

The GUILD REPORTER

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

Published Monday of each week at Guild headquarters, 1560 Broadway, New York.

Vol. V—No. 10

Entered as second-class matter August 18, 1937, at the Post Office at New York

NEW YORK, FEBRUARY 14, 1938

Single Copy 10c; Yearly \$3.50

Advertising Cut 116 Columns in Bayonne

BAYONNE, N. J.—Bayonne Times revenue continued to fall as the strike of eight Guildsmen went into its fourth month. At the same time, the strikers were spurred by receipt of new contributions from widely scattered Guilds.

Comparison of the first week's display advertising in February of this year with 1937 revealed a loss of 100 columns, an average drop of more than 16 columns a day. Classified advertising was off 16 columns for the week. The extent of the Times' loss appeared even greater than surface indications, for strikers discovered that ads have been padded and still others have been run without authorization.

Sentence Due Today

Contributions and congratulatory messages on the fight were received from the following Guilds: Cumberland, Md.; Northern California; Jacksonville, Fla.; Wilkes-Barre, Pa.; Oklahoma City, Okla.; Lynn, Mass., and Toronto, Canada. Six of the eight strikers were to appear before Vice-Chancellor Fielder today for sentence on contempt charges. They face jail terms or fines. Sentence was set at the insistence of the Times. The Guildsmen were convicted for violating a clause in the notorious injunction of Vice-Chancellor Egan, which restrained use of a sound truck.

For the second time since the strike began, the city's industrial Relations Committee offered to mediate the dispute, and for the second time the strikers accepted the offer. Publisher Lazarus wrote: "As the situation is rather complex, it would be better that our position be explained directly to your committee. I would, therefore, be very glad to meet with your committee to discuss your offer."

BUILDING: The Guild's Wild Men

By JONATHAN EDDY

THE "wild men of New York and the Pacific Coast," whose absence from negotiations, according to Editor & Publisher, enabled publishers and local Guilds to "reach reasonable agreements without violence" have been at it again.

After the longest strike in the history of the Guild, a strike so long that some "experienced labor men" had given it up for lost back in the year 1937, the Guild has won a great victory for itself and the entire West Coast labor movement. Editor & Publisher figured that the "reasonable agreements" represented in the Hearst contracts in Chicago were obtained by virtue of the absence of "the wild men of New York and the Pacific Coast" despite the fact that the negotiations were headed up by two Pacific Coast-ers, more lately of New York.

If any New Yorkers are going to get Editor & Publisher's badge of "Wild Man" in connection with the Seattle victory, they will have to do it on the basis of the policy and advisory functions of International headquarters. However, since there is only one native of New York at International headquarters, and he makes his home in another State, perhaps we had better give this idea up and place all the credit where it belongs, namely on the West Coast and with the Guild as a whole.

The Seattle men and women of the Guild were the first to take on the fight for all of us to make real the policies of the St. Louis (Continued on Page Two)

STRIKERS BACK; PACT SIGNED

SEATTLE—With \$29,497 back pay in their bank accounts, Guild members were back on the job this week at the Seattle Star, working under conditions never before known on Pacific Northwest newspapers. And meanwhile, gloom hung over the Teamster officials in their scab-built hall here, as they took account of the fact that the "baby of organized labor," the Guild, had administered his first major defeat to Dave Beck, Teamster Union czar, in his own stronghold. Beck caused the strike and actively fought the strikers throughout.

Guaranteed no economy dismissals for at least six months and protected by virtual closed shop provisions of preferential rehiring clauses covering all Guild members who resign or are released for

economy at any time, the strikers took up their jobs where they left them seven months before. Only ten of the more than 30

The Seattle Star contract is printed in full on page 4. Read it; it's a treat. It says what it means in plain, non-legalistic English. It has no "bugs," no ifs, ands or buts. It is what a good union contract should be.

scabs remained in the Star, and they were working a long, six-day week. The others had been fired following the settlement, and still others were endangered by economy moves from which Guild members are protected. There were several minor brushes during the first day, but in each case adjustment was (Continued on Page Four)

Spying on Guild Was M.E.'s 'Must'

KNOXVILLE, Tenn.—Witnesses built up a strong case against the Knoxville Journal's management on the basis of its acts of intimidation, efforts to establish a spy system, yellow-dog contracts and discharges for Guild activity at the Labor Board hearings last week on charges brought by the Knoxville Guild. The hearings were about concluded on Wednesday.

Part of the testimony revealed what a News-Sentinel headline called "news tailoring" by the Journal. Bruce Tucker, Memphis Commercial Appeal reporter formerly on the Journal, testified that while on his former paper he had been instructed to report a speech by Public Utilities Commissioner Leon Jourolomon so as to make him "look like a nincompoop." Tucker testified that Jourolomon was known as an advocate of organized labor.

Roy N. Lotspeich, publisher of (Continued on Page Three)

SEATTLE'S STRIKE ENDED IN 'BLACK'

SEATTLE—The Seattle Star strike ended in the black.

After seven months, the strikers returned to work without a penny owing for strike expense. Operating on a careful "cash" budget, only \$300 in obligations had accrued by the end of the last week of strike activities.

Repayment of loans to strikers by the returning Guild members and donations from back pay made up the \$300, and the strike accounts ended even.

