal, 50,000 circulation. [Jersey County newspaper, *Jersey Journal*, used its news columns to characterize the conduct of the strikers as "unfair."

THE LETTERS KEYS TELL ITS STORY

The complainant's newspapers are sold throughout the city from news stands and newsboys. Its patrons, readers and advertisers, rarely visit the plant itself, but are found daily in all portions of the business community of the City of Bayonne. The patrons of stores who advertise in the complainant's newspaper and who are led to these stores by reason of the advertisements, are also readers of the newspaper and consequently patrons of the complainant. The complainant's principal income, its chief weapon in the economic struggle with the defendants, comes from its advertisers. This continued income supports the complainant during this current strike and assists the complainant to withstand the economic pressure of the strikers.

In a real sense there is "unity of interest" between the advertiser and the newspaper.

The Defendants' Conduct Is Protected by the New Jersey Constitution. Article 1, section 5, provides that: "Every person shall have the right freely to speak, write and publish their sentiments on all subjects."

The carrying of the placards by the defendants in a peaceful manner, claiming a fact and stating their sentiments in respect to their employer, is a publication within the above provision of the New Jersey Constitution. The right "freely" to publish these sentiments certainly embraces the right to put them on placards and expose them to public view. The complainant in this case did no less when it published its own sentiments in its newspaper and exposed the same to public view in full-page advertisements and in news columns. The carrying of the placard on a public street or highway, if devoid of elements of obstruction and interference, is not unlawful. There is no

special quarantine which prevents the use of a highway in front of any establishment for the publication of matter which might be published elsewhere.

Defendant's conduct is protected by the Federal Constitution. The Fourteenth Amendment provides: "Nor shall any State deprive any person of life, liberty or property without due process of law, nor deny to any person within its jurisdiction the equal protection of the laws."

That the liberty of speech guaranteed by both the State and Federal Constitutions includes the right to publicize the facts in a labor dispute, is made clear by the opinion of Justice Brandeis in the case of *Senn v. Tile Workers Protective Union* (1937), in which the Wisconsin Anti-Injunction Statute was upheld. Significantly, the Justice said:

"The members of a union might, without special statutory authorization by a state, make known the facts of a labor dispute, for freedom of speech is guaranteed by the Federal Constitution."

This statement was made in respect to picketing which was used to publicize facts concerning a labor dispute.

Further support has just been given to this view by a decision in Philadelphia in a case where one set of clothing merchants picketed another set. The court held that picketing was an exercise of free speech and it would not interfere.

That the struggle is essentially one over the right of unions to exert economic pressure to force employers to bargain is more clearly seen in the growing clash over "secondary boycott," discussed in the Hellerstein article. This article was written in the light of the recent New York Court of Appeals' decision in the *Goldfinger v. Feintuch* case in which the court voiced the now famous doctrine of "unity of interest" between manufacturer and retailer.

Hellerstein's article notes that the courts have come to recognize the importance of union organization to the nation's welfare. Part of his article, in condensed form, follows:

The retail store or other point of distribution of goods or services is a logical and effective place to appeal to consumers because there the consumers are to be found. The retailer cannot properly object on the ground that his sales of unfair goods are being curtailed, because the workers through various other advertising devices may undoubtedly seek to induce customers not to buy these goods.

CONSUMER ENTITLED TO THE FACTS

The entire direction of the law is to widen the opportunity for consumers to secure the true facts about goods they buy. Pure food and drug legislation increasingly requires disclosure of facts hurtful to the vendor. Advertisers are required to disclose more and more facts to avoid unfair trade practice proceedings by the Federal Trade Commission. The Securities Act of 1933 and 1934 require publication of elaborate data, which seriously interferes with the cavalier fashion of selling securities in

Bayonne Injunction's Shown to Rest on Bad Law—The Justice of A Secondary Boycott

vogue prior to the recent securities legislation. Why then should a disclosure of the labor conditions under which goods are manufactured be prohibited, because it may result in inducing consumers not to deal with a means of such goods? To deprive workers of the most effective locus of persuasion, the retail outlet, would be a severe blow to labor. There is no justification for cutting off this important type of appeal to consumers. That is the view adopted by the New York Court of Appeals in *Goldfinger v. Feintuch*.

WHEN 'NEUTRAL' RETAILER IS HURT

[Mr. Hellerstein here quotes from the opinion of Justice Collins who originally denied the application for an injunction in the same case.]

"The opinion declared in part: 'The plaintiff's claim that as a neutral he should not be caused to suffer because of the union's grievance against the defendant is perfectly understandable. And it appears to the sympathies. But for innocents, who suffer labor controversies is by no means uncommon. It is unfortunate that one not an immediate party to a dispute should be dragged into it. But this is an incident, though a regrettable one, of our economic and social system. If this plaintiff has rights, so have the members of the defendant union.'"

The Court of Appeals declares in its opinion that: "Within the limits of peaceful picketing, picketing may be carried on not only against the manufacturer, but against a non-union product sold by one in unity of interest with the manufacturer who is in the same business for profit..."

"Where the manufacturer disposes of the product through retailers in unity of interest with it, unless the union may follow the product to the place where it is sold and peacefully ask the public to refrain from purchasing it, the union would be deprived of a fair and proper means of bringing its plea to the attention of the public."

If the American Newspaper Guild has called a strike or is seeking to organize a newspaper, may reporters not to buy consumer's goods and make the union is asking consumers to make valueless the services provided by an unfair employer. There is no sound reason for a distinction between an appeal to refuse to buy goods manufactured by the unfair employer and a refusal to use non-union services used in securing the consumer's trade. The consumer is requested not to purchase or make use of the products or services of the unfair employer.

'NEUTRALITY IS IMPOSSIBLE'

Retailers or other distributors who buy goods from an unfair employer or who avail themselves of services rendered by an unfair employer cannot be neutral. So long as the retailer continues to buy such unfair goods or to use such unfair services he is necessarily an ally of the unfair employer. If he stops buying the unfair goods or utilizing the unfair services of the employer, he becomes an ally of the strikers or the union. Neutrality is impossible. The bargaining power of the union on the strikers depends largely upon their ability to exert effective economic pressure on the employer. The strikers or the union, as the case may be, may therefore properly contend that they have a clear-cut and serious grievance against the retailer or other person dealing with the unfair employer.

The retailer's plea that he is powerless to control the unfair manufacturer's conduct or his relations with his employees is not altogether sound. As a practical matter retailers exercise a very considerable degree of control over the granting or denying of the manufacturer of the strikers or the union's demands.

Many courts will be slow to recognize this doctrine, but that fact does not make it any the less valid. As unions and labor unions everywhere, and important to their allies make their pressure felt, resistance to it will disappear and the simple rights of free speech involved in picketing will be fully reestablished.

Local Election Results

BAIN HEADS ROCKFORD

ROCKFORD, Ill.—Herbert Bain, reporter for the Morning Star, was elected president of the Rockford Guild at the annual election of officers. He succeeds Rae Small. Hal Nelson was re-elected secretary and Fritz Agnew was re-elected treasurer. Other officers are Robert Jacobs, vice-president, and Richard Day and Paul Courtney, members of the executive board.

TORONTO ELECTS FOSTER

TORONTO.—Ralph Foster was elected president of the Toronto Guild by acclamation. Monty Palmer was elected treasurer. Delegates chosen were: Harry Farmer and Bert Whyte, Allied Printing Trades Council; Harry Farmer, Robert Reeds and J. H. Kirkland, Toronto District Labor Council. The Guild has started making plans for the 1936 A.N.G. Convention which will be held here in June.

VANDERVEEN IN ATLANTA

ATLANTA.—E. F. Vanderveen was chosen president of the Atlanta Guild at the annual election of officers. Merriman Smith was elected vice-president, C. E. McConnell secretary, and Lee Fuhman treasurer.

ROCKWELL HEADS SALEM

SALEM, Mass.—The first annual meeting of the Newspaper Guild of Salem was held Jan. 21, and the following officers elected: Warren F. Rockwell, president; J. Frank Reynolds, vice-president; Harold P. Hadley, secretary; Russell E. Jackson, treasurer; Henry A. Sullivan, Charles H. McKeen, Miss Louise C. Copley, William A. Crouse, Clayton Cressey and E. Earl Robbins, executive committee.

CINCINNATI ELECTS

CINCINNATI.—Robert L. Stevens, rewrite man on the Post and a charter member of the Guild, was elected president of the Cincinnati Guild. Stevens succeeds Rollin Everett, who retired after two years in the office. Everett was given a rising vote of thanks for his services which were climaxed by the signing of a contract with the Post last May.

Other officers elected: Paul Weesling, first vice-president; John Ackelmeier, second vice-president; Grace Clingan, recording secretary; Mildred Kessel, corresponding secretary; Max Sien, treasurer; Clara Birk, assistant treasurer; Rollin Everett, Jane Willingham, Pat Kirwin and George Bidingier, executive committee. Three of the new officers represent newspaper commercial departments.

OMAHA CHOOSES SMALL

OMAHA, Neb.—Kermit Small has been elected president of the Omaha-Council Bluffs Guild. Other officers elected were vice-president, Soren Munkk; secretary, Paul Hansell; treasurer, Irving Greene, and members of the executive board, Monte Davis and Ken McCandless.