Times Joins Pay Boosting In Chicago

CHICAGO—A policy statement considerably improving the Daily and Sunday Times editorial wage scales was posted last Monday by Publisher S. E. Thomason after a request sent the previous Saturday for contract bargaining on behalf of the Times Guild unit. The statement followed closely on the Hearst victory here, and becomes effective on March 8, expiration date of the present Guild-negotiated unilateral statement.

In almost every respect the minimums equal or exceed those on the competing Chicago Evening American. For the first time in its nine years existence, the lusty tabloid, under a combination of Guild pressure and increasing prosperity, will pay editorial salaries in line with those of other Chicago afternoon dailies.

While Thomason, in an introductory statement and in a letter to Organizer Don Stevens, head of the Guild negotiating committee, made a frank bid to avoid contractual relations, the Times unit in its largest meeting since last Spring voted to proceed with negotiations for a Guild shop contract on the basis of proposals it recently drafted. Conferences were expected to begin shortly after Feb. 10.

Among the improvements in the Times management's new statement over last year's was a clause embodying the "no pay cuts" principle just established in the Guild contracts with Chicago Hearst paper. Thomason's added clause said: (Continued on Page Two)

Unit in Boston Set To Strike for Contract Demand

'Vertical' Group on Herald-Traveler Acts After Victory in Employee Poll Fails to Get Satisfactory Result

BOSTON—The Herald-Traveler unit last week voted to a Guild negotiating committee the authority to call a strike of 244 members at any time, to enforce a demand for increased wages and other improvements in working conditions. The negotiating committee, still seeking to win unit objectives without a resort to the power given it; met corporation spokesmen on Tuesday and scheduled another conference for Friday after winning two important concessions.

Members of the committee are Donald M. Sullivan, Boston president; Fred Myers, ANG Representative; R. C. Owens, Boston treasurer, and Amasa Howe.

The strike vote was taken after many futile conferences, both before and after a Labor Board election established the Guild's right of representation in the editorial and other departments. Management coercion caused the board to set aside the result in the book-keeping department, the only one

Southern Guilds Get Contracts

Guild contracts are beginning to dot new sections of the Middle South and Southwest areas of the country. Two are ready for signing, in Chattanooga and San Antonio, and preparations are under way to negotiate another in San Antonio. The contracts are expected to stimulate the organization drive in the two regions.

CHATTANOOGA TO SIGN

CHATTANOOGA, Tenn.—With receipt of IEB approval a contract providing material benefits for the Chattanooga News editorial staff was ready for signing this week.

Among other improvements, the contract brings a 5-day 40-hour week to a shop that had an unlimited 6-day week, increase in vacations from one week to two weeks, and unlimited dismissal indemnities beginning at two weeks' pay for less than six months' service, three weeks for less than one year, and one week's pay for each additional year of service thereafter. Dismissal indemnity must be paid regardless of the cause of discharge, except upon approval of the Guild standing committee. It will also be paid in the event of the death of an employee.

The unit rejected the management (Continued on Page Three)

This is the Boston Herald-Traveler, the newspaper that wants to pay wages so low that the strike unit voted, 105 to 19, to strike rather than accept them.

Net profits, 1934, \$654,628. Net profits, 1935, \$602,629. Net profits, 1936, \$904,876.

Dividends paid, 1935, \$577,750. Dividends paid, 1936, \$962,917. Dividends paid, 1937, more than \$950,000.

Surplus (undivided profits), at the end of 1936, the last figure ascertainable, \$5,035,401.

which the Herald-Traveler had "carried."

Plan for Emergency Unit officers organized a large emergency committee, with representatives from the editorial, commercial, building maintenance and mechanical departments, to maintain a liaison between the unit membership and the negotiators. The Guild executive committee began work on organization of a citizens' committee to sponsor a drive for strike funds and for public support.

Although the management negotiators consented, at the first conference after the strike vote, to (Continued on Page Three)

Stern Paper Opposes Inter-Departmental Pact

PHILADELPHIA.—The Record management announced at a conference with Guild negotiators last week that it will resist a single agreement for editorial and advertising department employees of the paper. Guild negotiators accepted the statement as an effort to weaken the unit in future negotiations.

The conference, a preliminary one aimed at renewal of the editorial department contract which expires April, was marked by management protestations that the

business recession has cut heavily into the paper's income. Guildsmen replied that the increasing cost of living was cutting heavily into employees' income. The bargaining was scheduled to start Feb. 12. The Record is a J. David Stern paper.

Previously, the management had announced a desire to eliminate a pay cut prohibition from the new contract. The unit's request for a clause barring dismissals, except for cause, was rejected by the paper with the statement that the demand "undermines civilization."



Unit Answers Stern's Criticism

Post Group Strikes Back at Attack on Leadership
Arising in Exchange of Letters Over Promised
Differentials Above Minimum Salary Schedules.

A denial by J. David Stern, publisher of the New York Post, that any understanding had been reached in contract negotiations that differentials above the minimums would be maintained through raises, drew a reply from the unit on Thursday. The issue became public last week when Editor & Publisher carried Stern's letter to Milton Kaufman, New York Guild executive secretary, and made it the subject of an editorial. The Guild had not released the letter.

The question arose when the Post unit requested the Guild to remind Stern that despite the lapse of many months since renewal of the editorial contract, an understanding that current salary differentials would be maintained, had not resulted in individual increases to carry this into effect. The unit held the management had volunteered this proposal when it rejected the Guild's request for a flat 10 per cent increase.

Final and Complete

The publisher, in his reply, took occasion to level criticisms against the general policies of the Guild and its leadership. Declaring that "a written contract is supposed to express final and complete agreement," Stern quoted Editor Harry T. Saylor as saying he had noted a rumor developing about increases over the new minimum scale, and to avoid any misunderstanding said he had declared in extended remarks to negotiators that "voluntary increases depended solely on the paper's income, and that would depend upon general business conditions. . . . I am sure that I made the position of the management clear."

Raising the question whether Saylor's remarks had been referred to the unit, Stern continued: "But even if the committee failed to report to the unit Mr. Saylor's remarks, still, in view of the recent severe business recession, this pretension does not make good sense. It is either childish or provocative. In view of several other circumstances, I am inclined to attribute it to the latter motive."

'Fiction,' 'Ill Will'

"There is a growing suspicion in my mind that the Guild is now in the hands of leaders who are more intent on breeding friction and ill will than the harmony and good will which should be the basis for a stable relationship between members of the Guild and management."

An editorial in the Post Guildman, accusing business executives of unfair tactics, was branded by Stern "an obvious attempt to stir up trouble. It leads me to ask you and your associates:

"How far do you think you can

presume on the good will of a friend?"

Mentions Friendship

Speaking of his desire for kindly relations between the staff and the owner, Stern recalled his start as a cub reporter, and his realization that "oversight and injustices could occur. So I welcomed the Newspaper Guild as a proper safeguard. I think the Guild made a good start, and I was happy to lend my support."

"But of late, there has crept into the Guild a new element, which seems intent on conflict instead of cooperation."

"I believe, Mr. Kaufman, that you wrote an editorial for the Guild Reporter [Guild News-Ed.] which advocated taking a strike vote first and negotiating afterwards because that was the only way you could expect to get a fair contract from a publisher."

"Let me tell you that contracts, unless based on mutual good will and good faith, are of little benefit to anyone concerned. The Guild will be destroyed by its present leadership if that leadership does not recognize this fundamental."

The unit, replying through the Guild, said it realized that the management was only contractually bound by the provisions in the written contract, but pointed out that "there are many features of management policy towards employees which are not covered in the contract, but which are of great importance to any comparable contract, because they are the result of mutual understanding."

Guild's Recollection

Recollections of all Guild negotiators and observers were "directly opposed" to those outlined by Stern, the unit said, recalling that Mr. Saylor stated it was a matter of policy with the management to "maintain differentials. . . . Observers and negotiators have no recollection of any intimation from Mr. Saylor that there was no ground for expecting differentials to be maintained."

"The unit does not wish to labor the point. It concedes that the Guild has no legal claim on the management. It is unfortunate that the conflicting recollections of management and Guild representatives as to what was said during negotiations will require that in the future everything be committed to writing and nothing left to memory. We can count that lesson as a definite gain."

Recalls Veiled Threats

Regarding the Post Guildman's editorial, the unit said it had "ample reason" for it and had "provided the management with information on several specific instances of needing, veiled threats, etc."

"So far as Mr. Stern's dissatisfaction with the leadership of the Guild is concerned," the letter continued, "the Guild's own members are charged with the responsibility of electing its leaders by democratic processes. They have done so. If the leadership is to be changed at any time, it will be done by the same people and by the same processes."

Meanwhile, it should be sufficient to point out that the issue of maintaining salary differentials was raised by so-called Guild leadership, but by Post employee organized in the Guild. The Guild was asked, very properly, to transmit the unit's desires to the management. This it did."

The unit asked "that Mr. Stern be advised of its regret at the introduction of differences in this exchange."

AP Polls Due On Feb. 15

National Labor Relations Board elections will be held Feb. 15 in the Washington, Philadelphia and Boston offices of the Associated Press. The elections are the result of a Labor Board decision upholding the contention of the Guild that employees of a single bureau of the AP constitute an appropriate bargaining unit.

The board held that the employees in Washington, Philadelphia and Boston used not wait until organization has been perfected elsewhere in the country. Suggestions to regional directors for uniform conduct of the elections were evaded Thursday in conference between Lloyd Stratton, AP assistant general manager, and Morris Watson, ANL vice-president.

The Twin Cities (Minneapolis & St. Paul) AP unit voted for bargaining since the Labor Board decision. Petition will be filed for an election and the management is expected to expedite the matter by consenting. Resumption of negotiations for the New York unit await further Labor Board action.

Times Joins Pay Boosting In Chicago

(Continued from Page One) "The salary of go editorial workers now receiving more than the minimum established in the new contract will be reduced during the life of this agreement."

Indemnities Boosted

Direct effects of the Herald & Examiner and American settlement are apparent throughout the statement. The Times establishes the same dismissal indemnity scale—representing a gain chiefly in the later years. It still retains, however, the excessively vague and partially nullifying clauses which the Hearst units flatly rejected, one denying indemnity to employees discharged for "willful breach of duty or misconduct," and one providing for compulsory arbitration. The latter clause was one of the features which led to the unit's rejection of the proffered contract last year.

A preliminary estimate by Guild members is that the new statement will mean a total increase of \$22,000 to be paid to some 75 men by reason of minimums, or about a 16 per cent boost to this group. Last year's increase was estimated by the management to amount to \$38,000, or 23 per cent.

around by management representatives that at least \$5 a week raises would be given almost all workers in regular journeyman brackets not raised that much by the new minimums. This would add several thousand dollars more to the annual payroll, besides the minimum raises.