SULLIVAN UNCONTESTED

BOSTON.—Election of officers took place at a Boston membership meeting Jan. 28. Uncontested nominees were: Donald M. Sullivan for president; George Markham for vice-president; William McNeill for secretary, and C. R. Owens for treasurer. Sullivan, who has served half a term succeeding Harland Manchester, whose departure from newspaper work and from Boston disqualified him for the position, was chairman of the Boston Associated Press Unit. William McNeill is a charter non-editorial member in the Herald-Traveler bookkeeping department. Owens is

A Real Reporter's 'Round the Town'

Joseph Mitchell's Book Maps New York in Brilliant Color

MY EARS ARE BENT. By Joseph Mitchell. Sheridan House, New York, 1935. \$2.50.

I was a "district man" at night for The Herald-Tribune. I sat in an easy chair which had fleas in it in an old tenement across the street from Police Headquarters in Brooklyn hour after hour, waiting for something violent to happen. All the newspapers had offices in the tenement. When something happened the man on the desk at Headquarters would let us know and we would leave our tenement offices and hurry to the scene of the murder, or stick-up, or wreck, or brawl, or fire, or whatever. Then we would telephone the news in to a rewrite man. I covered districts for about four months. I covered Brooklyn, the West Side of Manhattan, and Harlem. I liked Harlem best.

Here is the flavor of "My Ears Are Bent." Joseph Mitchell's book, recalling his newspaper interviewing. These are passages from the first chapter. Joseph Mitchell came to New York from a small North Carolina town in 1923, bringing with him a yearning to become a political reporter. The first story he remembers covering was a story Jack the Ripper murder in Brooklyn. He covered more crime, and then began specializing in interviews. He soon forgot his ambition; his book explains why. Mitchell's work was received by the New York reviewers with great enthusiasm. The book sees him as a sort of Stephen Crane of this generation's newspaper city rooms, a somber athlete with an exceptional writing talent. His book "contains" the strong, trashy, reds, yellows, and blues that make New York the world's big town. Mitchell is chairman of the New York Guild's World Telegram unit.

In Harlem the reporters had a shack—the district man calls his office "the shack"—on the ground floor of the Hotel Theresa, the biggest hotel in Harlem, and we used to sit in the doorway in swivel chairs and look out at the people passing to and fro on Seventh Avenue, Harlem's main street. There were four reporters in the morning papers and one from the City News Association. My colleagues were veterans. They thought I was a kid in a reporter's uniform, and I was always excited. When I got on the telephone to give my office a story—in the booth I used to try to balance the telephone receiver on my left shoulder the way they did, but I never succeeded—they would stand outside and point at their foreheads and make circles in the air, indicating that I did not have any sense. We would take turns making rounds of the police stations. On the rounds we would

cover the murder, or stick-up, or wreck, or brawl, or fire, or whatever. Then we would telephone the news in to a rewrite man. I covered districts for about four months. I covered Brooklyn, the West Side of Manhattan, and Harlem. I liked Harlem best.

former ace reporter of the Globe Unit, and currently acting as assistant treasurer of the local.

KIRBY CHOSEN

CLEVELAND.—The Cleveland Guild at its annual meeting elected James P. Kirby president. Kirby is a veteran newspaperman, entering the field in 1911. He served on the New York City News Association, New York Evening Journal, Detroit Free Press and Cleveland Plain Dealer and is now on the staff of the Cleveland Press. For six years he was chief prosecution officer of the criminal court in Cleveland, during which time he wrote a standard textbook on the administration of criminal justice. He is chairman of the Scripps-Howard Guild Council. Vice-presidents elected were Carl Cameron and Don Pond. Ralph

sometimes drop into a speakeasy at night, club or a gambling fast and try to pull a story out of it. I got to know a few underworld figures and I used to like to listen to them talk.

His Name One was Gilligan Holton, a Negro who ran a honky-tonk of the "intimate" type—it was in a basement which he called the Broken Leg and Busted, a saloon name surpassed only by the Heat Wave & Grill, a more recent establishment. When I worked in Harlem many wealthy men and women from downtown got drunk up there every night and Holton had a quantity of information about them, some of which would help a woman who used to come to his basement place; she was in the habit of having Negro men, mostly prostitutes, psychiatrists, and an occasional bartender. The best talk is artless, the talk of people trying to reassure or comfort themselves, women in the sun, grouped around baby carriages, talking about their weeks in the hospital or the way meat has gone up, or men in saloons, talking to combat the loneliness of a far town. The talk when you interview someone for a newspaper is usually premeditated and usually artificial.

The Crack Magnificent Now and then, however, someone says something so unexpected it is magnificent. Once I was working on a series of stories about voodoo and black magic in New York City. With an assistant District Attorney, I had a long talk with a Negro streetwalker. From the vague story she told the Vice Squad detective who put her in the pook the D.A. suspected that she had been used as an altar in a black mass. She wasn't much help because she saw nothing particularly unusual in her experience. Finally, exasperated, the D.A. asked her why she became a prostitute in the first place, and she said, "I just wanted to be accommodating."