Times Covers More

The Times classifications are generally more complete in coverage and suitable to the staff's work than those on the American, since they were negotiated in long and careful bargaining sessions last year as contrasted with the rush on wage matters during the Hearst crisis over security. A comparison of the minimums on the two papers vividly illustrates the effects of Guild pressure. Here are the Times 1937 and 1938 figures, and the American's for 1938, in two classifications:

	1937	1938	1938
REWRITE:			
Begin	\$20	\$22	\$25
After 3 yrs. . . .	25	28	30
After 5 yrs. . . .	30	32	35
After 7 yrs. . . .	35	38	40
After 9 yrs. . . .	40	42	45
After 11 yrs. . . .	45	48	50
After 13 yrs. . . .	50	52	55
After 15 yrs. . . .	55	58	60

BUILDING: The Guild's Wild Men Keep on the Jump

By JONATHAN EDDY

(Continued from Page One)

Convention, policies which mean so much in terms of living standards, security and self-respect.

THE STRONG FORCES BEATEN IN SEATTLE

IT will take some time for the magnitude of the Guild undertaking in Seattle and of the final victory there to be understood. Remember that towards the end of the first Seattle strike, that on the Post-Intelligencer, the A F of L tried to sell us down the river, and we were then a part of the official body of the A F of L. In this strike, the Guild was confronted not only by the publisher opposition but by an organized alliance between the employers and the American Federation of Labor. Dave Beck, A F of L czar of the teamsters, whose publisher-backed assault on the Guild precipitated the strike, was the outstanding political power in Seattle and the Northwest. He held sway in politics through a hold on the labor movement by means of gangsterism and corruption. In the Guild victory, Northwest labor began to shake this off. Our victory was achieved because the strike served as a rallying point and an organizing force for all the elements in the community in favor of fair play and honesty in matters of public concern, not to mention decent wages and security for working people.

It has not terminated the sway of the gangster "labor" elements, the crooked politicians and the fascist-minded employers' associations, but it has set all of them back on their heels for a few minutes. And it would not have been possible, of course, without the moral and financial support of the working newspaper men and women of the United States and Canada—who would not have given it their support and their families, their future wages and security and status as American citizens. This victory means that the Guild can now step ahead, everywhere, with more confidence than ever, and more certainty of lasting benefits in the personal lives of each. It also means further organizations of the resources of the publishers' associations to combat the Guild. The wilder of the publishers will be more prone to provoke violence than ever.

WILD IN CHICAGO—AND WILKES-BARRE!

DO not know whether Editor & Publisher intends to award its badge of "Wild Man" only to New Yorkers and West Coast. Maybe his distinguished editors thought the Chicago newspaper men and women who stayed up all night in furtherance of the strike vote and preceded the Hearst settlement were a bit wild, or maybe E. & P. was too polite to say so. However, Pennsylvania do not permit themselves to be confused either with New Yorkers or West Coast. And I wonder if Editor & Publisher did not consider a bit of the method used in Wilkes-Barre to enforce respect for Guild contracts. Or will Editor & Publisher concede that it is "reasonable" for us to decline to accord to non-union men and shirkers the benefits of organization? (It occurred to me that if there were any "wild men" in Wilkes-Barre, they were the ones who refused to pay dues up to the point where they succeeded in bringing the whole plant to the United Automobile Workers had become a power in America, that I was in conversation with a member of reputedly the only federal local of automobile workers that had gone places despite the A. P. of L. the local in Kenosha, Wis. This brother was trying to explain to me how they had a closed shop but no written contract. He said, "But it's so simple, my informant explained. 'When a line stops. When that happens a couple of the foremen gets for some time, I exclaimed, 'It must be fine to belong to a real union.'"

I am not making any recommendations in regard to Wilkes-Barre. However, I will say, it is fine to belong to a real union. It is very, very fine. And as far as Editor & Publisher is concerned, if they will lay off the subject of wild men for awhile, I will lay off, too.

MASSACRE FILM OFFERED

DETROIT (FP) — The motion picture record of the Chicago Memorial Day massacre is available to labor organizations and other groups interested in civil rights, the Civil Rights Federation, with offices here announces.

N. Y. RESTAURANTS

Gathering Place of Guild Members

GUS & ANDY'S SOMERSET

"A Hot & Restaurant of Distinction"

146 West 47th St., New York, N.Y.

PIROULE now at 111 W. 45th

Famous for French specialties. — Lunch 55¢. Parisian dinner \$1. Wines and Liquors. Tel. BR. 9-8816.

Greenwich Tavern

Best Food—"The Taste Tells"

223-224 Greenwich St., N. Y. C.

A SWELL PLACE TO EAT

HARTWILL'S

THE DINER

"NO FOOD FINES"

224 EAST 41st STREET

Opposite NEWS Building Entrance

Vanderbilt 2-3532

GAME COCK

Restaurant and Bar

JACK STUTZ, PROP.

(Formerly of the Lotus Club)

14 E. 44th St. New York

PEN BAR-RESTAURANT

PENCIL

serving GUILD MEMBERS WHO MEET AT

Fake Union Is Fought By Guild

WILKES-BARRE, Pa. — Company union charges filed last November against the Wilkes-Barre Record management were aired last week at a meeting in Philadelphia between General Manager L. J. Van Laey and Major Stanley W. Root, Eastern Pennsylvania regional director for the National Labor Relations Board.