You seldom know what you are going to ask about when you are sent to interview someone. The desk says, "Go interview this dope," and you locate the person and start talking. It has to be done in a hurry and there are few people who can just open their mouths and say something worth printing in a newspaper.

Usually the best way to start an interview with a well-known person is to recall the worst thing you ever heard about him and ask if it is true. You have to make a person angry but not too angry. I remember the icy glint that came into the eyes of Alvin Karpis when I asked him if it was true that he had been in the room when he shot his wife, Helen.

Do not get the idea, however, that I am outraged by ear-benders. The only people I do not care to listen to are society women, industrial leaders, distinguished authors, ministers, explorers, moving picture actors (except W. C. Fields and Stepin Fetchit), and any elected were: vice-presidents, Roger Johnson, William Stanton, B. F.

NEW LOS ANGELES HEAD

LOS ANGELES.—P. M. Connelly has been elected president of the Los Angeles Guild. Other officers elected were: vice-presidents, Roger Johnson, William Stanton, B. F.

LANSING NAMES HILL

LANSING, Mich.—The local Guild at its fourth annual meeting elected the following officers: J.



JOSEPH MITCHELL

Covers Nine Years Of Ear Bending

a far greater enemy of rum than she is.

I wish newspapers had courage enough to print conversation just as it issues forth, relevant obscenity and all. Some of Mayor LaGuardia's most apt epigrams, for example, cannot be printed in any New York newspaper. If a reporter tries to get anything unusually hearty in a story some copyeditor or other will trim it out. There are scores of admirable copyeditors on New York newspapers, but most of them seem to be too bored to give much of a damn about anything. They don't have to be censored; they willingly censor themselves. They appear to prefer the nasty generalism to the exact word; they will cut the word "belly" out of your copy and write in the nauseating word "tummy."

I have seen a pimp referred to as "a representative of the vice ring." On the newspaper for which I work the reporters write "raped" and it always comes out "criminally attacked." Also, copy-readers appear to like tinsel words, words such as "petite." Day after day in one newspaper I have seen Lottie Gill referred to as "the petite girl," and Lottie is as big as Jack Dempsey and twice as tough. A good copy-reader would rip a word like "petite" off a sheet of copy just on general principles.

If Nicholas Murray Butler and Peter J. McGuinness made the same identical statement the papers would treat Mr. Butler with a gigantic amount of respect, but Pete would be treated as a yap who should keep his mouth shut. It is safe to write accurately only about the nuts and the bums. When a public figure does something ridiculous, reporters may then write about him accurately. J. P. Morgan was always treated with elaborate respect until he played roulette with a lady midwife; then the newspapers were not afraid of him any more.

Huey Long... was made to order. Any hardy reporter could write an epic about him. The last time I saw him he was sitting up in bed in the Waldorf-Astoria with a hanger. He had on a pair of baby-blue pajamas and he was yawning and scratching his nose. There were three reporters in the room asking him questions. To every question he would say, "It's a lie," and laugh throatily. Then he sat on the edge of the bed, groping, and told a long incoherent story about a relative of his who kept a saloon.

No reporter can work on interviews constantly without becoming a little better; sooner or later he will begin hearing the birds sing. When it gets through with more important matters I think that rotation of jobs should be one of the points taken up by the American Guild, the union of newspapermen, of which I am a member and in whose program I believe.

Maynard Hill, president; Kenneth C. Park, vice-president; Wilma Porter, secretary, and H. R. Palmer, treasurer. These officers and the following comprise the executive committee: Howard J. Ruggs, Andrew Bishop, George S. Alderton, Earle Pitt, and Frank H. Salowes.

QUINN IN KANSAS CITY

KANSAS CITY, Mo.—The Great-Kansas City-Guild has elected the following officers: president, Allen Quinn; vice-president from the Journal-Post, David Downing; vice-president from the United Press, R. K. McNeill; vice-president from International News, Bernard McDonald; treasurer, Richard Smith, Jr.; secretary, Paul V. Beckley, and sergeant-at-arms, Charles Hogan.

PINKSTON SUCCEEDS ROSE

SIoux CITY, Iowa.—Don Pinkston of the Journal has been installed as president of the Sioux City local, succeeding John Rose of the Tribune. John Skrabale of the Tribune was re-elected controller, and Merrill Burnette of the Journal, for secretary, was temporarily appointed to the position after John Strock of the Journal withdrew after being elected because of increasing other responsibilities.

Bargaining Questions

Job Security the Reason For Apprentice Clause

QUESTION: We are about to begin negotiations for a contract renewal with a Scripps-Howard paper. Please inform us what benefits Scripps-Howard has granted elsewhere, subsequent to our signing last year, which are superior to ours.

ANSWER: One improvement of major importance won last year by Scripps-Howard units other than yours was in the limitation of apprentices. Inasmuch as your paper has not been one of those "schools of journalism" through which a new volume of high school and college graduates are poured every year or so at \$15 a week, it hasn't been of much importance to you. However, it was an important issue involving the question of security with other units. We call your attention to the possibility that if the "recession" becomes steadily worse, some measure may be of importance even on your paper.

Two units, Cincinnati and Toledo, won apprenticeship clauses. We hope both will materially improve this year and, of course, they will be in a better position to do so if a number of units make a demand for the same. For your consideration, the clauses are: Toledo: The number of apprentices shall not be more than two per cent of the number of journeymen in the department. The management shall not be required to make discharges at this time to conform with this provision, but no more than ten per cent of the staff until such time as apprentices shall not be in violation of this provision.

Cincinnati: At no time shall the number of apprentices in the editorial department, having less than one year's experience, comprise more than ten per cent of the editorial staff. By mutual consent this percentage may be increased.

Superior provisions. In recent months, locals outside the Scripps-Howard chain have negotiated provision for limitation of apprentices which are superior to these clauses, which, however, are naturally important and meritorious as pioneering precedents on the chain. The most important respect in which these later clauses are superior is that they are based not on years of experience but on wage minimums. We quote: Newark Sunday Call: Not more than 15 per cent of the staff employed in Section 2-A shall be composed of persons compensated for less than three years' experience and not more than five per cent of persons compensated for less than one year's experience.

To properly evaluate this clause, you should know that the top minimum is for employees with five years' experience and, secondly, that Section 2-A of the contract includes reporters, photographers, re-write, etc.—that is, all except librarians, stenographers, clerks, office boys.

Los Angeles Illustrated Daily and Evening News: It is agreed that not more than 30 per cent of the Editorial Employees of either the Daily or Evening News shall receive a wage less than the minimum provided for employees of five years' experience, and it is further agreed that of said 30 per cent of each newspaper, not more than one-half shall receive a salary less than the minimum herein provided for employees of less than three years' experience. The provisions of this paragraph shall not apply to librarians, library workers and office boys.

Curlew Clothes Unfair

The Amalgamated Clothing Workers of St. Louis and the Missouri State Federation of Labor have placed the Curlew Clothing Co. on the unfair list. Union members everywhere were urged to cooperate by requesting local dealers to discontinue doing business with this company which has carried on a 33-year fight against unionism.

This Is Our UNFAIR LIST

The following are advertisers in the unfair Bayonne (N. J.) Times:

Chesterfield cigarettes; Camel cigarettes; Ford Motor Company; Tydol gasoline; Richfield gasoline; and Camay soap.

The following are the products of oil companies which have been conducting an anti-union campaign against the Oil Workers' International Union: Puroil and Hickock Oil (the Pure Oil Company); Conoco (Continental Oil Company); and Amoco (American Oil Company).

which would otherwise be virtually impossible with a small staff. In considering the question of limitation of apprentices, it is worthwhile considering the official position of the publishers. In 1932, the "special committee" of the American Newspaper Publishers Association, composed of Harvey J. Kelley, now Hearst labor relations expert, H. W. Flagg (also a printer) and Charles A. Webb, reported on the scrip-printer training schools of the country as follows:

It is the belief of your committee that these schools should be encouraged to continue their work, even though there be no pressing need for such students during the next year or two, because the time is rapidly approaching, in the opinion of your committee, when the unions will have to face the problems of deflation of their salaries and working conditions, and in the course of such deflation it will be necessary for the publishers to have as many trained graduates of these schools as possible.

HOTEL CONTRACT

NEW YORK (EP).—One Fifth Ave., Inc., than which there are fewer swankier apartment hotels in the lower stretches of the famous promenade, has signed a union agreement with the A.P.E. Hotel and Restaurant Employees Organizing Committee. It provides recognition, closed shop, 5% to 20% pay increase, the basic 48-hour week with no split shifts, one day off in seven, vacation schedules and other concessions.

CURLEW CLOTHES UNFAIR

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PHOTOGRAPHS SHINDIG

The Press Photographers Association of New York will hold its Ninth Annual Jubilee at the Hotel Commodore on Feb. 18.

On Other Labor Fronts

Steel's Modernization Raises Job Problem

Recent announcements by United States Steel that its subsidiaries had a balance of \$80,000,000 for the program of plant and equipment modernization should be of profound interest to the American labor movement. They bring into enlarged view once again the question of whether labor will profit from technological progress, or whether such advances mean unemployment in a basic industry, with a consequent danger of reduced wage levels everywhere.

News reports of United States Steel subsidiaries' plans do not reveal the nature of the projected equipment modernization. The trend in steel is to equip the large mills with the huge hot strip machines that chew up raw materials at one end and, at another blocks away, throw off tons of finished plate steel. To Philip Murray, chairman of the Steel Workers' Organizing Committee, the introduction of continuous strip mills in the industry, a revolutionary development in rolling mill technique, "is both gratifying and terrifying."