Action has been speeded up on Guild request after a long wait. The Guild contends that it will take more than the usual bulletin board notice to break up the company union, which was organized on Record property in an admitted attempt to forestall the five-day strike which obtained the Guild shop on four Wilkes-Barre papers last November. Membership of the company union, about 40, has remained intact since the strike settlement, despite pay increases of from 5 to 20 per cent and minimums received through an interim agreement between the Wilkes-Barre Guild and the Wilkes-Barre Publishers' Association.

Terence J. Maloney of Scranton, an NLRB examiner, notified the Wilkes-Barre Guild's solicitor, Attorney Francis J. Murray, that he would be in this city over the weekend to make preliminary arrangements with Guild officers for certification of its majorities in several units in the commercial departments of the four newspapers, thereby extending Guild shop provisions to those units under the Nov. 7 agreement.

Enforcement of the Guild shop in the four papers, which followed a two-hour sitdown at the Times-Leader and a threat of similar action at the Record, has sent the Wilkes-Barre Guild's membership over the 100 mark.

BALTIMORE ACTIVE

BALTIMORE — Paul Patterson, president of the A. S. Abell Co., publishers of the Sunpapers, has responded to a request for collective bargaining with a demand that the Guild inform him as to "the number and classification of the employees" who would be represented. In a letter to Myer Trapp, negotiations chairman, Patterson asked also the nature of the committee's "authority to act for the Baltimore Newspaper Guild" and who delegated Trapp to "act as negotiator."

The hearings were full of high lights. R. M. McConnell, Journal counsel, vigorously cross-examined Herbert Marks, attorney for the Tennessee Valley Authority and spokesman for the Guild in its unsuccessful efforts to bargain with the paper last summer. McConnell, whose law firm is counsel for a local private paper company involved in bitter legal controversy with the TVA, sought to show that Marks was bent on punishing the Journal for its anti-TVA propaganda.

They told how Robert McNitt, former managing editor and now editor of the Southbridge (Mass.) News, had announced in staff meeting that "five men will lose their jobs if the Guild program succeeds," and that there would be "no salary increases and no promotions for Guild members." They told how Robert Claggett, former general manager, had warned Guild members they must "take the consequences" and had even asked certain of them to be "my eyes in the editorial department and telephone me at home at night and tell me what is going on." Claggett testified, had explained that "the idea that an employee must not tell his employer about his fellow employees' union activities is the code of gangsters and thieves."

Spying on Guild a Virtue To This M. E., Board Hears

(Continued from Page One) the Journal and a textile mill owner, is backed by mill owners in many Southern states and by huge private power interests.

Many former employees of the paper returned from great distances to testify for the Guild. They told under oath how Lotsepich himself interviewed prospective editorial employees at his textile mill and suggested as a condition of employment that they resign from the Guild.

They told how Robert McNitt, former managing editor and now editor of the Southbridge (Mass.) News, had announced in staff meeting that "five men will lose their jobs if the Guild program succeeds," and that there would be "no salary increases and no promotions for Guild members." They told how Robert Claggett, former general manager, had warned Guild members they must "take the consequences" and had even asked certain of them to be "my eyes in the editorial department and telephone me at home at night and tell me what is going on." Claggett testified, had explained that "the idea that an employee must not tell his employer about his fellow employees' union activities is the code of gangsters and thieves."

ARE YOUR DUES PAID?

REWARD FOR LIFE WORK

Paper Fires Old Employee, Worn and Ill

Frank L. Kemp had been in New York Presbyterian Hospital four weeks and was still on the danger list when Robert Choate, managing editor of the Boston Herald, wrote to him on Oct. 1: "I was very sorry to hear that you have been quite sick. . . . However, your illness raises a rather acute situation. . . . We have carried you for four weeks on full pay while we have had to hire a substitute to take your place. It seems to me obvious that you will not again be able to return to the desk. . . . We are therefore prepared to pay you six weeks' full pay, which will mark the termination of your employment by us."

Kemp is a more telegraph operator. His work was in New York, where he daily operated the wire to the Herald office in Boston. When he was able to sit up, he addressed his reply direct to the publisher, E. W. Preston: "I hope you will pardon this grief-stricken message. Apparently no consideration has been taken of the 35 years' diligent service during which my utmost endeavors were unreservedly devoted to the Herald without loss of a single day until this year. . . . I should like to call your attention to our conversation of last July when the question of my retirement was suggested. . . ."

Even though he was recovering from a thrombosis, Kemp was through. He knew it; the boss knew it; they even had discussed it together. The Herald uses a heavy wire report from New York. Years of sending at the telegraph key had frayed certain muscles in Kemp's right hand, and at 67 there was no hope of new muscle. He could continue to operate the key at high speed, but it was becoming difficult to read him. For months Kemp had been forced to realize that he had worn himself out in the service. Doctors say, that worry over this may have helped to bring on his illness. Another contributing factor may have been his return to work too soon after a bout with flu last Spring, which caused his first absence from the job in his long service.

In his reply Preston said: "We do want to be fair with you. If you would write me what you have in mind, I would see what could be done. Make your proposition just as easy for us as you possibly can. . . ."