Addressing the SWOC convention at Pittsburgh last December, Murray foresaw the 1938 development. He said: "It (the development) is gratifying, from the point of view of mechanical progress, to watch a hot strip mill roll a third of a mile of hot strip in a minute. This revolutionary development in rolling mill technique is a distinct contribution to the advance of civilization."

"This problem is one of the most important problems that will confront us in the coming months. The problem, briefly, is: Where will these 85,000 sheet bar, plate, sheet, and black-plate workers get other jobs? Can they get other jobs? Are there other jobs for them?"

TEACHERS' UNION GETS STUDENTS' AID

PHILADELPHIA.—In protest against the Board of Education's retrenchment program, and especially the proposed closing of the city's evening schools, 35 members of the Philadelphia Committee for the Furtherance of Education formed a picket line around the board's administration building. Students from Swarthmore, Temple, Bryn Mawr and the University of Pennsylvania, as well as from local high schools, paraded through the afternoon, carrying signs of vigorous protest. Pickets handed out circulars stating that the retrenchment program amounted to \$1,536,014, including reduction in salaries, closing of playgrounds and schools, and declaring that there were excellent ways of avoiding such reductions.

The Philadelphia Teachers Union has been actively fighting the retrenchment program.

tempted to plunge into an explanation

of why certain sections of the Montreal press are muzzled. In fact we might go a good deal further and explain why some Montreal newspaper owners are apparently behind the Quebec Government in its efforts to increase the scope of the Padlock Law and similarly curb the CIO. But, of course, we could not really do this. We are a college paper and have no mandate for the CIO nor any other organization. If the assistance of the provincial government is used to keep down the wages of "down-town" newspaper employees it is none of our business. We cannot really launch into an attack on a city press for excluding a good deal of news detrimental to the drivers of the "bandwagon"—even though that news has been carried by national news agencies and published throughout the Dominion. That sort of criticism is beyond our scope.

The Free Press . . . Suppression Stirs College Daily

MONTREAL.—The legal fight of Guild President R. A. C. Ballantyne against Maurice Duplessis, Premier and Attorney-General of Quebec, although it has raised broad constitutional issues of interest to the whole Dominion, is in Ballantyne's petition (GUILD REPORTER, Jan. 24).

Of Montreal's nine daily papers, only two considered the decision noteworthy. These were the Liberal French morning daily Le Canada and the Catholic French afternoon Le Devoir.

At the same time, the decision was reported by The Canadian Press and widely specialized to out-of-town papers. It was considered worthy of a sweep line in the lead position by the Clatsop, Toronto labor daily.

Armed by an accusation leveled by the Star that the Daily was lending its columns to propaganda, the college paper answered with a threat "to plunge into an explanation of why certain sections of the Montreal press are muzzled—why no publicity has been given to the organization of newspapermen into a union under the CIO." The Star's story, prominently displayed, was headed "Campus Invaded by Propagandists—Colored News Spread to Arouse McGill Sympathies."

In a column-length editorial the next day, the McGill Daily said: "It is essential that we have a free press—at least at McGill. . . . We appreciate that freedom of the press entails responsibility—the responsibility of printing the news fairly and accurately—and not colored nor for ulterior ends. . . . It is indeed fortunate for some people that campus matters do take up most of our time or we might be our scope."

The Guild Reporter

Copyright, 1938, by the American Newspaper Guild



Editor: Clyde Beals

Assistant Editor:
Nathan L. Goldberg

Contributing Editor:
Leon Swirsky

"... 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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Secretary-Treasurer	
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The Other 280

OUT the doors of the two Chicago Hearst papers two weeks ago went 139 employees, few of whom will ever return to work on those papers. Only six months ago they were preceded by another mass firing of 140 workers. True, the second slash created a strike situation which resulted in security concessions hitherto unprecedented in newspaper history. But 280 newspapermen and women, with severance pay they would not have had but for the Guild and some hope under the preferential rehiring agreement, are nevertheless out on the street.

During the year five Hearst papers collapsed. Large payroll economies were effected by other publishers; the president of the New York Guild estimated 400 newspaper jobs were lost in his city alone.

This renewal of wholesale firing so soon after the great depression supposedly ended sharply emphasizes the demand made by the CIO unions including the Guild, under the leadership of John L. Lewis, that government, local and national, step in and create jobs in the present "recession."

This demand is not merely to provide subsistence to keep body and soul together. It is to provide normal, constructive work, so that the individual can go on and lead an ordinary life.

We all know that the depression is the great vandal of modern society. Artists, novelists and dramatists as well as the economists have repeatedly pointed out that in periods of economic crisis, overproduced capital becomes unproductive in the vaults of banks; that actual implements of production, the tools, factories, mines, farms and the railroads rot and rust away; that badly needed food and clothing are destroyed because not enough people can purchase them.