Kemp's proposition was: "If a lump sum is to be paid, a minimum should be about \$2,500. This is about equal to the amount of the bonus since it was discontinued (Kemp had voluntarily relinquished it though it had been granted to him in lieu of a salary raise), or equal to about \$65 for each year of employment, and does not take into consideration the 10 per wage reduction. . . ."

Preston decided: "We could not justify payment to you of the amount you ask for. . . . The most we have ever given is six weeks. In your case, this would be more than fair—to let you have on your illness six weeks' pay and make our settlement from that date. We will give you a lump sum if you want three months' salary from that date. . . ."

The Herald settled with Kemp on that basis. He received all told twelve weeks' pay—\$780 after 35 years of service that finally unfitted him for work.

Spying Dismissals Stir Local

INDIANAPOLIS — The local last week asked IEB authority to file a Labor Board complaint charging the Indianapolis Times with labor spying, and a campaign of discrimination that included dismissal of three commercial department employees and terrorized the newly-organized membership.

A three and one-half hour conference with management executives brought non-committal answers that reached their height when Editor Ludwell Denny said he was unable to speak definitely on the charges because a definite statement might be construed as "collective bargaining" for commercial employees. The charges were then prepared. The Guild committee had demanded reinstatement of the discharged employees, an end to the spying, and posted assurances that employees were free to join the union.

Since all Boston Guild contracts were negotiated last winter, the Choate "formula" would put Herald-Traveler wages and working conditions a whole year behind improved conditions which may be obtained within the next sixty days from other Boston papers.

The corporation committee offered detailed wage and working condition proposals for the editorial, building maintenance and bookkeeping departments in definition of what its "formula" would mean.

For the editorial department it would mean: 1. A top minimum of \$55 for day copy readers, rewrite men and makeup men, a top of \$45 (after five years) for reporters, photographers, artists and feature writers.

Rush 'Whereases' to Montgomery Ward!

Guild members everywhere should take note and call to the attention of the labor movement in their respective areas the fact that Montgomery Ward & Company, chain department store and mail order house, has placed a large order for the printing of sales circulars with the Bayonne, N. J. Times, where Guild members are on strike over the refusal of Publisher Herman Lazarus to bargain in good faith.

David Halar, advertising manager of the firm in New York, admitted to Guild representatives that he knew of the strike when he placed the order. He said he would consider the protest, but later on his office advised the Guild that the order would stand.

Blade Unit Approves Contract

TOLEDO — The Blade unit has approved a proposed agreement with minor changes to be negotiated, covering the editorial, display advertising, and classified advertising departments of the Paul Block paper.

The part of the agreement covering the two advertising departments is to go into effect on the date of signature. A supplement, will become effective March 10, the expiration date of the present contract. The agreement is to be considered by the local executive board and the IEB before being signed.

AKRON SEEKS RENEWAL

AKRON, Ohio — The Times-Press (Scripps-Howard) unit has authorized the local to open bargaining for an improved contract over last year's. The new contract is sought on behalf of editorial workers and an advertising group not covered by an A F of L union which signed a contract last Spring.

Editorial wage increases are asked to bring the minimum to \$60 for five years' experience. Other clauses asked are the Guild shop and apprentice limitation. Increase in dismissal indemnity from the maximum 24 weeks to 30 also is sought.

Leider Memorial Set for Feb. 20

A memorial meeting to commemorate the death of Ben Leider, New York Guildsman-aviator who was killed in action while flying for the Spanish Government, will be held at the New School for Social Research in New York City on the evening of Feb. 20.

Leider, who picketed in the air in some of the early Guild strikes in New York and Milwaukee, was shot down on Feb. 19, 1937.

Two fellow volunteers, Captain Hans Amble and Major Frederic Lord, will speak, as will James Hawthorne, Ex-Congressman Vito Marcantonio and Ruth McKenney, former Secretary of the New York Guild. Hans Eisler will conduct the musical program and there will be a color guard of American veterans of the Lincoln Battalion. Proceeds will go to the Ben Leider Memorial Fund.

STORE CONTRACT SIGNED

The first closed shop contract signed with any large department store was reached when the Department Store Employees Union Local 1259 concluded a 3-year pact with Hearn's, covering 2000 workers.

Guilds in San Antonio, Chattanooga Get Pacts

(Continued from Page One) ment's salary minimum schedule because it was too low. The contract however provides that the question may be reopened at any time by the Guild, and prohibits reduction in existing salaries. The management has set its own minimum at \$37.50 for employees of five years' experience. The contract provides full sick leave pay "in accordance with custom." Dismissals because of expense in effectuating the contract are barred.

The contract was negotiated with the aid of Bernice Morgan, former ANL representative. Quentin P. Gore is president of the local.

SAN ANTONIO PACT SET

SAN ANTONIO, Texas. — Another Hearst paper contract was ready to sign last week, as the local Guild received IEB approval of an editorial department agreement negotiated with the San Antonio Light management. It is the first union contract in San Antonio.

Salary minimums are as follows: copy desk and rewrite men of three years' experience, \$40; other editorial workers, artists, retouchers and photographers, \$37.50 for three years, \$25 after the first year, and \$14 to start; and society, clubs, home economics and library workers, \$25 for three years.