But it is too seldom emphasized that labor also is destroyed. The millions of workers who went into disuse between 1930 and 1935 were not simply laid away on the shelf for future reference; they deteriorated too. Charity hand-outs undermined self-respect; useless "made work" destroyed pride of craftsmanship; inadequate diet wrecked not only physical but mental health.

We still unconsciously retain much of the outlook on these things that developed when America was 90 per cent agricultural. If a man could not take care of himself in those days he was simply not industrious, supposedly. Facing the wealthy, highly organized newspapers and businesses of today, how many of the new unemployed could hope to create enterprises for themselves?

There is a social responsibility here over and above the responsibility of individual employers for avoiding and easing such situations. Government is the only agency with the resources sufficient for the task; as the representative of all of us, it has the obligation.

By vigorous and militant action through both political and trade union channels, the CIO and CIO unions have obtained prompt and courteous attention for unemployed union members in St. Louis, Milwaukee and other cities. The Guild must not only participate in and, if necessary, lead such campaigns, but it must help to make it clear to the political leaders of the country that prompt and adequate relief must be made available in the form of socially useful work at union wage rates.

Wild Men

THE Chicago settlement (with the Guild) proved again that negotiators remote from the wild men of New York and the Pacific Coast can reach reasonable agreements without violence, and in its terms, may prove to be the most useful arrangement the Guild has yet attained.

—Editor & Publisher.

Well, let's see. E&P says the agreement is reasonable, and that it may prove to be most useful. We agree. The membership of the Chicago Guild also thought that the agreement was reasonable and useful. Yet for a solid year the membership could not impress the Hearst management with that thought. So the membership took a strike vote and sat up all night to see what would happen, and what happened was that the Hearst management signed an agreement which Editor & Publisher admits is reasonable and useful.

Editor & Publisher doesn't seem to read its own news columns. On page 6 of the same Jan. 29 issue it says that Morgan Hull and Don Stevens, ANG representatives, headed the Guild committee.

Hull is a wild man from the Pacific Coast who now makes New York his headquarters. Stevens is a wild man from the Pacific Coast and New York who now makes Chicago his headquarters.

Torpedo Astern

PROBABLY the biggest single union-busting campaign of the moment is that against the National Maritime Union, in which not only the maritime corporations and certain senators are engaged, but even a wing of the government.

The immediate goal is the familiar one of compulsory arbitration for inclusion in marine law. Ostensibly the plan is aimed only at this one union. If its right to strike could be taken away it would stop its rapid growth, at least; it might even be destroyed. It is a young union, in much the same stage of development as the Guild, and the removal of its strike threat would leave it effectively throttled.

The loss or hamstringing of one great union would in itself be serious to the labor movement; but that is only part of the story. The precedent often cited for the proposed law, the Railway Labor Act, is itself a warning. That act, providing isolated machinery for settling disputes, has helped perpetuate a division between railway workers and the main body of organized labor. Like the separate industrial boards created under some NRA codes, it has the effect of preventing precedents established in one field from redounding to the benefit of all labor, and thus it disrupts the natural unity of interest.

The present value to American industry of a weighty precedent for an all-inclusive compulsory federal arbitration law is widely recognized by union members and needs no discussion here.

Yet even if the bill were reasonable we would have to hold our nose at the tactics of its sponsors. Without conceding that the Railway Labor Act was desired by the railroad unions, or that it has done them any good, we are amazed at the effort to present it as a precedent. For one thing, the marine bill goes back and copies the features of the Railway Act before it was amended some years ago to make it workable. Too, the Railway Act provides a medium for disposing of grievances arising UNDER EXISTING CONTRACTS. There are comparatively few contracts in the maritime industry. The union is just beginning to reach the heights of strength and potential striking power necessary to obtain them. Here, at this point, the marine operators want the axe to fall.

The pervasive publicity spouting from Senator Royal S. Copeland, Joseph P. Kennedy and others is shocking. The SS Algic "mutiny" cases are on the record. Then there is the Copeland secret "inquiry" into the events following the wrecking of the SS Hoover in the Orient, during which Copeland smeared the "disgraceful actions" of the crew onto the front pages. United States Attorney Frank Hennessey later found that the "crew of the ship should be praised rather than criticized for its conduct." But his statement received the prominence that newspapers corrections usually do, and the memory of Copeland's slander remains. A stalking horse produced by Copeland's Senate Commerce Committee, a "Captain X," has borne witness to "drunken, unruly, and mutinous conduct" aboard American ships. Another anonymous witness said that he saw drunken sailors tossing cargo overboard. It developed that the sailors were risking their necks to jettison deck cargo during a gale, but how many heard that explanation?