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The Guild Reporter

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

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

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February 14, 1938

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THE WITCH HUNTERS

TWO-BIT clowns and four-bit charlatans are providing a running fire of day-by-day fun in a Washington witch hunt which has as its ultimate purpose the destruction of the powerful and democratic maritime unions of the CIO. The deportation of Harry Bridges, the West Coast leader, is one main objective. The witch hunters also harbor hope of accomplishing in the same coup the task of banishing Harold Pritchett, Canadian president of the International Woodworkers of America. The American labor movement can ill afford to lose either of them. The vigor and venom with which their enemies go after them in Senator Copeland's inquisition has its funny side, but we can't stop to laugh. Affairs even more ludicrous than Senator Copeland's hearings have drifted into dangerous channels.

Last week's session of comedy had Joe Ryan, international president of the AF of L Longshoremen's Union, as star performer. Copeland's colleague, Senator Vandenberg, was an able straight man. Ryan, known as "Judas Joe" to his own men on the waterfront, testified that this one and that one is a Communist, that John L. Lewis controls the New York police, that Regional Labor Board Director Eleanor Herick is going to be Secretary of Labor, that the government was busting up his union. Vandenberg's eyes popped. "Can you prove it?" "You bet I can..." And so, on and on.

Bridges and Pritchett are well known to the Guild. We have benefited directly from their leadership and aid in the West. They are sincere and able men.

The Guild, with all labor, must make it plain that it will not be deluded by red-baiting, whether inspired by labor leaders or patent-medicine statesmen. Labor must also make it plain that it can and will protect its organizations and the leaders who have honestly devoted to it their lives and specifically that it can and will prevent the deportation of Bridges and Pritchett. It is the duty of every union man and woman to send protests to Senator Copeland and their Congressional representatives, and to affirm to the Department of Labor the belief of labor in the integrity and right to American residence of Bridges and Pritchett.

Who's Changing?

WE don't feel quite so badly about J. David Stern as he says he feels about the Guild. We still see a good deal of future ahead of him. But we are hoping very hard that he is not going to become a tired liberal before he really gets well started.

When Mr. Stern spread out from Philadelphia to New York some five years ago, he was in a particularly happy position. He represented a business group that stood to gain from the New Deal, with its aim of raising mass purchasing power, and this aim coincided neatly with his logical strategy in New York, that of picking up the huge block of labor and liberal readers then without a single satisfactory standard newspaper.

That was the summer of Mr. Stern's contentment. He was a benefactor. The Post crusaded for popular causes;

Unions Grow STRONGER

Lewis Lists Great Gains
 In Many Fields; Says CIO
 'Keeps the Wind Off AFL'

From a Speech
 BY JOHN L. LEWIS
 (Before the United Mine Workers
 Convention)

THERE are those abroad in the land who continue to say that this controversy in the house of labor is terrible, and they go about wringing their hands and calling upon all and sundry who observe their lamentations to see that it is weakening the labor movement.

Let's see if it is. Who is hurt in this fight? What union is weakened by reason of this division on the question of the right of men and women to organize as they see fit?

Is the United Mine Workers of America any weaker because of this fight? The answer is obvious, that our union in the 48 years of its history was never stronger numerically, financially, or in any other way.

Well, are the steel workers any weaker? I could ask Phil Murray. He knows that. Eighteen months ago there were not any organized steel workers. Now 498 corporations in the steel industry have contracted with the union of which Mr. Murray is chairman, covering 535,000 men. Well, they are not much weaker.

GAINS FOR 230,000

One hundred and forty thousand men and women in the electrical industry who have contracts with General Electric and Westinghouse and various concerns are not any weaker because a year and a half ago their union did not exist, and I think anybody would have a hard time convincing them that they are really weaker.

The 90,000 workers in the City of New York who have organized into the Transport Workers' Union under the CIO and who have obtained contracts with the Brooklyn-Manhattan Transit and Interborough Rapid Transit and all the transport companies of the City of New York are not any weaker, because a year ago there wasn't any such union and no such contracts, and a man in the employ of these companies did not even dare to think of joining a union, because the spies and the undercover men would find it out and weed them out.

NO UNION IS WEAKER

There is no union weaker. All of the CIO unions are stronger and gaining in membership every day, notwithstanding the industrial depression which affects our country at this time. Why, even the A F of L is no weaker.

Every time we opened up areas in the steel industry or an area as in Logan County, West Virginia, or in 10,000 larger areas of this country where the CIO has gone in and organized a basic industry, it has made it perfectly safe for the A F of L to come along and

it showed the plight of the WPA workers; it gave labor news a break; it pooh-poohed red-baiting; it espoused the liberal side in foreign affairs. The Guild came along; Stern recognized it, leading off with a contract in Philadelphia. He talked expansively about \$5,000-a-year minimums for news gatherers some day. His contract hurt a little in New York, where his pay had been very low; but he took at least part of the rap. When the American Newspaper Publishers Association over-extended itself with free-press talk, Mr. Stern dropped it. He had tried the Guild shop; he knew it was no menace; he said so.

Labor and the liberals were almost delirious. They flooded the Post with enthusiastic letters; talked about Pulitzer prizes. The Post's circulation shot up.

So did the advertising linage. At some point, however, something happened. It showed itself most concretely in the recent flurry over "secondary picketing." Stern, the progressive, backed the merchants against labor; he found himself high and dry in a position to the right of the New York Court of Appeals. Now, while he preaches for government action to keep up purchasing power, and supports Roosevelt, who opposes wage cuts, he asks the Philadelphia Guild for the right to cut wages. He is still giving fair play to union news, but he tells the Guild its demand for job security "would undermine civilization." He begins to take digs in editorials, and his letter of criticism to the New York Guild finds its way into Editor & Publisher.

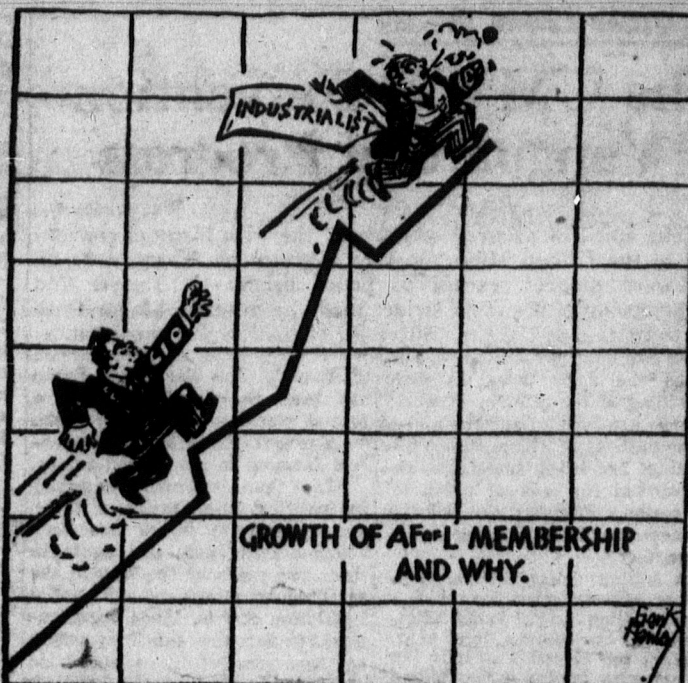
At the same time the old crusading fire dies down. With the single notable exception of a series of attacks on Hague readers of the Post have had no "good story" to mention to their friends in months.

The proud old "ear" on page 1 announcing that the Post's circulation was over 300,000 has lately been missing; the latest Editor & Publisher year book puts the circulation under 290,000.

Maybe Mr. Stern's best friends haven't been telling him all he ought to know. Maybe he will see things for himself and get back into his old stride. Here's hoping, certainly.

Nov. (1937) newspaper advertising sagged 9.3 per cent under 1936, but most publishers will be unable to reduce material and labor costs because newsprint jumps \$7.50 a ton on Jan. 1 and Guild organization has turned the trend of editorial salaries upward.

From the weekly news magazine Time.



Frank Hanley in the United Automobile Worker

gather up the butcher and the baker and the candlestick-makers, with the help of our people.

And so we have held the light for them and kept the wind off them, and as a result they have picked up several hundred thousand new members. And they boast about it—and I suppose they should. But they are not weaker except for those members who might have left some one organization or other of theirs and come over to the CIO. But they are not lost, because they are now with us.

The American Federation of Labor does not need to worry about that because they are still good union men and women. All they need to do is to trail along in this country behind the CIO and we will keep the wind off them.

Where is all this damage to the labor movement of this country from this controversy, a controversy that is a meritorious and a virtuous controversy over the question of the right of men to organize?

A TRUE APPRAISAL

I merely mention these things so that we can have a true appraisal of the equations which concern this situation and not be carried off our feet by sentimental utterances of men or women or interests who cannot stand the sound of conflict.

It has taken conflict here in America in order to establish the right of the workers to organize. The United Mine Workers never established their organization by sitting down in a chair on their porch on a summer afternoon in the shadows, wringing their hands and saying it could not be done.

They established their union by going out and fighting for the right to establish their union, and that is the way that a modern labor movement is being built here in America now because, thank God, there are millions of men and women in this country who are willing to fight to preserve their right to organize under that flag of ours.

Whose Ox?

IN 1936 clerks, salesgirls, warehousemen and truck-drivers struck in a number of Philadelphia department stores. Tens of thousands of Philadelphians saw the pickets every day, but the newspapers at first tried to ignore the strikes and later to disguise or minimize them.

When the right to picket became the critical point, the Philadelphia papers in general played up picket line disorders and contributed their build-up to a plan to break the strikes by driving pickets off the streets.

The Philadelphia Record was relatively fair to the strikers, but at the crucial moment it declared editorially, after an appeal for arbitration:

Meanwhile, the Mayor should give the stores and the public the protection to which they are entitled.

Notice, that the stores and the "public" were entitled to protection, not the strikers.

Several weeks ago, another demonstration relating to department stores took place in Philadelphia—with a notably different reaction on the part of the papers and the police.

With the laudable, but selfish, objective of defeating a sales tax, the department stores organized a "march on City Hall" with the full co-operation of Philadelphia newspapers.

Department store executives lined up hundreds of employees and poured them out on Market Street, led by bands and carrying placards made the night before in a newspaper shop. Five thousand demonstrators clogged the streets, the courtyard of City Hall and the corridors on several floors of that building for hours. Led by department store executives, the demonstrators marched into the Council Chamber where they yelled for hours. Several fist fights resulted. The police looked on benevolently and the Philadelphia newspapers, so horrified at mass picketing usually, hailed the company-organized demonstration as a stirring example of outraged civic conscience. Nobody was arrested.

No labor dispute in Philadelphia in many, many years has produced as much disorder and concentrated inconvenience to the public as that demonstration.

Just another example of how the right to demonstrate doesn't depend on the number of pickets or their orderliness—but merely on whose ox is gored.