Currently playing in New York is a March of Time film, "Ships, Strikes and Seamen," in which the National Maritime Union says there are grounds for libel action in at least two shots. One, the union reports, depicts a crew holding a quickie sitdown and the reason alleged in the film is that they were denied 22 cases of beer!

Proponents of the campaign of vilification say it is being publicized in the name of American seafaring tradition, and in order to restore American shipping to its proper place in the sun. That is not the result. Instead, it is driving passengers and freight to the patronage of foreign lines. Travel bureaus have complained sharply about the nurtured hysteria. Says D. P. Aub, manager of the American Express Travel Bureau: "We know that service on American ships is excellent. There is none better. Yet we are put to it to explain and defend this service, largely, I believe, because of this publicity."

This propaganda against American seamen must be knocked down. That sort of thing does not fall down. It is up to labor to do the pushing, for the sake of the entire movement as well as the seamen.

They Pay Dues And LIKE It

Two Controllers in Memphis Disclose a Collection System

Luther Southworth and Mrs. Marjorie Coleman are controllers of the Memphis Press-Scimitar Guild unit. They have achieved the feat of regularizing and KEEPING UP TO DATE the dues payments of their 34 unit members. International Secretary-Treasurer Pasche asked them how they did it. Here is Southworth's letter of reply, reporting in detail the 100 per cent collection method:

THANKS for your letter of Jan. 20 regarding Press-Scimitar Guild unit's financial standing.

Mrs. Marjorie Coleman and I have found our members ready to co-operate in payment of dues and assessments. Of course there was considerable beefing when the first assessments were levied, but a little psychology overcame that.

When a member would kick, we'd say: "If you belonged to a college fraternity or sorority you'd pay \$4 a month dues and get nothing in return for it. Until the Guild demands \$4 a month in dues and assessments, then you've got no grounds for complaint. The Guild gives you back added pay, days off and other protection for your money."

Most of our members have been to college, and they know that this argument is true.

Our collection method each month is:

- 1) Have a list of all members and amounts owed.
- 2) Make the rounds each pay day (Friday). See each member.
- 3) Don't let any member get a month behind. Seeing them once a week usually precludes this.

PAY DAY PSYCHOLOGY

If a member passes us up for two weeks, he feels he can't turn us down when we come around the third time. It is very seldom we are put off to the fourth week. We grant a favor by waiting a week.

Checks are passed out Friday morning, and cashed during lunch. After lunch we start the rounds. A member hasn't much excuse when he knows we know he has his week's pay in his pocket. We never ask for money except on pay days.

We have been successful in instilling a positive rather than negative reaction. Members feel it is an honor obligation to pay up promptly rather than view the payment as an imposition.

We put a note on the bulletin board the month we started collecting for the two assessments plus dues. It read: "Your dues are \$2.75 this month, which includes two assessments. If you must beef, beef to somebody else. We get mighty tired of hearing the same thing 34 times." As a consequence, we beat them to the punch and had nothing to gripe about.

We missed having a 100% record for December by only one man, and he was out of the city. On Jan. 2, he paid both December and January. He apologized for being the only one "still on the list on Jan. 1."

HOW TO HANDLE 'KICKS'

Silly as it may seem, nevertheless it works when we approach a member, usually on the second or third pay day, with the remark: "When are you going to get off the list? Only two left and you're one of them."

In one or two cases when the kicking has been pretty hard, we say: "Don't kick to us, we're only the collectors. Write New York." That takes the sap out of their argument, and of course they have no intention of writing New York.

One or two have threatened to drop their membership in protest to dues payments. We say: "Okay, go ahead. Just remember it is easy to get out, but damned hard to get back in." After all, if we try to soft-soap them, it only adds to their anger. If we throw the argument right back at them and leave it up to them, second thought tempers their feelings.

If every Guild treasurer read Dale Carnegie's book, and learned some applied psychology, ANG would find its coffers in good shape.

Hope this will be of benefit.

Guild Dividends

Intermittently, and with increasing frequency, the GUILD REPORTER carries a brief item that the members of such and such unit of this or that local Guild has contributed to the ANG defense fund the amount of their first week's raises under a Guild contract just signed. The practice began more than a year in response to an IEB appeal which pointed out that our successful strikes, financed by the Defense Fund, were the biggest factor in bringing Guild benefits to all members. The practice is obviously becoming a tradition, showing recognition of that essential fact by the membership. Prompt payment of assessments must be the basic and primary means of strike support. Voluntary contributions of wage increases will help. Let's keep up the tradition.

Press Freedom

SCENE I. Almost any publisher's office. Publisher addresses a Guild committee: "I'm sorry boys, I'd like to raise wages, but paper costs are going sky-high; the paper trust has me over a barrel."

SCENE II. The same. Publisher addresses the editorial writer: "Give Jackson and Ickes a good working-over for their attacks on the trusts."